# Women Empowered (WE@RBC)

## Supporting women

Wealth Management

RBC WE

**Women Empowered (WE) is an Employee Resource Group at RBC Wealth Management – U.S. established to support women throughout the firm.**

### Mission

The mission of WE is to promote RBC Wealth Management – U.S. as a firm that is interested in the recruitment, development and progression of women.

WE strives to encourage and support informal mentoring relationships while fostering team spirit.

WE hopes to provide educational and professional development opportunities to connect our community and promote gender awareness. By supporting the advancement and retention of women within the firm, WE aims to enhance the firm's reputation and connect to women's organizations externally.

### Membership

All RBC Wealth Management – U.S. employees are welcome to become members.

### Highlights

Established in 2020, WE is engaged in the following areas of focus:

- **Professional development** — Supporting career development of women.
- **Connections** — Helping women at the firm make connections and grow their networks.
- **Wellness** — Promoting wellness and self-care as a means to succeed in life, including at work and beyond.
- **Male allyship** — Equipping male leaders to be champions by advocating, mentoring and sponsoring women in the firm.

Events and programs developed by the WE leadership committee are held throughout the year at the firm.

### Belonging

WE 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.



23-74-01767_74113 (07/23)