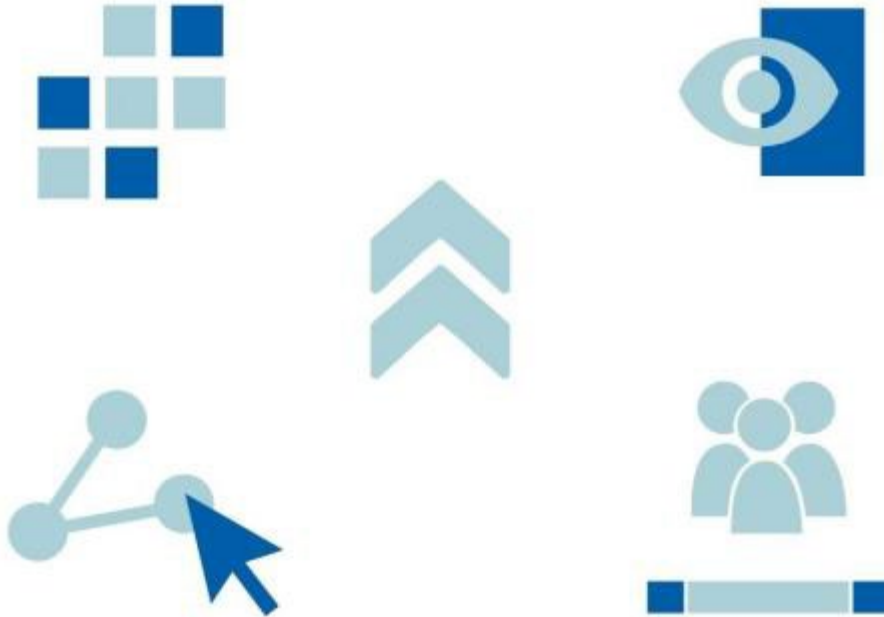


VBA +  
Diversity,  
Equity &  
Inclusion



## VBA DIVERSITY, EQUITY & INCLUSION EFFORTS AND ADDITIONAL RESOURCES



CONTACT CHANDLER OWDOM AT  
[COWDOM@VABANKERS.ORG](mailto:COWDOM@VABANKERS.ORG) FOR MORE  
INFORMATION ON ANY OF THESE INITIATIVES.

