

FINRA[®]

Employee Resource Group

Year in Review

2021





We are pleased to share our 2021 Employee Resource Group Year in Review, which, in conjunction with our 2021 Diversity, Equity & Inclusion Report, describes our commitment to fostering a diverse and inclusive culture. The report highlights the activities of our 10 Employee Resource Groups (ERGs), including professional development, educational, networking and recruiting, and community outreach programs.

We are proud and grateful for the commitment of the executive sponsors and management committee members who plan and produce programs that reflect FINRA's values and our commitment to fostering an inclusive environment. As a result, employee participation in ERGs has continued to grow year over year. At year-end, almost 50 percent of employees were members of one or more ERGs—a 3 percent increase over 2020.

To ensure our ERGs continue to thrive, FINRA hosts an annual summit to provide ERG management committee members with opportunities to enhance their leadership skills, identify strategic opportunities to align their goals with FINRA's values, hear from senior leaders and build relationships. We are proud of the impact of our ERGs on FINRA's recruitment, retention and engagement efforts, and continue to seek opportunities to enhance and leverage the ERG programs to positively influence our DEI strategy.

Camille Robinson
Associate Director, HR Diversity and Worklife

Fostering Inclusion

FINRA's Employee Resource Groups (ERGs) create a more inclusive environment by engaging employees through a variety of activities—all with a goal to further FINRA's mission by providing leadership and personal development opportunities to employees, and enriching life at work and outside of work.

Throughout 2021, FINRA's 10 ERGs developed and hosted more than 100 professional development, educational, networking, recruiting and community outreach programs. These activities—part of FINRA's overarching Diversity, Equity and Inclusion (DEI) program—help FINRA build and retain a workforce that mirrors the diversity of our communities and supports our mission of investor protection and market integrity.

This report describes the activities FINRA's ERGs undertook in 2021 and their impact within FINRA and our broader community.



“Being a member of an ERG, is much more than being in a community. It’s shared experiences and backgrounds, as well as the opportunity to network and learn from one another. It’s almost like family.”

Millie Cortes

ERG member



Our ERGs at Work

Across FINRA, our ERGs are an important component of our employee engagement strategy. Throughout 2021, as we remained in a remote-work environment, our ERGs stepped up to connect employees across our 20 offices, providing opportunities for employees to share, learn and give back.

- ▶ **Almost 50 percent** of employees are members of one or more ERGs—a **3 percent increase over 2020**.
- ▶ **ERG events had a combined attendance of over 15,000 participants in 2021**.
- ▶ **28 percent** of employees volunteered **9,603 hours** in their communities in 2021.
- ▶ **Employees donated \$436,459 to 582 organizations** with ERG-led campaigns driving more than **\$40,000 to charities**.



“In the last two years, individuals around the globe have suffered from unprecedented physical and mental health challenges, many of which are invisible and unreported. Offering a community and services to our members and stakeholders that provides a safe space, education and resources is critical to sustain FINRA and to support our mission of protecting investors, including the most vulnerable investors.”

Sarah Wallis

Member DAWN Management Committee



FINRA African American Network (FAAN)

Provides networking and mentoring opportunities, and promotes professional development and community involvement.

Members: 516

Supporting Health and Wellness

FAAN, in collaboration with the FINRA Women's Network, hosted a panel discussion about cancer prevention and how a sedentary lifestyle and chronic stress affects breast cancer survivors. Panelists also discussed cancer prevention and control in communities of color and underserved populations, and the importance of legislative funding and support for cancer research and innovation.

Developing Professional Skills

FAAN's 2021 annual Black History Month Program featured a conversation with Melody Hobson, president and co-chief executive officer of Ariel Investments and the chairwoman of Starbucks Corporation, and FINRA CEO Robert Cook and FINRA Chief Human Resources Officer Rainia Washington. FAAN followed the conversation with a post-panel discussion on living FINRA's values, positive change and the importance of management.

Recruiting the Next Generation

FAAN collaborated with FINRA's People Solutions department to expand FINRA's relationship with Historically Black Colleges and Universities and associations for black professionals. FAAN assisted with recruitment events at FAMU College of Law and the virtual National Black MBA Conference.

