

2022

Diversity, Equity & Inclusion Report





FINRA®

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Letter From the CEO

As we pause to reflect on FINRA's diversity, equity and inclusion (DEI) work over the course of 2022, I am fortunate to say that DEI is integral to FINRA's operations. At all levels of our organization—from our Board of Governors to our more than 3,800 employees—we realize the value of diverse backgrounds and inclusive leadership in informing our work and fulfilling our mission to protect investors and promote market integrity. Simply said, when every employee has the opportunity to thrive and contribute unique talents to our organization, we are stronger for it.

On the following pages, we hope to shine a light on how FINRA has sought to promote DEI in our organization, the securities industry and our communities. From our Board of Governors annually reviewing our progress towards advancing skilled, diverse, and inclusive talent to our robust panoply of employee resource groups, the focus on DEI spans our organization. This past year, we made more efforts to share what we have developed internally with others. In 2022, we formed a new Industry Diversity Advisory Committee to explore opportunities and provide guidance to the FINRA Board of

"There is never a finish line when it comes to DEI work. We can always do more and learn more. But I am proud of the work we did in 2022 and honored to be on this journey with the FINRA team."

Governors and management regarding steps we can take to promote a more inclusive and diverse securities industry, coordinating where appropriate with other industry stakeholders. Here, FINRA plays an important role as a convener and thought leader. As a self-regulatory organization, one of FINRA's strengths is our ability to bring people together—from the regulatory community and the industry alike—to share ideas and best practices and promote constructive action. This is just the latest step in ensuring we are delivering on that role and facilitating vital conversations.

Working on DEI continues to open our eyes to new possibilities that make our organization and its people stronger. We can always do more and learn more. But I am proud of the work we did in 2022 and honored to be on this journey with the FINRA team.



Robert Cook
President and CEO



Robert Cook
President and CEO

Letter From the Chief Diversity Officer



2022 marked the 15th anniversary of the launch of FINRA Women’s Network, the precursor to what has grown—through brave and courageous leadership—into a formal FINRA-wide diversity, equity and inclusion program that includes 10 employee resource groups (ERGs), an annual CEO-hosted Diversity Leadership Summit and DEI thought leadership throughout the financial services industry.

I am frequently asked the “secret” to FINRA’s proactive role in the DEI space. The secret is our leadership, which operates under the philosophy that you don’t have to get ready if you stay ready. In times of crisis, we are prepared to react because we have already been asking questions, listening and changing.

DEI is not something “separate and aside” in our work here at FINRA. DEI is embedded in everything we do. We have built a mechanism for DEI initiatives based on what we already know works. For instance, in 2022, we expanded our Diversity Leadership Council (originally founded in 2009) so every single executive leader has a responsibility for DEI as part of our strategic business priorities. In 2022,

we also continued to implement the “seeds for change” recommended by the Racial Justice Task Force. One such seed was IDAC, formed with the goal of advancing our commitment to DEI in the securities industry. Members of IDAC—representing industry professionals, diversity practitioners and academics—are charged with collaborating with securities industry organizations to strengthen DEI across the industry; identifying the impact FINRA rule proposals and initiatives may have on FINRA’s commitment to increasing DEI; exploring and promoting initiatives that foster the full participation of communities of color in financial markets and sustaining financial capability; and encouraging engagement and participation of underrepresented groups on FINRA committees, panels and other working groups.

Our DEI work at FINRA is centered on four pillars: Diversity Education, Engagement, Representation and Thought Leadership. We made significant progress in each of these areas in 2022, and I want to thank each FINRA team member for your contributions to that progress. We had 100 percent employee participation in our Inclusion@FINRA learning series.

“DEI is not something ‘separate and aside’ in our work here at FINRA. DEI is embedded in everything we do.”

Almost 50 percent of our employees are members of one or more ERGs. More than a third of employees volunteered in 2022, resulting in over 12,500 hours of service. We are creating a space where our employees feel safe bringing 100 percent of themselves to work—in a way that doesn’t impede their colleagues’ ability to also bring 100 percent. Additionally, in its 11th year since inception, our Diversity Leadership Summit reached 1,600 internal and external learners.

Our work continues, and the DEI lessons and achievements of 2022 are propelling us forward.



Audria Lee

Vice President Talent Acquisition
and Chief Diversity Officer



Audria Lee

Vice President Talent Acquisition
and Chief Diversity Officer



Camille Robinson
Head of DEI Programming

“FINRA has made it clear that DEI is a commitment throughout the organization—and it's refreshing to know that at a time when many DEI teams are facing challenges, ours has only grown to aid this important work.”

Snapshot: DEI at FINRA in 2022

In 2022, diversity, equity and inclusion initiatives at FINRA flourished as team members implemented new ideas at all levels of the organization and brought to fruition ongoing employee recommendations borne from historic societal conversations about social justice.

