Diversity & Inclusion start with our strong Boards

• Recruit a diverse board of governance at all levels.
• Onboard Directors, Trustees and Corporators in ways that help promote the ideals and utility of diversity and inclusion at all levels.
• Promote opportunities to gain valuable insights from board members enhancing the corporate perspective

Build a diverse workforce

• Recruit a diverse workforce.
• Cultivate diverse talent pipelines through key partnerships.
• Onboard new employees in an inclusive way, that supports them and the teams they join.

Sustain inclusive work teams and work environment

• Engage leadership to actively support internal and external D&I initiatives.
• Focus efforts on retention.
• Build D&I cultural competence in managers through learning & development.
• Leverage Employee Networks to inform and engage employees about relevant D&I issues.

Expand and develop diversity among our suppliers

• Incorporate use of a Supplier Diversity Policy as a guide to our practices.
• Provide Minority/Women Led Business Enterprises (M/WBE) with opportunities on each RFP.
• Track and report regularly on supplier inquiries, contracts awarded, and enterprise wide spend.
• Convene groups of businesses in order to extend our reach to additional diverse suppliers.
• Encourage Tier 2 supplier relationships, where our suppliers are working with smaller M/WBE suppliers.

Provide business products/services that address the needs of a diverse customer base

• Promote D&I as a business differentiator for Eastern.
• Open retail branches in gateway communities to improve access to banking and insurance services for historically-marginalized populations.
• Leverage our small business expertise and relationships with key partners (e.g., SBA, Accion, CDCs) to grow Minority & Women Business enterprises (M/WBE).
• Lend to nonprofit organizations to support delivery of vital social services within communities.
• Provide culturally-competent marketing & PR efforts, that don’t assume all people of one demographic group have the same buying habits

Advocate for social justice and support vital community issues where it makes sense

• Recognize and highlight the achievements of community leaders and organizations - such as through awards programs Community Advocacy Awards and Social Justice Award.
• Exhibit leadership on issues impacting our communities.
• Advocate, where appropriate, on contemporary social issues and encourage employee volunteer efforts and use of their own voice on issues to evolve our culture.