Supporting Financial Literacy for Students

FAAN along with the FINRA Latino Affinity Network (FLAN) have established a partnership with the SIFMA Foundation—the financial education arm of SIFMA, a trade association for broker-dealers, investment banks and asset managers operating in the U.S. and global capital markets. Our ERGs identified volunteer opportunities offered through the SIFMA Foundation and recruited ERG members and FINRA employees to teach financial literacy to students nationwide. In 2021, more than 30 FINRA employees volunteered and presented approximately 20 different SIFMA programs in connection with Invest It Forward™, an industry-wide financial education and capital markets literacy initiative that gives young Americans a solid understanding of the capital markets system and the invaluable tools to achieve their dreams.

FINRA Asian Professionals Association (FAPA)

Educates FINRA employees about Asian cultures and their significance to FINRA's diversity and inclusion goals.

Members: 434

Raising Awareness of Cultural Experiences

With increasing levels of violence against Asian Americans, FAPA hosted The Asian American Experience Panel to create awareness of the history of and increased violence towards Asian Americans. Panelists discussed xenophobia, racism, anxiety, fear and strategies and resources for coping with incidents of violence.

FAPA also raised \$8,700 for Stop AAPI Hate—an organization that strives to advance equity, justice and power by dismantling systemic racism and building a multiracial movement to end anti-Asian American and Pacific Islander (AAPI) hate.

Supporting A Country Devastated by COVID-19

With the COVID-19 crisis overwhelming hospitals and medical systems in India in the spring of 2021, FAPA initiated a Special Action Charity Drive for India to support FINRA Indian employees and their families through the health crisis in India. Through the special charity drive, FAPA encouraged employees to donate to UNICEF to support the cause. With FINRA's matching funds, FAPA donated \$7,960.



Maria Rodriguez

Member, FLAN Management Committee



"I strongly believe that leaders have the social sway to directly and indirectly affect the workplace—and our presence as Latinos is needed."

FINRA Interfaith Network (BRIDGES)

Promotes understanding and appreciation of all religious faiths, spiritual beliefs and traditions, including the values of those who are religiously unaffiliated, agnostics and atheists.

Members: 166

Promoting Respectful Engagement

Conversations about faith are not always easy ones to have, but BRIDGES, through its monthly Bring Your Faith events, provides opportunities for employees to share their faith and beliefs in an open and respectful environment.

Understanding Intersectionality

BRIDGES also partnered with PRIDE Alliance to host a discussion on the intersectionality of religion and the LGBTQ community and navigating LGBTQ issues and religion in the workplace.

Celebrating Ramadan

BRIDGES collaborated with FAPA on an Eid al-Fitr event to celebrate the end of the Muslim holy month of Ramadan. The virtual celebration of Eid al-Fitr highlighted the many ways to conclude the month of prayer and fasting.

FINRA Disability and Wellness Network (DAWN)

Fosters a compassionate culture and community that promotes physical and mental wellbeing in the workplace through education and initiatives that encourage those with visible and invisible disabilities to bring their whole, authentic selves to work.

Members: 485

Raising Awareness of Health and Wellness

For the fourth year, DAWN sponsored its annual Health and Wellness Symposium. The 2021 event offered a space for colleagues to reset, reconnect and learn strategies for building resilience and enhancing their wellbeing. Overall, about 600 employees attended the four-part event—twice as many participants compared to past symposiums.

In addition, DAWN continued its popular How Ya' Doin' Series, which was launched in 2020 at the height of the pandemic. The lunchtime meditation sessions take place every Monday and give FINRA staff the opportunity to start the week off on a positive and mindful note.

Giving Back

For the second year, DAWN raised money for the National Alliance on Mental Illness (NAMI)—the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. DAWN raised and donated over \$2,000 to NAMI. DAWN also lent support to the Cerebral Palsy Alliance Research Foundation. DAWN helped raise more than \$15,000 and promoted a healthy lifestyle to employees with the STEPtember challenge. FINRA steppers took more than 37 million steps during the challenge.



“Being able to go through my process of my daughter’s autism has strengthened my commitment to give back and try and provide support to others that may feel the same way I did initially and for months after hearing her diagnosis. I have spoken to colleagues that have been a part of DAWN and its management committees, and I feel their shared experiences have furthered my commitment to take a more active role in promoting the efforts of this ERG.”