“We’ve absorbed these seeds of ideas, planted them, watered them and brought them to life,” says Peter Gonzalez, Co-Chair of the FINRA Diversity Leadership Summit and Senior Principal Investigator—Crypto Assets Investigations.

It doesn’t matter whether the team is focusing on supplier diversity, increasing representation among arbitrators or using innovative technology to achieve the FINRA mission, DEI is embedded in the conversation.

With the strategic vision and example of the FINRA Board of Governors and leadership of C-suite team members, FINRA made great strides in aligning its DEI goals with overall organization goals in 2022.

“At FINRA, DEI is not an ‘extra,’ it’s not a ‘plus’—it’s integral to good leadership, good business and good regulation,” explains Gina Petrocelli, Vice President, Enforcement Legal and Co-Chair of the Diversity Leadership Council. “Good leadership is inclusive leadership.”

In 2022, FINRA sunset its Racial Justice Task Force (RJTF), which had been formed in July 2020 following

the murder of George Floyd and ensuing social justice conversations. The RJTF engaged employees in FINRA’s efforts to advance racial justice and foster inclusiveness within the organization, local communities and the securities industry. Task-force work resulted in the identification of 70 employee recommendations for implementation, which are now being stewarded by the Executive Diversity Leadership Council (EDLC), in partnership with the Diversity Leadership Council. Founded in 2009, the Diversity Leadership Council is a group of leaders across the organization tasked with developing and implementing a robust diversity and inclusion strategy at FINRA. This embeds the recommendations fully within the overall FINRA workstream.

“DEI is found in every part of the organization,” says Camille Robinson, Head of DEI Programming. “If we are talking about Technology tackling inclusive language initiatives, Procurement launching our Supplier Diversity programming or our Enforcement team ensuring diverse representation in their early career Honors Program, FINRA has made it clear that DEI is a commitment throughout the organization—and it’s refreshing to know that at a time when many DEI teams are facing challenges, ours has only grown to aid this important work.”

More than half of the RJTF’s recommendations are fully implemented, with the rest in varying stages of development. These recommendations include efforts to promote diversity in FINRA’s supplier chain, a new fellowship to expand the pipeline of academic researchers from underdeveloped backgrounds, a new Industry Diversity Advisory Council and a partnership with the Municipal Securities Rulemaking Board to host roundtables on issues facing minority, women-owned and veteran-owned businesses.

Pillar 1: Diversity Education

KEY ACCOMPLISHMENTS

12K+ attendees
100+ events

Combined attendance of over 12,000 employees at more than 100 ERG events

200+ participants

took part in CEO Action's inaugural Collective Perspectives event featuring journalist Lisa Ling and *Bridgerton* actress Golda Rosheuvel discussing authenticity, media representation, changing narratives and workplace belonging

1 pledge

to engage with CEO Action for Diversity & Inclusion

100%

of FINRA employees completed both online and instructor-led Inclusion@FINRA learning series

GOAL

We will **increase DEI competencies** through live and online learning opportunities.

The Women in Tech (WIT) initiative, which began in 2015, made tremendous strides in 2022. Its 2022 Createathon featured a DEI focus, and WIT offered two shadowing programs to make internal mobility opportunities more accessible. In addition, WIT established a quarterly “safe space forum” program to encourage dialogue and create a constructive outlet for expressing concerns.

“How we leverage our staff with our diverse backgrounds really impacts the way we do our work,” says Rubyna Zito, Vice President of Technology Services and Operations. “Our voices are heard and applied to how we do business today.”



“DEI is not an ‘extra,’ it’s not a ‘plus’—it’s integral to good

leadership, good business and good regulation.”

Gina Petrocelli

Vice President, Enforcement Legal and Co-Chair of the Diversity Leadership Council

2022 Awards



The Evolution of DEI: A Q&A with Rainia L. Washington, Chief Human Resources Officer

Rainia L. Washington

Chief Human
Resources Officer



Q As an experienced HR leader, how would you describe the DEI landscape in 2022?

A **Washington:** As a professional, I've seen DEI evolve over the years. I remember when this space was solely focused on numbers and the fear of quotas. We've evolved so much—recognizing that diversity and inclusion is irrefutably critical to our success as a society and therefore to an enterprise. To achieve true inclusion, you must have diversity, recognizing and leveraging the characteristics that make us all unique in a variety of ways. An inclusive culture ensures everyone has the opportunity to fully participate in the success of the business. Now, we've added equity to the equation, which levels the playing field for success. Everyone should be afforded the opportunity to bring their best self to the workplace and receive the same opportunity to achieve their goals.

