

AWARD NOMINATION

Award Category **Employee Group of the Year**

2021
Business & Community
EXCELLENCE
AWARDS



Nominated Business: **Pride ALLYs**

DETAILS

Ally's Diversity, Equity, and Inclusion is not just a thing we do at Ally. It's something we strive to intertwine into every single facet of our business. Whether it be our interactions with our employees, our engagement with our customers, or our involvement with our communities, we know that the only way to be truly successful is to execute with excellence in the area of Diversity, Equity & Inclusion. We are pleased to announce that 2020 is the first year we've cracked Diversity Inc's Top 50 companies for Diversity list, landing at #40. Diversity Inc also recognized Ally as having the 10th best ERG program in the U.S. We believe that reward and recognition is direct tribute to the passion, efforts, and courage of our 4,000 ERG members (40% of the total organization). Not to be lost in that, is our Pride ALLYs ERG, Ally's LGBTQ+ employee resource group. The below is a summary and testament to the innovative, people-first work they've contributed to their teams and our Company.

- At Ally, we believe strongly that employees should be able to bring their authentic selves to work each day. We recognize that a part of this is being able to openly discuss the difficult and sometimes uncomfortable topics that come with having a thriving diverse workforce. Across all of our eight (8) employee resource groups, we have a continual "Let's Talk About It" series that does exactly that. Whether it be racism, the #MeTooMovement, or violence against Asians and Asian Americans, we do not believe in shying away from giving our employees a platform to discuss their lived experiences. The Pride ALLYs are no exception to that tradition. Over the course of the last eighteen months, the ERG and its members have leaned into a two-part conversation about racism within the LGBTQ+ community, featuring QPOC panelist from various community-based organizations as well as well as a vital conversation about bringing awareness to LGBTQ + youth homelessness. Typically, these conversations are held using a blend of educational content and personal experiences.

Pride ALLYs

- The Pride ERG, like all of our ERGs at Ally, recognize the power of sharing their experiences to foster the growth and understanding of their fellow employees. The ERG recently collaborated with various departments in the organization to create a homegrown animated transgender workplace training video that covered everything from pronouns to microaggressions to creating an inclusive workplace. Several leaders across the organization continue to leverage this content to help educate their teams and promote broader awareness of the workplace issues that transgender employees face.
- Engaging with the community via monetary investment and volunteerism is a strategic imperative for the Pride ALLYs ERG. In the past year, the ERG has donated over \$50,000 to support 501c3s that benefit LGBTQ+ individuals across the country and in each of the communities we operate in. Prior to bringing 99% of workforce home to work remotely at the onset of the pandemic, it was also a regular initiative of the ERG to leverage the volunteer time-off we have, to give our time to these organizations as well; leveraging the hours marching in Pride Parades, staffing booths at the festivals, teaching financial literacy to LGBTQ+ youth, and participating in various other volunteer events offered by our partner organizations.
- In Texas in particular, the Pride ALLYs have frequently partnered with the Resource Center of Dallas Inc. for various initiatives and sponsorship opportunities.
- While the Pride ALLYs ERG continues to invest both our time and money in several partner organizations across the U.S., we are also passionate about raising awareness and giving our local non-profits a platform to reach additional donors and constituents. In June 2021 alone, the ERG brought in Metro Detroit-based partner organizations Stand with Trans and Ruth Ellis Center to hold discussions with our employees regarding access and barriers in healthcare for transgender individuals, and the importance of pronoun usage, respectively.
- As Ally's Diversity, Equity, & Inclusion journey evolves, we continue to understand the need to focus as much of our energy on action as we do on education. A part of this journey to continually increase the diversity of our representation across all areas and levels of the organization is leveraging our passionate and knowledgeable ERGs to complement their members' career development process. The Pride ALLYs put additional focus on this area during our June 2021 focus month by creating multiple opportunities for our members to participate in speed networking events, wherein LGBTQ+ employees can feel empowered in meeting with peers and those in leadership for advice, mentoring, and building new connections.

Pride ALLYs

- Ally and our Pride ERG know that internal mobility isn't the only way to improve LGBTQ+ representation. That's why we've recently launched a significant investment and relationship with the North Carolina-based LGBTQ+ college-to-career pipeline organization, Campus Pride. Bringing in new and diverse LGBTQ+ talent will be a pertinent part of Ally's success, inside and outside of the Diversity, Equity & Inclusion scope.
- Ally perpetually seeks to offer a benefits and compensation package to all of our employees, regardless of race, gender, disability status, gender identity and expression, sexuality, age, and Veteran status. We have scored perfect 100's on the last three Corporate Equality Indexes by the Human Rights Campaign. The influence and insight of our Pride ALLYs members in this process is invaluable. Thanks to the Pride ALLYs leadership and guidance, Ally has offered and continues to offer a benefits package that is inclusive of the needs and aspirations of our LGBTQ+ employees. Some of these benefits include comprehensive transition-related care for our transgender employees, industry-leading financial assistance for surrogacy and adoption services, and 100% paid leave for up to 12-weeks for paternal and maternal care.