Jim Morris

Member DAWN Management Committee



FINRA Latino Affinity Network (FLAN)

Increases awareness, education and visibility of Hispanic/Latino values within FINRA.

Members: 356

Inspiring and Empowering Employees

In celebration of Hispanic Heritage Month, FLAN hosted a conversation with Jessica Hopper, executive vice president and head of Enforcement, which gave members an opportunity to hear from a senior executive who is part of their community. Ms. Hopper discussed her achievements as a leader, the importance of identity, mentoring and the benefits of ERGs.

FLAN's Cafecito Chat Series introduces members to influential Latino/a individuals at FINRA and in varying industries. FLAN hosted a chat about the extraordinary career of Colombian immigrant Adela Cepeda. Ms. Cepeda, who was raised in New York, is an honors graduate of Harvard College and holds an MBA from the University of Chicago School of Business. She was a corporate finance executive, started her own municipal advisory firm, and serves as a director of the board of BMO Harris Bank and on the boards of UBS, Mercer and CGCM Mutual Funds.

Inspiring Youth

FLAN developed the Seeing is Believing program to connect with and inspire youth in local communities. The program's goal is to give young people opportunities to interact with financial industry professionals who look like them and learn about their personal and professional experiences. In 2021, FLAN held the first session with Fordham Leadership Academy in Bronx, New York.

Encouraging Financial Security

During Hispanic Heritage Month, FLAN selected Qualitas of Life Foundation as its sponsored charity. Qualitas provides basic financial education to Hispanic individuals and their families to foster financial security and improve their standard of living. FLAN raised over \$2,000, helping the organization to reach its goal of ensuring that Hispanic Americans have the tools to take control of their finances, break the cycle of poverty and realize the American dream.

FINRA Military Community (MilCom)

Raises FINRA employee awareness of potential opportunities to help, support and improve the quality of life of the military community in their areas and assists FINRA's efforts to recruit and hire qualified military veterans.

Members: 327

Raising Awareness of Issues Veterans Face

MilCom hosted a discussion with Dr. David Shulkin, former Secretary of the U.S. Department of Veterans Affairs (VA) and Under Secretary for Health, to bring awareness to challenges veterans face. Dr. Shulkin provided an overview of the state of the VA; generational differences, and similarities among veterans; issues veterans face when transitioning to civilian life, such as health, trauma and financial difficulties; and strategies for improving the everyday life of members of the military and veteran community.

Fostering Inclusion

MilCom partnered with the FINRA Pride Alliance to present a two-part program on the intersectionality of being LGBTQ+ and serving in the military. The first part of the discussion highlighted themes of gender identity and the use of personal pronouns as a means of acknowledging and celebrating diversity. The second part focused on the adversities LGBTQ+ members of the military must overcome. Participants shared their experiences and stories about where the intersectionality exists in within these two groups and beyond.

Giving Thanks to the Military Community

MilCom has established a partnership with the Tragedy Assistance Program for Survivors (TAPS) and A Million Thanks, which both support U.S. military members and their families. MilCom helped raise over \$3,700 for TAPS, and FINRA employees also wrote letters and cards to service members via A Million Thanks organization.

Raising Awareness of Veteran Suicides

An average of 22 veterans take their own lives every day. MilCom raised awareness of this statistic through the 22 push up challenge. The challenge also encouraged participants to donate \$22 or more to the Tragedy Assistance Program for Survivors (TAPS). Overall, MilCom raised and donated nearly \$6,000 to TAPS.

FINRA Multigenerational Employee Resource Group Exchange (MERGE)

Creates a welcoming community that gives voice to each generation by showcasing their unique and diverse perspectives and facilitating intergenerational collaboration and communication.

Members: 383

Exploring Generational Differences and Similarities

MERGE co-sponsored an event with FAAN as part of FAAN's Juneteenth event series to provide employees insight into the different perspectives of Black Americans among different generations. Panelists discussed Juneteenth and its significance, as well as the impacts of the nationwide social justice protests in 2020.

MERGE also hosted a Generational Divides Snack-tastic Networking Lunch during which participants explored generational differences that produce tension and misunderstanding between generations.

