

Webinar Series: Executive Diversity Council Best Practices

Meet Our Panelists



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Executive Diversity & Inclusion Councils

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Together we'll go far



“When you change the way you see things, the things you see change.”

- Anonymous

History of Wells Fargo's Enterprise D&I Council



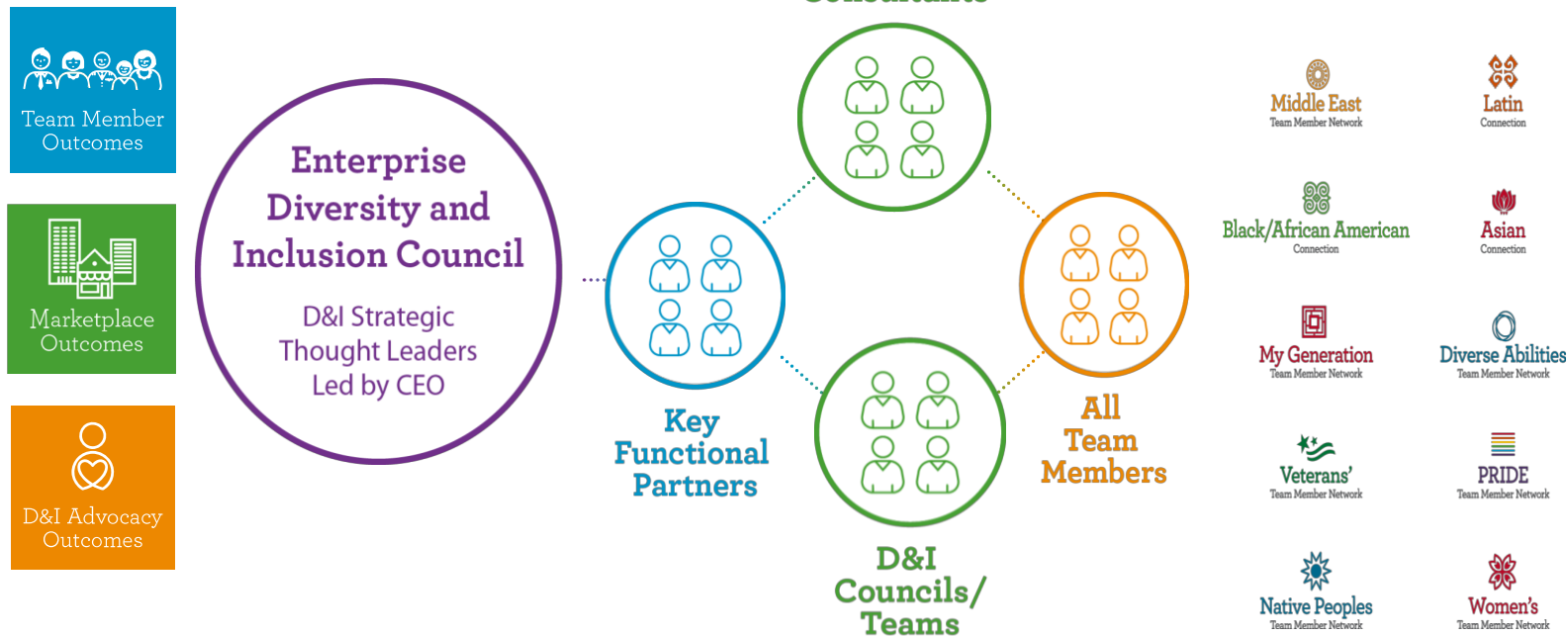
Role of Wells Fargo's Enterprise D&I Council

The Enterprise Diversity & Inclusion Council serves as a **strategic catalyst for change, education and understanding** that is empowered by the **President & CEO** to provide **trusted insight , inclusive feedback** and recommendations on **critical D&I related opportunities** and issues to drive business outcomes. The council **analyzes** progress toward goals/objectives, and members **role model, champion, reinforce accountabilities and expectations, and lead change in the businesses to achieve our aspirational goals."**

EDIC Responsibilities include . . .

- Serve a minimum term of 1 year, average 2 years (rotational)
- Attend 75% of all Council meetings (in-person or telepresence)
- Support, shape, and prioritize enterprise D&I priorities and goals
- Communicate updates to Operating Committee Member and LOB leaders
- Role Model and champion D&I behaviors; lead with intention
- Support alignment and linkages to LOB D&I Councils
- Provide insight, lens and expertise to inform and impact the diversity strategy and D&I related issues
- Practice group and self-awareness
- Proactively share appropriate issues and observations with Council

Providing leadership across the D&I Ecosystem



Key areas of success and influence

- Responding to social issues, incidents, and human tragedies
- Increasing resources to support talent acquisition
- Evolution of D&I scorecard, reporting and monitoring
- Alignment of divisional D&I councils and Business Resource Groups
- Establishing sourcing and hiring guidelines
- Grow supplier diversity spend

What has worked well . . .

- Leadership > CEO-driven leadership
- Review > A focus on data; analyze and review
- Educate > Bringing the outside in; support awareness and learning
- Lever > Lever as recommending body to social issues/incidents
- Accountability > Rotational membership; talent development focus
- Communicate > Utilize the power of story-telling

Q&A



Thank You for Attending

- You will receive an email from us by this Friday containing a link to download this presentation.
- If you have questions/comments, please email us at Shane@DiversityInc.com.
- Visit DiversityIncBestPractices.com to view past webinars, career advice, as well as relevant, up-to-date content on diversity and inclusion management.