
January 18, 2023

**Energy Workforce & Technology Council
I&D Business Champion Program Graduation**

“How to Support DEI Initiatives”

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Before we get to all that, who am I?



2000-2004



2004-2007



2007-2012

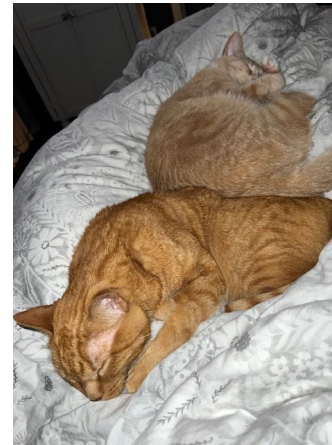


2012-2017



2017- FOREVER

PIPER | SANDLER



A few other things:

- Junior League (2007)
- EWTC Engagement Committee (2017)
- Piper Sandler Charitable Foundation Board (2018)
- Piper Sandler DEI Council and co-lead Communications Pillar (2019)
- Literacy Now (2021)
- M&A Business Development to Watch by ACG (2022)
- Center for Pursuit Board Member (2022)
- ACG Houston Women's Forum (2023)

How to Support DEI Initiatives

- How Piper Sandler approaches DEI
- Bringing your authentic self
- DEI is an evolution
- Allyship

Diversity, Equity & Inclusion (DEI) Initiatives

- Our mission at Piper Sandler is to recruit, develop, include and engage a diverse, high-performing team. To that end, we have launched various partnerships, initiatives and programs to support this effort, including:



RECRUITING

- Partnerships with SEO USA (Seizing Every Opportunity) and The Greenwood Project to connect us with underrepresented talent from undergraduate and MBA programs
- Programs designed to attract and hire underrepresented, undergraduate and MBA, talent – Career Exploration Program and MBA Fellowship
- Enhanced recruiting processes to ensure a focus on diversity, equity and inclusion



ACCOUNTABILITY

- DEI Council, sponsored by Piper Sandler CEO, formed in 2017 to increase awareness of and accountability for DEI efforts
- Member of the SIFMA D&I Advisory Council to share best practices across the industry
- Dedicated D&I role established in 2017 to drive DEI efforts across the firm
- Representation and inclusion goals that allow us to measure progress



ENGAGEMENT

- Mentorship programs to support underrepresented talent
- Leadership and professional development opportunities to grow and elevate talent
- Employee Resource Groups to build community and engagement – Multicultural, Pride, Veterans & Young Professionals and Women's



EDUCATION

- Inclusion awareness and unconscious bias training for all employees
- Training and best practices for minimizing bias in the hiring process for hiring managers and interviewers

INCLUSIVE BENEFITS

- Subsidized back-up child and elder care through Bright Horizons
- Trans-inclusive health benefits
- Inclusive fertility benefits
- Outpatient mental health services covered the same in and out of network and telehealth provided
- 16 weeks parental leave for primary caregivers, and 4 weeks parental leave for secondary caregivers
- Milk Stork available to nursing women firm-wide (milkstork.com)

Employee Resource Groups (ERGs)

■ Developing and connecting diverse talent

- **multicultural Network**

- The Multicultural Network unlocks the power of multicultural diversity and inclusion by promoting racial and cultural awareness within our firm and our communities.

- **Pride Network**

- The Pride Network is dedicated to fostering the inclusion of LGBTQ+ employees and their allies through awareness, education, empowerment, and involvement with the communities in which we live and work.

- **Veteran's Network**

- The Veterans Network supports former military personnel within and beyond Piper Sandler. This group serves as an internal resource for community engagement, training, events, recruiting initiatives, as well as to assist veterans in their transition to the corporate workforce.

- **Women's Network**

- The Women's Network is an inclusive, companywide network designed to foster gender equality through networking, career development, philanthropy and informal mentorship.

- **Young Professionals Network (YPN)**

- YPN provides a forum for employees to develop professionally, build lasting connections, foster collaboration across the firm, and enrich the communities in which we live and work.