Organizations have invested time and money in DEI, which is great. But we—society-wide—need more effort to learn and appreciate what it takes to achieve maximum results in a diverse and inclusive environment where all have an equal chance to reach their professional and personal goals.

In June 2020, FINRA named Rainia L. Washington its Executive Vice President—Chief Human Resources Officer, charged with overseeing the organization’s talent recruitment, training and development, diversity and inclusion, compensation and benefits, and employee relations. Washington came to FINRA after 26 years in human resources.

Q How does FINRA stand out in the DEI space?

A **Washington:** FINRA has done a phenomenal job developing tools, resources and programs that support DEI in the industry and within FINRA. We recognize DEI is a competitive advantage that will attract and retain talent via an environment that supports and appreciates everyone. The Diversity Leadership Summit is a great example of FINRA leading the industry in this space, bringing top FINRA executives together with researchers, leaders and advocates across the industry for frank and detailed discussions. I also enjoy our Culture Survey feedback. We take this feedback seriously and look for results that will improve the work culture. There is commitment by senior leadership and engagement at all levels of the organization.

Q Looking back at 2022, what is a DEI initiative that stands out for you?

A **Washington:** One initiative that stands out is assigning each of our management committee members as an executive champion for an employee resource group. This allows each executive to learn, grow and be an advocate for an ERG to which they are not directly affiliated. The assignments were intentional, and each executive team member has embraced this great opportunity with interest, excitement and openness. This has also been a great opportunity for the ERG management committee to get exposure to and be mentored by a senior leader.

Q What makes the FINRA culture special?

A **Washington:** FINRA is a unique entity for several reasons—we are a regulator that is regulated by a government entity, and we must sit in all these shoes at any given time. However, what I absolutely adore about this environment and culture is the willingness to learn and help others reach their potential. Anytime I reach out to someone with a question, people are always willing to help. Many will go above and beyond to help others, which makes working toward one single mission a reality.



Empowering Courageous Conversations and Meaningful Service

Employee Engagement is one of the four DEI pillars at FINRA. FINRA's network of 10 employee resource groups (ERGs) empowers employees to develop and host educational and networking opportunities for a wide range of communities and their allies. The ERG program was strengthened in 2022 when each ERG was assigned an executive champion from FINRA's EDLC, enhancing the connection between senior leadership and ERGs.

This official involvement formalizes what was already a strong partnership. Sharon Alexander, Co-Chair of the FINRA African American Network (FAAN), explains that following the murder of George Floyd in 2020, FINRA CEO Robert Cook and other senior leaders sat down with FAAN leadership to listen to their experiences and suggestions for action. Out of these conversations came a more formalized and expanded Courageous Conversations series that will continue to grow. It also prompted the establishment of the EDLC, significantly expanding leadership's engagement with DEI challenges and outcomes. Council members, all direct reports of the CEO, each serve as the Executive Champion for an ERG outside their own group affiliations.

"Having this platform is not common in the corporate world," says Alexander, noting how surprised and pleased she was when top executives came to her and said *Hey, we want to do something*. "I was given free rein to be creative and create this

platform. They stood behind me and we were able to birth this whole idea of the expansion."

Another way for employees to engage is FINRA's annual Month of Service, which begins annually on Sept. 11, the National Day of Service and Remembrance. FINRA employees and executives commit fully to this service: for example, in 2022, Greg Ruppert—Executive Vice President of Member Supervision and the executive sponsor for this volunteer initiative—kicked off the Month of Service by rappelling off a building in a visibility campaign to increase cancer awareness.

FINRA encourages service by providing employees 16 hours of paid leave per year to participate in approved volunteer activities—as well as promoting participation with ongoing communications and special swag. Employee participation in the Month of Service increased by 6 percent in 2022, with nearly one-third of team members engaged.



"I really appreciate FINRA's continued recognition of the value we bring to our communities and to the important causes we are most passionate about."

Greg Ruppert

Executive Vice President of Member Supervision

FINRA Men's Forum Addresses Mental Health Issues

The 2022 FINRA Men's Forum offered virtual attendees a candid panel discussion on mental health and burnout issues among men as one of the sessions. Minds in Motion Therapeutic Services discussed the long-term effects of being the "strong and silent type," offering practical strategies for managing stress and increasing comfort with vulnerability such as self-mindfulness, setting boundaries and categorizing and prioritizing action items. "The panelists left the audience with a new understanding of mental health and its relationship with men," stated one attendee.



Pillar 2: Employee Engagement

KEY ACCOMPLISHMENTS

~50%

of our employees are members of one or more employee resource groups (ERGs)

~33%

of employees collectively volunteered more than 12,500 hours

nearly

\$45K

was contributed to charities by ERG-led campaigns in 2022

over

\$746K

was donated to 555 organizations (employee donations of \$465,000 plus matching donations of \$281,000)

GOAL

We will **increase employee interaction** to enhance our diverse, inclusive and respectful environment at FINRA.