# A Look Back...

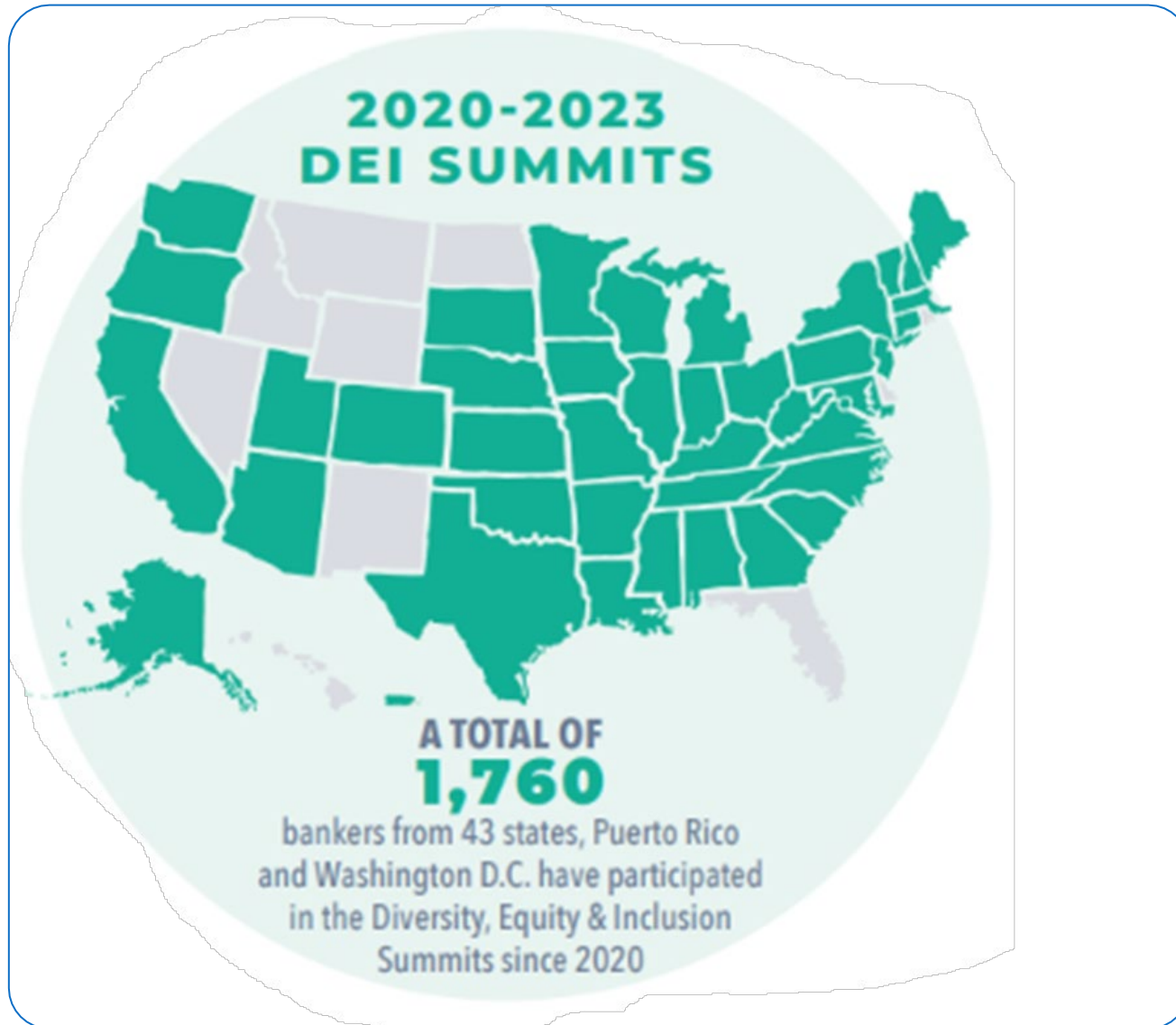
- VBA's concerted effort on DEI initiatives began with our 2019-2021 VBA Strategic Plan, when the VBA created the goal of developing resources to assist banks in building a more diverse future leadership.
- In our 2022-2024 Strategic Plan, we included a priority item that focused on sustaining momentum and enthusiasm around DEI and further exploring how VBA can help member banks continue their efforts.

# External Diversity, Equity & Inclusion Initiatives: For VBA Members

- Black History Month + International Women's Day Events
- VBA Education and Training on Diversity, Equity & Inclusion, like the Diversity, Equity & Inclusion Summit
- VBA Diversity, Equity & Inclusion Peer Connections (Peer Group Meetings)
- Women in Banking Initiatives
- Virginia Banking Fellows Program
- Recruitment Solution Through BankTalentHQ

# Diversity, Equity & Inclusion Summit

In 2020, VBA, the American Bankers Association and the Maryland Bankers Association began partnering to host the virtual Diversity, Equity & Inclusion Summit for bankers. This virtual event is designed to help bankers become agents of change for the banking industry and for their communities. The fourth annual event was held on September 14, 2023. More than 510 people attended nationwide from 39 states, Washington D.C. and Puerto Rico.



This year's event will take place on September 12. Go to [www.vabankers.org/deisummit](http://www.vabankers.org/deisummit) to register!

# Internal Diversity, Equity & Inclusion Initiatives: For VBA Staff

- Disability Awareness and Inclusion training through VisitAble
- Recruitment through BankTalentHQ
- Staff Participation at Diversity, Equity & Inclusion Summits
- Session on Microaggressions at Mini Retreat in October 2023
- International Women's Day Celebration in 2023 and 2024
- 2021 Viewing Party of Dr. David Anderson's session from the Diversity, Equity & Inclusion Summit
- 2020 Staff Meeting with Diversity, Equity & Inclusion Articles to Read and Discuss
- 2019 Mini Retreat Unconscious Bias Training