FINRA leaders from different generations joined MERGE for a Video Series on Breaking Down Multigenerational Misconceptions in the Workplace. Presenters and panelists discussed their preferred methods of communication, working styles and the overall impact of the remote work environment on their generations.

Supporting Mental Health Awareness

In 2021, MERGE raised more than \$3,000 for Brain and Behavior Research Foundation—an organization committed to alleviating the suffering mental illness causes by awarding grants that will lead to advances and breakthroughs in scientific research.

Alicia Aldas

Member, FLAN



"I enjoy being part of FLAN. It has given me a sense of belonging and I just love being able to connect and network with other Latinos at FINRA. I love learning about all the different cultures. We may share the language, but we are so diverse."

FINRA Parents Network (FPN)

Fosters a culture of community for parents, caregivers and allies by providing opportunities and resources to balance life's priorities.

Members: 735

Balancing Work and Life

FPN collaborated with several ERGs on a four-part series—Caregivers Doing It All: Tools for Parents and Caregivers—with behavioral expert, Dr. Marcie Beigel. The series provided tips and tactics to identify and cope with anxiety; communicate one's emotional needs in a professional way; navigate an employee's role as a professional, parent and human; change behavior, specifically around children; and balance technology access at home.

Supporting Employees Managing Pregnancy and Loss

Often miscarriage and pregnancy loss are accompanied by silence and quiet grief. To support the many families who have suffered such a tragic loss, and educate coworkers and allies about ways to support bereaved parents, FPN hosted "Shattering the Silence Around Pregnancy and Infant Loss." Led by Dr. Kiley Hanish, OTD, PMH-C, an advocate and coach dedicated to helping people through transformational growth and healing after infant or pregnancy loss, the event also honored the tiny lives lost too soon.

While planning for the event, FPN raised questions about coverage for pregnancy loss in FINRA's Bereavement Leave Policy. Following discussions with People Solutions, FINRA enhanced the policy to expand the definition of pregnancy loss to include miscarriage.

Raising Awareness of Child Hunger and Supporting Families

FPN raised nearly \$6,000 for Save the Children—a humanitarian organization for children that has changed the lives of over 1 billion children in the U.S. and around the world. With FINRA's matching policy, FPN contributed nearly \$12,000 to help provide food for those in need. For the third consecutive year, FPN engaged members in raising donations for Ronald McDonald House Charities Global Inc. FPN raised \$7,300 to help families access the medical care and resources they need.

FINRA Pride Alliance (FPA)

Increases awareness, education and visibility of the LGBTQ community.

Members: 404

Fostering Inclusion, Increasing Visibility

Pride Alliance hosted various activities to increase visibility and awareness of LGBTQ+ matters, and increase knowledge and understanding for both LGBTQ+ employees and their allies.

Together with FAAN, Pride Alliance hosted a social hour that featured a video focused on the intersectionality of being black and gay in America. Participants learned about the origins of the Pride movement and Juneteenth, and the intersectionality within the two communities.

Pride Alliance hosted a discussion about the movie “Lady Valor,” which tells the story of former U.S. Navy SEAL Christopher Beck, her long career as a member of the armed forces and her journey to become Kristin Beck, a transgender woman.

Pride Alliance organized a watch party with Diversity Best Practice for a program that provided inspiration and practical tips and tools to empower individuals, ERGs and communities to do their best work. The program featured stories that amplify and uplift the efforts of individuals and ERGs working to support the LGBTQ+ community both at their organizations and in the communities in which they serve.

Giving Back

FPA partnered with GRIOT Circle in June 2021—also celebrated as Pride month—for its annual giving campaign. FPA raised more than \$3,500 for GRIOT Circle. In addition, FPA hosted a virtual event with representatives from GRIOT to learn more about the organization and how it successfully provides a welcoming space, culturally sensitive services, and member-centered programming that affirms the lives of LGBTQ+ elders of color.



“The ERGs are all key in helping us cement the foundation of success by providing employees with career enrichment and development, resources, and valuable and impactful initiatives that help us professionally and personally.”

Diana Roberto

Co-chair, FLAN



FINRA Women’s Network (FWN)

Promotes and champions the growth, development and success of FINRA women, while maximizing their unique talents and contributions to help meet FINRA’s goals and objectives.