ERG Highlights:

Employees Leading the Way



FAPA hosted more than 200 employees at its 2022 Lunar New Year celebration and worked with anti-harassment group Right to Be to bring customized bystander intervention training to nearly 600 FINRA employees. The training covered the history of anti-Asian hate and xenophobia, how to recognize harassment situations and tools and techniques for safe intervention.

“Getting involved with FAPA allows me to learn so much about our FINRA colleagues’ cultures while sharing my own with them. Learning about other cultures definitely will broaden your horizons.”

FAPA MEMBER JOE JEONG



As part of the Presence with Purpose (PWP) hybrid workforce plan, **FLAN** hosted its first PWP event during Hispanic Heritage Month 2022, combining a hybrid scavenger hunt with an in-person Cafecito Social. A second PWP event offered FLAN members the opportunity to acquire salsa dancing skills.

“I joined FLAN because I have lived extensively in Texas and New Mexico and have biracial grandchildren. We share our cultural backgrounds seamlessly, and being a part of FLAN helps me stay in touch with cultural norms and lived experiences.”

FLAN MEMBER INGRID HAYES-BURRELL

In 2022, nearly half of FINRA employees engaged in programming provided by FINRA’s 10 employee resource groups (ERGs) as well as the FINRA Men’s Forum Committee. ERGs produced hundreds of virtual events and communications. Each ERG now has an executive champion from the EDLC.



In 2022, **DAWN**’s marquee event, the Annual Health & Wellness Symposium,

focused on “Accessibility for All.” Keynote and breakout sessions focused on “hidden disabilities,” such as ulcerative colitis and dyslexia. In April, DAWN leadership spoke during a virtual career fair for people with disabilities, and established multiple contacts between potential job candidates and FINRA hiring personnel.

“DAWN exists to foster a community of support and connections, create a safe place to bring our authentic selves to work, and provide education and resources on health and wellness.”

DAWN MANAGEMENT COMMITTEE



In June, **MilCom** hosted a two-part series on the benefits

of hiring veterans, reservists and military spouses and how their unique skill sets and experiences can be an asset to FINRA. Part 1 featured Major General John B. Hashem from the Office of the Secretary of Defense. Part 2 was a panel discussion with FINRA veterans and hiring managers.

“This speaker event promoted visibility and education, providing information to FINRA hiring managers and other employees, as well as MilCom members and their families who might be navigating similar challenges or experiences.”

MILCOM MANAGEMENT COMMITTEE



BRIDGES—which encourages mutual understanding of all faith traditions—kicked off 2022 with an executive fireside chat featuring FINRA Executive Vice President of Enforcement Jessica Hopper, and FINRA Executive Vice President and Chief Legal Officer Bob Colby. In May, BRIDGES and FAPA partnered to celebrate the end of Ramadan with a virtual celebration of Eid-al-Fitr.

“Given the inherent reluctance many have about discussing faith in a work environment, the staff appreciated hearing senior leaders talk about their journeys of faith and its continuing importance in their lives.”

BRIDGES MANAGEMENT COMMITTEE



During Women’s History Month 2022, **MERGE** hosted “The Workplace

Through Her Eyes,” a live panel discussion featuring FINRA employees representing Baby Boomers, Gen X, Millennials and Gen Z. Through the panelists’ eyes, attendees were invited to explore the evolution of women in the workplace. MERGE Breakrooms is a new 2022 initiative that allows colleagues to connect virtually over popular culture, outdoor activities, pets, travel and more.

“We look for innovative ways for members to explore similarities and differences between the generations and provide opportunities to connect with one another.”

MERGE MANAGEMENT COMMITTEE



In March, **PRIDE** Alliance worked with Corporate

Communications to celebrate Transgender Day of Visibility with a rotating banner on FINRANet. The FINRA Pride Alliance honored Transgender Day of Remembrance in November with a panel discussion on personal experiences with gender inclusivity, allowing attendees to share in and understand the experience of transgender, nonbinary and gender expansive people.

“We are dedicated to providing programming that demonstrates the value that LGBT employees and their allies bring to FINRA and that help establish FINRA as an employer of choice.”

PRIDE ALLIANCE MANAGEMENT COMMITTEE



FWN, FINRA’s first ERG, celebrated its 15th anniversary during

fall 2022 with a look back at the ERG’s history and impact. FWN also launched a fundraising campaign, selling 15th anniversary T-shirts, that raised more than \$2,500 for the National Domestic Violence Hotline, as well as increased awareness of domestic violence issues using the theme #WeAreResilient.