Piper Sandler DEI Newsletter

October 2022

National Disability Employment Awareness Month

October is National Disability Employment Awareness Month (NDEAM). NDEAM was created to educate the public about disability employment issues, promote inclusive employment practices and spotlight contributions of individuals with disabilities to the workforce and economy.

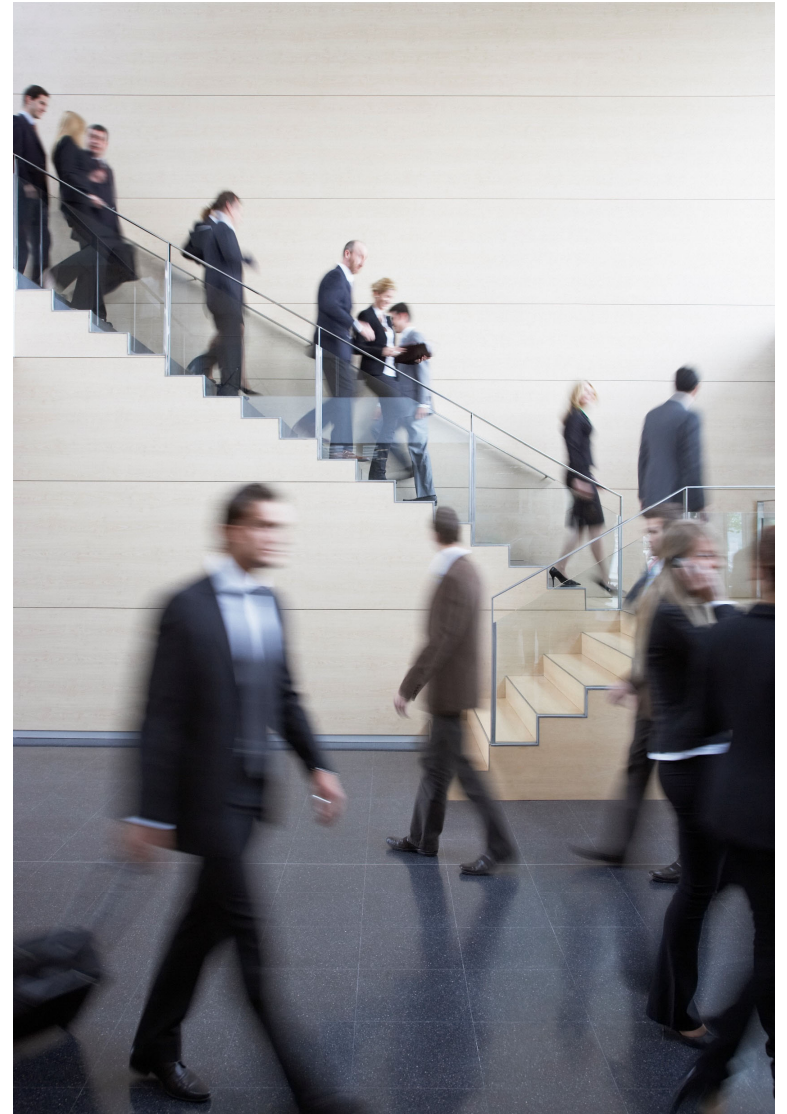
NDEAM traces back to 1945 when Congress declared the first week in October "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with *all* types of disabilities. In 1988,

Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month. The term "disability" replaced "handicapped" with the passage of the Americans with Disabilities Act (ADA) in 1990. Disability rights activists advocated for the term "disability" as it refers directly to the condition rather than the *effect* of the condition or the person.

Bringing your authentic self

- Boundaries
- Training
- Yesterday
- Perfection
- Growth
- Hiccups

Empathy is the ability to understand, be aware of and be sensitive to another's thoughts, feelings, and perspective.



DEI is an evolution



- Meeting
- Fear
- Interactions
- Neutral
- Lead

Allyship

An individual who uses their power to take action in support of a marginalized person or group of people. An **ally** works in partnership to lift others up and make a more equitable environment with their support.

- Listen
- Open-ended
Characterizing
- Step-in
- Platinum rule



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