

Contact: media.inquiry@bcu.org | 340 N. Milwaukee Ave. Vernon Hills, IL 60061 | bcu.org

BCU DEEPENS DIVERSITY, EQUITY, INCLUSION STRATEGY

CHICAGO – November 11, 2022 – As the financial well-being provider for some of America's best workplaces, BCU keeps Diversity, Equity, and Inclusion (DEI) top of mind in every decision they make. To solidify these efforts, the Credit Union recently expanded their shared values — adding inclusion to the list, improving alignment around their purpose of Empowering People to Discover Financial Freedom. The organization's values now consist of Inclusion, Integrity, Courage, Collaboration, and WOW. The addition of Inclusion stems from employee feedback on engagement surveys, focus groups and a strategic partnership with human capital consulting firm, Humanidei. "We're committed to integrating our business and people strategies with diversity best practices and maintaining a wholistic approach to DEI," said BCU Manager of Diversity, Equity, and Inclusion, Anjoli Walker. "As such, Inclusion deserves to be part of our key beliefs and will serve as a compass toward our greater purpose — internally and externally."

The Credit Union took another step forward in DEI efforts earlier with the launch of their Asian American and Pacific Islander Employee Resource Group (Asian ERG) and the LatinX ERG. "We're really excited to bring employees of all backgrounds together to celebrate and promote cultural awareness across the organization, while also bringing specific insights and experiences to the business," said Maggie Garcia, BCU Vice-President of Deposits & Payments and one of the LatinX ERG's executive sponsors. In addition to workplace representation, ERG efforts focus on celebrating language diversity and the understanding of cultural influences on financial and workplace well-being.

These recent enhancements align with BCU's ongoing dedication to broadening the diversity of their financial well-being offerings for members through events with financial educators like Jean Chatzky and Tiffany 'The Budgetnista' Aliche, who provide expertise from a female and BIPOC perspective and help BCU better understand how it can serve members and eligible non-members from a wide variety of diverse backgrounds. The Credit Union has also formed partnerships with community organizations such as Cristo Rey St. Martin College Prep to provide internship experience to developing individuals.

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*– Maggie Garcia; VP Deposits & Payments,
LatinX ERG sponsor*

Internal efforts include increasing representation by promoting diversity in their Senior Management Team and expanding diversity-scoped questions on the organization's annual Gallup® Employee Engagement Survey. BCU's 2022 survey data shows that respondents felt positively about DEI matters, overall ranking in the 90th percentile for diversity-related queries, 'I feel connected to my company's culture while working from home or from a remote location,' and, 'Diversity and inclusiveness issues are openly discussed.' Furthermore, scores for sentiments, 'We value diversity at BCU,' and, 'I can be my authentic self at BCU,' increased from 2021. Along with this annual survey, BCU keeps their finger on the pulse of diversity by hosting an inclusion training program for each new employee who is onboarded. This training consistently receives rave reviews and is attended by 100% of employees.

"It's a very rewarding experience to engage in such passionate and purpose-driven work, and to see overwhelming participation and support from the organization," said Walker. "Leveraging the power of DEI and intentionally aligning it with our purpose as an organization will, undoubtedly, improve the way we interact with and serve our members."

About BCU: BCU is a purpose-driven organization that empowers people to discover financial freedom. With over \$5B in assets, while being both not-for-profit and member-owned, the Credit Union is driven by the commitment to provide extraordinary service. BCU members enjoy access to financial services and well-being programming that inspire confidence through the brand promise "Here Today For Your Tomorrow." BCU is the financial well-being benefit partner for some of America's best companies, currently serving Fortune 100 workplaces throughout the United States and Puerto Rico. Lifetime membership is offered to employees and families of their company partners, and those living or working in Chicago-area communities.

To learn more, visit [BCU.org](http://bcu.org)