“FWN’s anniversary provided a sense of community for our membership, re-engaging many FWN members and highlighted the impact and importance of ERGs to FINRA’s mission and goals.”

FWN MANAGEMENT COMMITTEE



FAAN sponsored multiple events during Black History Month

2022—ranging from a look at African culinary influences to a spoken word event. In August, FAAN partnered with FAPA and FLAN to host “How to Cope with Trauma” with Minds In Motion, a virtual event educating attendees about the effects of trauma on mental health and strategies for responding to trauma.

“ERGs are a ‘safe space’ to connect on issues or challenges in life that others may have experienced. It feels like a shoulder to lean on.”

FAAN MEMBER TOVAH MATHIAS



In 2022, **FFN**—formerly the FINRA Parents Network

(FPN)—changed its name to reflect a more inclusive view of our workforce and represent diverse family structures including, among others, families without children, empty nesters, same-sex partners, caregivers, families created in the absence of blood relatives, service animals and pets.

“This change to include ‘families’ in the new name reflects a more inclusive view of our workforce and reinforces our commitment to continue providing events and resources that support the many types of families we represent.”

FFN MANAGEMENT COMMITTEE



Representation Matters at All Levels



FINRA has made a clear commitment to representation at all levels of the organization, from on-campus recruitment for new hires to the makeup of its Board of Governors. Currently, 52 percent of the Board is female, and 29 percent identifies as racially or ethnically diverse.

“The Board is very focused on ensuring diversity among its ranks—not just gender and racial or ethnic diversity, but also diversity of experiences and backgrounds,” says Jennifer Piorko Mitchell, Vice President of Corporate Governance and Deputy Corporate Secretary. In this position, she assists in coordinating all activities of FINRA’s Board of Governors and manages the activities of the Office of the Corporate Secretary (OCS), including overseeing FINRA’s corporate elections.

“We’re also focused on increasing the diversity of our advisory committees, which are predominately volunteer positions,” Mitchell says. Some steps FINRA has taken in this regard include adopting term limits for the advisory committees to provide more opportunity to individuals from the industry who have raised their hands to serve. FINRA has also been highlighting the different ways in which members of the industry can become involved in the self-regulatory process.

The idea for increasing diversity on speaking panels and advisory committees—which provide feedback on rule proposals, regulatory initiatives and industry issues—came from employees serving



“The Board is very focused on ensuring diversity among its ranks—not just gender and racial or ethnic diversity, but also diversity of experiences and backgrounds.”

Jennifer Piorko Mitchell

Vice President of Corporate Governance and Deputy Corporate Secretary

on the Racial Justice Task Force, which was formed after the murder of George Floyd and the creation of which was approved by the FINRA Board.

One of the advisory committees is the new Industry Diversity Advisory Committee (IDAC). The Board of Governors appointed the inaugural class of committee members in September, charging them with providing insight and suggestions to FINRA on how to enhance DEI across the securities industry. The IDAC also works to identify the impact FINRA rule proposals and initiatives may have on FINRA's commitment to increasing DEI. Committee members also explore initiatives to foster the full participation

of communities of color in financial markets and encourage the participation of underrepresented groups on FINRA committees, panels and other working groups.

“One of their objectives is to answer, how can we develop programs that will move diversity forward across the industry?” Mitchell says. “These are complex issues but with FINRA's leadership, we can pull various stakeholders together to discuss these issues. It's a great opportunity to share practices, connect and hear from different groups. This is a really exciting opportunity to help support this committee.”

FINRA was recognized externally as an Employer of Choice by *DiversityInc*, *Computerworld*, the Human Rights Campaign, Disability Equality Index and VETS Indexes.

* Insufficient data available on non-binary gender identities

Pillar 3: Representation

KEY ACCOMPLISHMENTS

Diversity of Our Board



Increased Diversity of Our Officers (2017–2022)



Increased Diversity of Our Senior Directors (2017–2022)



2022 Intern Class



Workforce*

Includes 43% Female, 39% Minority, 1.0% Protected Veteran, 13.2% Disabled and 4 generations (Baby Boomer to Gen Z)

GOAL

We will increase the diversity of our workforce through targeted recruiting and **development opportunities.**

Expanding DEI Beyond FINRA

Whether it's through the FINRA Investor Education Foundation's community outreach, the annual FINRA Diversity Leadership Summit or a FINRA team member's speaking engagement, FINRA is dedicated to increasing representation in all spaces, giving decision makers, ranging from individual first-time investors to CEOs, access to the information they need to make solid, inclusive decisions.

In 2022, in partnership with the Girl Scouts of the USA (GSUSA), the FINRA Investor Education Foundation launched a financial empowerment program designed to teach children key financial literacy concepts. For the first time, the GSUSA financial empowerment "playbook" is available in both English and Spanish, increasing access for approximately 40,000 Latina/Hispanic Daisy grade level (kindergarten and first grade) students, their parents, troop leaders and volunteers.

