

The Diversity Journey at RBC



**Diversity
works here.**

Global Diversity Group, RBC Human Resources

RBC AS AN EMPLOYER

- **Awards & Recognition:**

- 2010 Catalyst Award for Diversity
- Canada's Best Diversity Employers 2011, 2010 & 2009
- Canada's Top 100 Employers 2012, 2011, 2010, 2009 & 2008
- Best Workplaces in Canada 2012, 2011, 2010 & 2009
- Global 100 Most Sustainable Corporations in the World 2012, 2011
- Canada's 10 Most Admired Corporate Cultures 2011
- Canada's 50 Best Corporate Citizens 2012, 2011 & 2010



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Why a Diversity Blueprint?


The diversity environment:

More competitors, and others, in all our markets are investing more and becoming more active in diversity. Multiple forces are driving this including:


- Market opportunities
- Corporate responsibility needs
- Changing demographics
- Evolving societal norms

RBC in this environment:

The RBC diversity 'brand' is well-established in Canada and known for:

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- Visible and involved leaders
 - Progressive internal programs
 - 'Reciprocal learning' (we share our insights and look to learn from others)
 - Long term Values-based involvement
 - Targeted client strategies and donations
 - A track record of achievements

Moving forward:



Maintaining RBC's diversity 'advantage' in Canada and meaningfully leveraging outside of Canada requires more than the status quo. A focused plan to build on and extend our strengths is needed.

Why a Diversity Blueprint?

Rationale for increased focus	Benefits	Goal
<ul style="list-style-type: none">•Untapped benefits from diversity and inclusion are very attractive•RBC has significant equity in our diversity position•The bar is rising	<ul style="list-style-type: none">•Greater ability to attract and retain talent•Enhanced RBC attractiveness to distinct client segments•Increased creativity and innovation in the workforce•Opportunities that accrue through enhanced reputation	<p>RBC will be the clear, recognized leader among all industries in Canada, maintaining blue water between ourselves and other Canadian companies. In the US and internationally, we will focus on regional opportunities and internal audiences to build a strong diversity position</p>

Evolution to Diversity & Inclusion

Diversity

- In broad terms, diversity is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, religion and other dimensions.
- But it's more than this. We all bring with us diverse perspectives, work experiences, life styles and cultures. As a source and driver of innovation, diversity is a “big idea” in business and in society.
- At RBC we know the power of diversity is unleashed when we respect and value differences.



Inclusion

- Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.
- Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce.

*In simple terms,
diversity is the mix;
inclusion is getting the mix to work well together.*

Source: RBC.com/Diversity (April 2009)

How can I help? Join an Employee Resource Group

- MOSAIC (*Visible Minority & Newcomers to Canada*)
 - PRIDE (*Proud RBC Individuals for Diversity & Equality*)
 - ROYAL EAGLES (*Aboriginal Employees*)
 - REACH (*Persons with Disabilities*)



Grass Roots Appeal

How can I help? Become a Talent Scout



- Actively seek out people who reflect our Diversity Values and recommend RBC as a great place to work
 - Mentor and Support a Diversity candidate within RBC
- Participate in diverse community activities



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The Journey Continues.....

Visit



Read more on RBC's Diversity Initiatives on rbc.com/diversity



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