

BANK ON WOMEN, INC.

How to WIN: Women IN the Boardroom

Our Mission

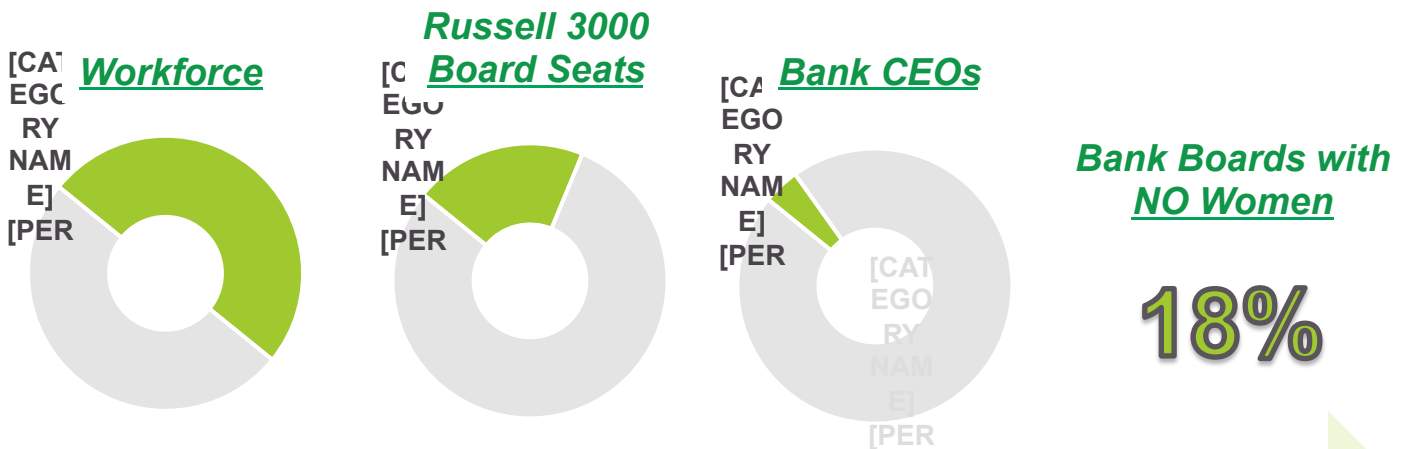
501(c)(3) non-profit organization dedicated to educating the community banking industry on the importance of adding qualified women to the Board and C-suite, and to developing and promoting women leaders in community banking, with the goal of increasing the number of qualified women serving on boards of directors and in executive management

Women Are...

- ✓ The **majority** of our **customers, employees, owners, and community**
- ✓ Essential to enhancing performance

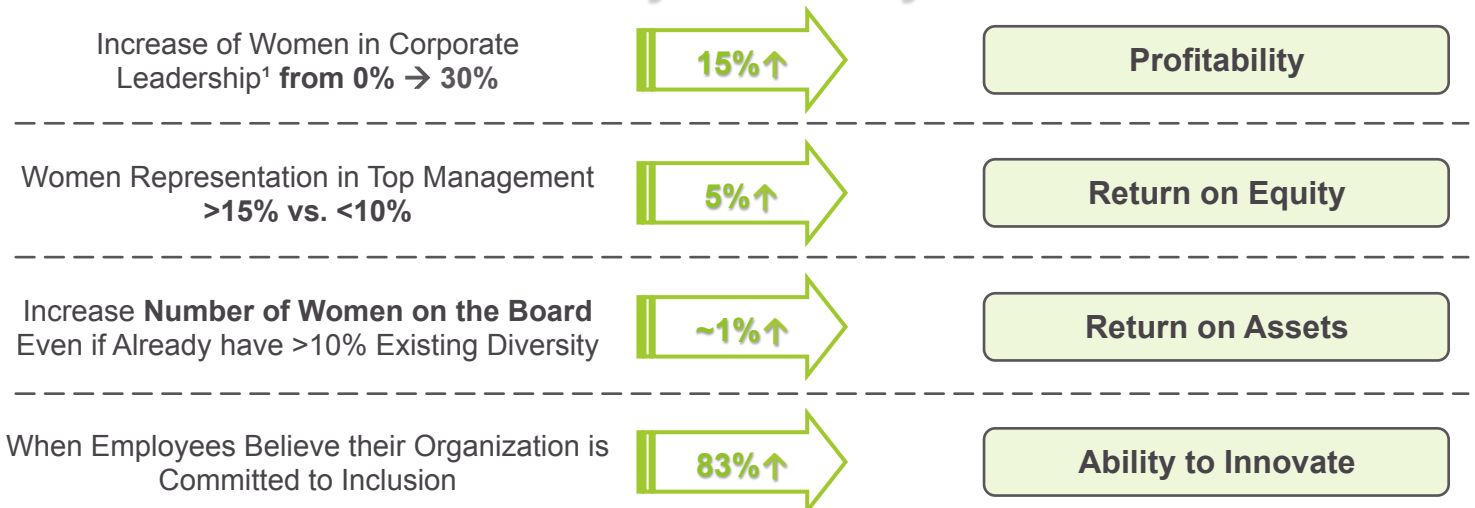
And Yet They...

- ✓ Are incredibly under-represented in the institution designed to guide the decisions that impact those very constituencies — **the corporate board.**



Despite making up about 50% of the workforce, women are underrepresented in the Boardroom and in executive roles at banks

There is Value in Diversity. Diversity Drives Performance:



1. Corporate Leadership defined as CEO, other C-suite roles and Board Member
Sources: Committee for Economic Development; Peterson Institute; Deloitte; Credit Suisse; Federal Reserve Board; S&P Global Market Intelligence; McKinsey & Company; 2020 Women on Boards

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How We Are Pursuing Our Mission



Events

- ✓ Bank on Women hosted its 2nd Annual Women In Banking Symposium in 2020 (Co-Hosted with the FRB of Richmond and RMA) with over 400 attendees across 40 states
- ✓ Bank on Women also presented at the following events in 2020:
 - ✓ ABA/VBA Diversity, Equity and Inclusion Summit, with over 275 attendees nationwide
 - ✓ 26th Annual “Acquire or Be Acquired” Conference
 - ✓ ABA Conference for Community Bankers, where Bank on Women debuted the white paper “Women in the Boardroom,” resulting from a collaboration between the ABA and Bank on Women, Inc.
 - ✓ Bank Director’s BankBEYOND 2020 Virtual Event
 - ✓ UNC Banking Institute 2020 (*postponed due to COVID-19*)

Database, Candidate Sourcing and Board Engagement

- ✓ Bank on Women has been building and maintaining a database of potential Director candidates
 - ✓ The database doubled in 2020 and continues to grow
- ✓ Bank on Women has sourced candidates for multiple Board searches
 - ✓ We are currently working with several Boards and Board Corporate & Governance Committees on efforts to promote gender diversity

Media Presence

- ✓ Bank on Women has been featured in or contributed to multiple reputable industry publications, including:
   
- ✓ In 2021 we look forward to building upon our media presence and further spreading our message

Plans for 2021 Include...

- ✓ Working to identify potential sponsors / funding sources
- ✓ Establishing and funding a full-time or part-time Executive Director
- ✓ Continuing industry engagement with our Pilot Program as well as hosting symposiums / webinars and continuing to grow our involvement with Boards to promote gender diversity

Check Us Out On LinkedIn!
[linkedin.com/in/bankonwomen](https://www.linkedin.com/in/bankonwomen)