The FINRA Investor Education Foundation and GSUSA are conducting financial empowerment events in cities near FINRA offices, offering FINRA

employees the opportunity to volunteer and make an impact through events that will serve 271,000 children, 88,000 of whom are children of color. The volunteer opportunities are part of the Colleagues Contributing to Communities volunteer initiative.

"Our mission with Colleagues Contributing to Communities is to advance financial education in underserved communities, marrying the expressed desires of FINRA employees to volunteer, while simultaneously meeting the volunteer needs of the Foundation's financial education community-based partners," explains Ritta McLaughlin, Director Investor Education Community Outreach at the

FINRA Investor Education Foundation.

The FINRA Investor Education Foundation is also working to enhance financial knowledge and capability among the next generation of investors and heighten awareness of FINRA among students at historically Black colleges and universities (HBCUs) through a partnership with the Society for Financial Education and Professional Development (SFE&PD) Student Ambassador Program.

FINRA's 2022 academic outreach initiatives including a presence at the National Business Education Association (NBEA) convention; the



Peter Gonzalez

Co-Chair of the FINRA Diversity Leadership Summit and Senior Principal Investigator—Crypto Assets Investigations

"Access—that word is my North Star. We want to ensure that all communities and individuals have access to the tools they need to make better informed real-time decisions. It's my passion because it's my story. A program came into my high school in my underserved community in Miami and taught me about financial capability. It was the first time I heard the terms 'stocks' and 'bonds.' And that's what I want to replicate for others."



National Conference for College Women Student Leaders (NCCWSL), presented by AAUW; the HBCU Business Deans Roundtable Summit; and the Hispanic Association of Colleges and Universities Annual Conference. A pilot program launched in 2022 encourages students to take the Securities Industry Essentials (SIE) exam by providing a limited number of exam vouchers to HBCUs and other institutions for distribution to minority and other underrepresented students.

FINRA Ambassadors attended 2022 recruitment events hosted by the National Black MBA Association (NBMBAA) and Prospanica. The 2022 NBMBAA and Prospanica conferences allowed FINRA to interact with a network of Black and Hispanic business professionals. Pre-event access to both recruiting databases allowed FINRA to conduct 19 on-site interviews that resulted in four 2023 internship offers.

The annual Diversity Leadership Summit, a marquee initiative in FINRA's efforts to influence

DEI within the industry, reached over 1,600 internal and external participants during its 2022 virtual event. FINRA has hosted the event for more than a decade, and since pivoting to virtual during the pandemic, FINRA has been able to expand the summit's reach. The event provides a forum for diversity practitioners from firms, financial regulators and other organizations to share ideas and effective practices to promote diversity and inclusion in the workplace.

The 2022 virtual summit offered discussions on the importance of embracing DEI even during times of transition; included a session on the hidden biases of good people; discussed DEI challenges, progress and breakthroughs in the financial services industry, including for LGBTQIA+ inclusion and allyship; analyzed the obstacles and opportunities for recruiting and retaining a diverse, equitable workforce; and shared the FINRA Investor Education Foundation's 2021 National Financial Capability Study and implications for the capital markets.

In 2022, FINRA was recognized by *DiversityInc*—the preeminent DEI publication—in two categories of its annual Top 50 Companies for Diversity competition. *DiversityInc's* Top 50 and accompanying specialty lists are among the most prestigious corporate DEI rankings for U.S. employers.

DiversityInc named FINRA as one of this year's Noteworthy companies, which are those the competition judges deemed as having the potential to make the Top 50 list. FINRA joins organizations such as American Airlines, Asurion and HSBC in receiving the Noteworthy designation. In addition, FINRA was ranked No. 11 on *DiversityInc's* 2022 Top Companies for Board of Directors list, due to the FINRA Board of Governors' diverse representation and support of DEI practices.



Pillar 4: Thought Leadership

KEY ACCOMPLISHMENTS

FINRA formed the Industry Diversity Advisory Committee (IDAC) to explore opportunities and provide guidance to the FINRA Board of Governors and management on enhancing diversity, equity and inclusion across the securities industry.

over
1,600

internal and external stakeholders reached through its annual CEO-hosted Diversity Leadership Summit

FINRA was represented in

15 diversity-focused speaking engagements

GOAL

We will influence an increase in **diverse representation and an inclusive environment** in the financial services industry.