Members: 879

Supporting New Leaders

FWN, in collaboration with FINRA’s Diversity and Worklife team, hosted the Women’s Leadership Summit—which provides a forum for ongoing conversations about diversity, equity, inclusion, and career development at FINRA. More than 800 employees joined to hear women at different stages in their lives share their experiences and perspectives and provide valuable insights on this year’s theme, Invest in Yourself.

FWN sponsored ten members to attend the Conference for Women held in Pennsylvania, Texas and Massachusetts. The personal and professional development conferences feature more than 100 renowned speakers sharing inspiring stories and leading seminars on the issues that matter most to women. Members who attended shared lessons they learned with other members.

FWN’s Women’s Circles program met 20 times with nearly 550 attendees. Women’s Circles participants in each FINRA office meet at least quarterly to engage in authentic conversation on a range of topics, including work/life balance, career, workplace challenges, parenting and book discussions. Women’s Circles provide an opportunity for networking and fostering new relationships among fellow FINRA Women and FWN allies.

ERG 2021 EVENTS

Recurring Events:

DAWN Mindful Mondays: Every Monday

FLAN Conversaciones en Español: Every Other Wednesday

JANUARY

January 29: FWN Wellness Workshop and Networking Circle

FEBRUARY

February 1 – 28: Celebrate Black History Month With FAAN

February 3: FAAN “School Daze” Zoom Social

February 5: FWN, FAAN and DAWN Celebrate “Go Red for Women”

February 9: Six ERGs Present Tools for Parents and Caregivers Series With Dr. Marcie – Mental Wellbeing: Finding Happiness and Coping With Anxiety

February 11: The Year of the Ox – FAPA Celebrates Lunar New Year

February 16: FAAN Talks

February 18: MilCom Presents – A Conversation With Dr. Shulkin

February 22: FAAN sponsored a discussion with Melody Hobson

February 26: FWN Presents – The Power of “Atomic Habits”

February 26: Courageous Conversations – Black Men Share Their Experiences

MARCH

March 1 – 31: Celebrate Women’s History Month With FWN

March 2: FWN Annual Membership Meeting

March 4: FLAN Virtual Open House

March 8: FWN Invite: Gympass International Women’s Day Wellness Event

March 12: FLAN Cafecito Chats: “Girl Like Me: Cafecito With a Latina”

March 25: FAPA Networking Happy Hour

March 30: FWN-FAAN “Women in Solidarity” Panel Discussion

APRIL

April 9: Introduction to Toastmasters: Pathways

April 13: The Asian American Experience

April 16: FLAN Cafecito Chats: “Girl Like Me: Cafecito With a Latina”

April 21: FWN Speed Networking

April 22: FAPA Networking Happy Hour

April 22: FAAN Annual Membership Meeting

April 22: 2021 Take Our Children to Work Day

April 26: FWN Tips and Tricks for SIE Exam Success

April 29: FAAN Zoom Social

MAY

May 1 – 31: Celebrate Asian Pacific American Heritage Month With FAPA

May 4: MERGE General Membership Meeting

May 6: FPN Presents: Working Mother's Day Panel With FAPA and FLAN

May 11: Let Kids Be Kids – Rules for Technology and Socializations

May 17: Eid al-Fitr "Festival of Breaking the Fast" Celebration

May 28: FLAN Cafecito Chats: The Story of Dalia Botero – A Mover and Shaker in the Financial Industry

JUNE

June 1 – 30: Celebrate "Virtual" Pride Month With FPA

Beginning June 1: FWN Summer Book Club

Beginning June 7: DAWN's Spring into Wellness Challenge

June 8: DAWN Presents: How Ya Doin' Series

June 8: Pride Presents Circling Back with Griot

June 10: Meet the Members – Milcom/Pride Social

June 11: FWN Lunch 'N Learn: Make Your Development Goals Work for You

June 14: FAAN/Pride Zoom Social

June 16: FWN Summer Series Networking With Guest Speaker Jessica Hopper

June 16: Pride Alliance Watch Party: Diversity Best Practices Seminar

June 17: Multigenerational Experiences Among Black Americans with FAAN/MERGE

June 17: Bridges/Pride Bring Your Faith Event on Intersectionality

June 24: FAAN Juneteenth Discussion

June 25: "What the +" – PFLAG Event

June 25: Lunch With a Leader – Jeff Kalinowski and Gregory Dean

June 30: Pride Month History With PFLAG

JULY

July 2 – 5: MilCom, DAWN and FPN Present: Military Appreciation Event

July 8: FWN Lunch and Learn – ACAMS and ACFE

July 9: FWN Financial Literacy Building Financial Resilience – Lessons from Disruption

