



## DIVERSITY COUNCIL

The Diversity Council was established to foster an environment where employees can appreciate the unique talents each employee brings to the workplace. President and CEO Scott Anderson's goal is to make sure employees feel comfortable and at ease while contributing their unique backgrounds and talents within the workplace.

### MISSION STATEMENT

At Zions Bank, cultural diversity is the creation of a multicultural organization that is open, supportive, and responsive. Employees can contribute to the company's business objectives in an environment where differences are valued and encouraged. Cultural diversity supports an approach where different ideas and approaches to problem solving are encouraged to help make the company more efficient and effective.

### GOALS

- Provide a forum for support and mentoring of all employees
- Establish networking and professional development events
- Partner with Human Resources to attract and retain diverse employees
- Expand diverse employee presence at community outreach events

### EMPLOYEE INSIGHTS AND COMMENTS

*"The opportunity to attend other diversity group events has allowed me to experience first hand the commitment by executive and senior management to promoting a work environment that maximizes the potential of all employees while acknowledging unique contributions and differences." – Davis Burtenshaw*

*"The business forum has allowed me to understand the importance of the efforts made by Zions Bank to promote diversity among its employees. It allows me to represent myself to the community that I am a valuable member of the Zions team irrespective of my race, color or religion. It also gives me opportunities to engage in various social events, career fairs and other programs to help aspiring candidates who look for a career at Zions Bank." – Deva Annamalai*

### CONNECTING WITH THE COMMUNITY

- **NETWORKING EVENTS** – Connect with members to share best practices
- **PROFESSIONAL DEVELOPMENT FORUMS** – Learn from leaders and knowledgeable professionals in the industry and in our community
- **MENTORING** – Help employees succeed and thrive in their careers
- **COMMUNITY OUTREACH** – Work with professional associations and charitable organizations
- **BUSINESS FORUMS** – These diverse employee groups focus on employee development, recruitment and inclusion:
  - [Asian/Pacific Islander Business Forum](#)
  - [Black Business Forum](#)
  - [Hispanic Business Forum](#)
  - [LGBT Business Forum](#)
  - [Military Relations](#)
  - [Women's Business](#)
  - [Young Leaders](#)

Please visit [zionsbank.com](http://zionsbank.com) to find out more about Zions Bank's Diversity

ZIONS BANK IS AN EQUAL OPPORTUNITY EMPLOYER