2022 List of ERG Events

Ongoing Events

- DAWN Mindful Mondays
- FLAN Conversaciones en Español
- Pride Alliance Meet the Members
- FAAN/FLAN SIFMA Foundation Invest It Forward
- Pride Discussions With Senior Leadership
- MERGE Breakrooms



"I've been able to amplify my voice through my ERG and my work, and I feel empowered because of the support I've

gotten from my manager, from his manager and from senior management. They truly believe that diversity and inclusion are important for many reasons. We have the opportunity to develop professionally, grow and make a difference."

Sandra Poirier

Principal Examiner, Member Supervision/Examinations: Retail, and Secretary of FLAN

January

- 11:** BRIDGES Annual Meeting
- 25:** FAPA Lunar New Year Celebration—Collaboration With CRED and Technology
- 26:** Multi-Cultural Perspective on Financial Capability in Collaboration With FLAN, FAAN, FAPA and Investor Education
- 31:** Market Regulation and Transparency Services Diversity and Inclusion Committee Event—Living the Dream With ERG Leaders as Panelists

February

- 1–28:** Celebrate Black History Month With FAAN
- 1–28:** United Negro College Fund—Charity Drive Through Benevity
- 2:** Let's Eat: The African Culinary Influence With FAAN
- 4:** FWN Go Red for Women
- 9:** Parent Networking Event—Part 1
- 17:** FAAN Talks: A Spoken Word Event
- 23:** Let's Discuss: Black History is American History—Keynote Speaker Jim Reynolds

March

- 1–31:** FWN Celebration of Women History Month
- 1:** FWN Annual Meeting With Featured Speaker Gina Petrocelli
- 2:** FAPA Networking Event
- 7:** The Workplace Through Her Eyes: Generational Perspectives Panel With MERGE
- 15:** FAPA Bystander Intervention
- 17:** FWN Speed Mentoring Event—Part 1
- 18:** Diversified, Carrying and Clearing: "Opportunity Knocks"—Leaders Information Session With ERGs
- 21:** FAPA—Ramadan is Coming—Collaboration With BRIDGES
- 23:** Increasing Financial Capability in the Military Community With FINRA's Office of Investor Education ("OIE") and FINRA Foundation Representatives
- 24:** BRIDGES hosted by Marolda Cameron—Diverse People, Same Needs
- 24:** ERG Panel: Work/Life Balance as Our Offices Begin to Open Back Up
- 28:** FWN Speed Mentoring Event—Part 2
- 31:** Transgender Day of Visibility Announcement
- 31:** FWN Elevate and Empower Fireside Chat

April

- 1–30:** FINRA-Matching Charity Drive for Ronald McDonald House Charities Global Inc.
- 18:** FFN Keynote Speaker—Supporting Your Kids: Identifying and Addressing Signs of Stress
- 25:** FAPA Cyber Safe Tea Workshop—The Internet of Things (IoT)—Collaboration With FFN & CIS
- 26:** MERGE's Senior Leader Panel Event: Generations and Leadership
- 26:** FWN Women Circle Session—NY, NJ, Philly and Boston Offices
- 28:** Take Our Children to Work Day

May

- 1–31:** FAPA Asian American and Pacific Islander American Month Celebration
- 1–31:** FAPA Charity Drive—Doctors Without Borders
- 3:** FWN Women Circle Session—Rockville/Others
- 4:** FAPA Bystander Intervention
- 10:** Pride Coffee With a Leader
- 11:** MilCom Membership Networking Social Event
- 17:** FAPA and BRIDGES Eid-al-Fitr Event
- 24:** FLAN Cafecito Chat With a Latina Series—Chat With SEC Lourdes Caballes
- 25:** FAPA Fireside Chat With FINRA Board Members Peggy Ho and Samir Deshpande

June

- 1–30:** GRIOT Circle Fundraiser (Pride Alliance)
- 1–30:** Pride Month Weekly Email
- 1:** FAPA Networking Event
- 8:** The Benefits of Hiring Veterans Part 1—A Discussion With Major General Hashem
- 13–17:** Juneteenth Week of Service
- 14:** Kitchen Talk Series—Anxiety in Children (Collaboration Between FFN, BRIDGES, FAPA, FLAN and FPA)
- 22:** Col. (Ret.) Michelle "Mo" Barrett Speaker Event—Fight for Centerline: Balancing Our Flights Through Life
- 29:** Pride Month-End Celebration

July

- 4:** MilCom ft. Travis Manion Foundation (TMF) Military Appreciation Remote 5K—Collaboration Event With Multiple ERGs
- 13:** FINRA Leveraging ERGs to Pivot in Your Career
- 26:** DAWN Rap Session—Part 1
- 28:** BRIDGES Bring Your Faith Event

