

# Proud RBC Individuals for Diversity and Equality (PRIDE)

Celebrating the LGBTQ+ community



Wealth  
Management



Proud RBC Individuals for Diversity and Equality (PRIDE) fosters a culture of inclusion within the firm and the LGBTQ+ community by raising awareness of LGBTQ+ issues, helping to attract and retain top LGBTQ+ talent and supporting LGBTQ+ local communities.

## Mission

PRIDE enhances employee engagement, recruitment and retention by providing support, activities and networking opportunities for all employees who are a part of the LGBTQ+ community and allies. PRIDE helps raise awareness by providing education on issues impacting the LGBTQ+ community.

## Membership

All RBC Wealth Management – U.S. employees are welcome to become members. It is not necessary to identify as LGBTQ+ to join.

## Highlights

Established in 1999, PRIDE at RBC sponsors professional development sessions, networking events and other community activities during the year. Members of PRIDE meet every month; non-members are always welcome to attend meetings and events to see what PRIDE is about. Members in all branches are encouraged to become involved in LGBTQ+ community causes locally.

## Belonging

PRIDE is one of five Employee Resource Groups, implemented as part of the firm's diversity and inclusion strategy. As such, the emphasis is on driving change and creating a more inclusive workplace and society.

At RBC Wealth Management, we believe that diversity and inclusion are at the very core of our success—now and in the future. We strive to maintain and enhance a culture that is welcoming and supportive to everyone.

We define diversity as respecting and leveraging the differences of our:

- Workforce
- Clients
- Prospects
- Suppliers
- Communities

These differences include people from various genders, backgrounds, experiences, ethnicities, cultures, orientations and abilities. When we harness these differences and the diversity of thought associated with them, we advance an organization that makes full use of everyone's contributions.

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