July 14: FWN Summer Series Networking with Guest Speaker Rainia Washington

Through July 18: DAWN's Spring into Wellness Challenge

July 19: FWN, FLAN, FAPA, and FAAN Speed Networking

July 21: DAWN Lunch and Learn Featuring Doc Golden

AUGUST

August 5: Pride Lunch With a Leader – John Kalohn

August 11: FWN Summer Series Networking with Guest Speaker Kayte Toczylowski

August 16: DAWN's STEPtember Kickoff

August 24: BRIDGES Presents: More Alike than Different: A Conversation with Miles McPherson

August 25: FWN Presents: The 'M' Word

August 25: MERGE Generational Divides Snack-tastic Networking Luncheon

August 26: FAAN Ice Cream Social

SEPTEMBER

September 1 – 30: STEPtember Challenge

September 9: FWN Coffee with a Leader

September 11 – October 31: FINRA's Volunteer Service Period and ERG Opportunities

September 14: Tools for Parents and Caregivers Series Featuring Dr. Marcie – ALL Behavior CAN Change – Learn How to Navigate Challenging Behavior

September 17: FAAN Virtual Open House

September 20: Financial Savings and Budgeting Panel Discussion

September 21: FLAN Cafecito Chats: "Cafecito with a Latina" – The Story of Dalia Botero: A Mover and Shaker in the Financial Industry

September 22: Practical Strategies to Help Your Child With Time Management and Organization Skills

September 24: FLAN's Virtual Cooking Class With Rudy Acosta from Rincón Criollo

OCTOBER

October 6: Keynote Speaker – Shattering the Silence Around Pregnancy and Infant Loss

October 7: Pride Lunch With a Leader – Audria Lee

October 11: FPA/MERGE Intergenerational National Coming Out Day Panel Discussion

October 12 – 26 (Various Events): DAWN's Health and Wellness Symposium

October 13: FAAN/FWN Breast Cancer Awareness Panel Discussion

October 14: FLAN Inspired and Empowered – A Discussion With Jessica Hopper

October 15: FWN Breast Cancer Survivor Program Kickoff Event

October 18: FWN and Women in Technology Ada Lovelace Day Celebration

October 21: Four Self-Transformative Lessons to Learn From Diwali

October 22: FAAN - The Power of Emotional Intelligence With Dr. Precious Boyle

October 27: FWN Presents: Domestic Abuse Dynamics

Through October 31: FINRA's Volunteer Service Period and ERG Opportunities

NOVEMBER

November 3: FAPA Diwali Celebration

November 8: FPA/MERGE Intergenerational National Coming Out Day Panel Discussion

November 9: Tools for Parents and Caregivers Featuring Dr. Marcie: Finding Your Rhythm With Work and Parenting – Tools to Succeed at Both

November 10: MilCom Veterans Day Event With TAPS

November 11 – January 31: MilCom and DAWN – 22 Pushup Challenge

November 11: FPA, MilCom, and FAPA Celebrate Transgender and Nonbinary Awareness Month

November 15: Caring for Kids With Allergies

November 19: 2021 FINRA Toastmasters Speech Competition

November 22: FWN Presents Tips on Applying to Internal Positions

November 23: MERGE Generational Divides Networking event

DECEMBER

December 1: Fireside Chat Featuring Sarah Kimball

December 2: Cyber Safe Tea Workshop

December 6: FWN Discussion Panel: FINRA Benefits

Through December 31: MilCom and DAWN – 22 Pushup Challenge



Investor protection. Market integrity.

1735 K Street NW
Washington, DC
20006-1506

www.finra.org
© 2022 FINRA. All rights reserved.
FINRA and other trademarks of the
Financial Industry Regulatory
Authority, Inc. may not be used
without permission.
CCSD-642