August

- 3:** ERG and Toastmasters Overview for College of Exams (CoE) and Interns
- 8:** OHO Talk on the FINRA Families Network, FINRA Interfaith Network and FINRA Pride Alliance
- 11:** FWN Circles Open Topic Forum
- 18:** FAPA Collaboration With FIEF For FAPA Member Input Regarding Financial Literacy
- 19:** Minds in Motion—How to Cope With Trauma With FAAN, FLAN and FAPA
- 23:** Parent Networking Event—Part 2
- 30:** DAWN Rap Session—Part 2

September

- Sept 7–Oct 7:** Song for Charlie Charity Campaign With MERGE
- 7:** MERGE Keynote Speaker—One Pill Can Kill: Fake Prescription Pills in the Age of Fentanyl
- 13:** FAPA Cyber Safe Tea Workshop—Android Devices—Collaboration With FFN & CIS
- Sept 15–Oct 15:** FLAN Charity Drive for the Hispanic Heritage Foundation
- 20:** Hispanic Heritage Month: Team Building Scavenger Hunt and Presence With Purpose Cafecito
- 21:** FAPA Networking
- 22:** Hispanic Heritage Month: FLAN's Participation on the Createathon's Chill Lounge
- 22:** Benefits of Joining FWN
- 23:** FAAN Open House
- 27:** DAWN Rap Session—Part 3

October

- 3–7:** Hispanic Heritage Month: Picture Challenge and Raffle
- 3:** Keynote Speakers—Estate Planning Event With FFN, FAPA, FLAN, FWN and Pride Alliance

- 4:** FWN Coffee With a Leader
- 6:** Breast Cancer Awareness Event (FAAN and FWN)
- 10:** FAPA Diwali Celebration
- 11:** FPA National Coming Out Day—CURED Documentary Panel & Presentation
- 12:** DAWN Fall 2022 Symposium Accessibility for All: DAWN Looks Forward
- 13:** FWN Celebrates Ada Lovelace Day
- 14:** Hispanic Heritage Month: Salsa Dance Class (Onsite: NYC and Boca Raton) & Virtual Event
- 18:** MilCom 2022 Membership Annual Meeting
- 18:** DAWN Fall 2022 Symposium—Hidden Disabilities: Invisible Disabilities Speaker and Author Christina Irene
- 19:** DAWN Fall 2022 Symposium Living With Invisible Disabilities: Moderated Panel Discussion
- 20:** MilCom MC Care Package Activity
- 21:** Boca Raton Office Deerfield Beach Cleanup Sponsored by the FINRA Latino Affinity Network (FLAN)
- 21:** MERGE Annual Membership Meeting
- 27:** FAAN Focus Group—Uplifting the Black Male Voice
- 29:** HRC Dinner Event

November

- 1–30:** MilCom and DAWN 22 Pushups Challenge
- 1–30:** MilCom Charitable Giving Month
- 3:** 15 Years of FWN: Its History and Impact
- 4:** The Reunion—A Discussion on Career Mobility and Internal Jobs
- 7:** FFN Keynote Speaker—Increasing the Emotional Quotient in Parents and Children
- 8:** FWN and FAAN Breast Cancer Survivor Support Group
- 9:** FAPA Mindfulness Session With Irene Bobbins
- 10:** FAPA Membership Meeting
- 11:** Veterans Day Email to Members and FINRA.net Article
- 14:** The Benefits of Hiring Veterans Part 2—A Discussion With FINRA Veterans and Hiring Managers
- 15:** FFN Member Panel—Celebrating FINRA's Diverse Families
- 15:** FWN Imposter Syndrome Series
- 16:** FWN—Coffee With a Leader
- 18:** Transgender Day of Remembrance and Non-Binary Panel
- 21:** Holiday Volunteer Opportunities Email to Members
- 29:** FWN: "Let's Talk About It: Economic Uncertainty"

December

- 6:** DAWN Rap Session—Symposium Debrief
- 7:** FWN 15th Anniversary Social Event
- Dec 7, 2022–Jan 6, 2023:** FFN Spreads the Holiday Spirit
- 13:** FAPA Networking Event
- 19:** DAWN—Hearts of Glass: Preview Event
- 21:** Celebration of Various Holidays (BRIDGES and MERGE)



"FINRA's ERGs enable us to create a culture of allyship, where it is expected

that all people, regardless of identity, work together to build community, inclusion and equity for historically excluded groups within the organization. Even our executive leaders demonstrate this commitment, as each is an executive champion for an ERG to which they are not directly affiliated. I believe it is this level of executive commitment at FINRA that is truly remarkable and enables the culture of allyship to thrive at all levels."

Charley Fogel

HR Program Manager,
Inclusion & Worklife

A man in a light blue striped shirt and dark trousers stands with his back to the camera, facing a woman in a black dress. They are in front of a glass wall with a grid of light blue squares. The word 'FINra' is visible on the glass. The scene is outdoors with some foliage in the foreground.

FINra

Credits / Acknowledgments

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