

# Our Inclusion Journey

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2022



ROCKLAND  
TRUST

BANK

Where Each Relationship Matters®

Member FDIC

# Our Commitment

At Rockland Trust, we believe each relationship matters, and that statement goes way beyond our customers. We have an inclusive workforce that enables us to better perform for our customers and the diverse communities in which we operate.

Here our relationships are our competitive advantage, and we believe in earning business through education, support, and advocacy. That's why we strive to be a place where every colleague feels respected and is given equal opportunities to succeed. When we create a welcoming environment where we all feel that we belong, amazing things can happen!

We're proud to share the progress that we've made both inside and outside the organization. But we know this work is never finished and we're excited about the opportunities that lie ahead.



# Our Strategy

We've invested in ensuring inclusion touches all aspects of our business. Rich diversity in our workplace and our marketplace enhances our company, stimulates innovation and creativity, and provides opportunities for all to grow.

Taking part in an organization-wide assessment was our first step in figuring out our readiness and capabilities. Once we knew our strengths and opportunities, we quickly figured out what areas we wanted to impact.

## D&I Impact Areas

Colleague Sourcing

Community representation in our workforce leads to better performance

Colleague DEI Education and Awareness

Colleagues have access to tailored education to increase their empathy and understanding of our DEI mission

Colleague Development and Retention

Opportunities for advancement and skill building have a focus on what diverse colleagues need to be successful here

Foundation & Charitable Giving

Giving criteria includes a DEI lens to ensure underserved communities are getting the support they need to thrive

Supplier Diversity

Partnerships with diverse suppliers invigorate the local economy, support small business and strengthen our supply chain

Marketplace Opportunities

Our products and services meet the needs and demands of consumers

# Process Highlights

## 2004

- Formed Women of Action (first Employee Resource Group)

## 2007

- Formed Inclusion Network (second Employee Resource Group)
- Hosted “Around the World” cultural event
- Hosted first “Evening of Culture” event to celebrate inclusion and provide educational awareness of the differences within our marketplace

## 2008

- Formed alliance with [The Partnership](#), a leadership development organization for professionals of color

## 2011

- Launched unconscious bias training to give colleagues an awareness of what shapes the way they interact and relate to others and to provide them the tools to adjust their automatic behaviors

## 2014

- Woman Of Action: Established “Advancing Women In The Workplace” series
- Assessed the organization’s D&I readiness and capabilities
- Formed Pride Alliance Employee Resource Group

## 2015

- Piloted research programs to better serve diverse markets

## 2016

- Developed a supplier diversity program with internal Corporate Services
- First received 100% on the HRC Corporate Equality Index – perfect score as an organization committed to LGBTQ Equality

## 2017

- Provided Cultural Agility Training for sales professionals

## 2018

- Instituted same-sex partner benefits

## 2019

- Initiated Minority Development Promotion Equality Study
- Chris Oddleifson signed the [CEO Action for Diversity & Inclusion™](#)

## 2020

- Launched a 4-part webinar series focused on advancing minority development
- Implemented a webinar series on allyship and addressing the US System of Privilege, Power and Marginalization

## 2021

- Partnered with DEI Consultants to determine next steps in our journey by identifying our current stage within a DEI maturity model
- Launched STEP (Strategies and Tactics for Emerging Professionals) program, exclusively for professionals of color, aimed at addressing key racial and cultural factors to help participants build their confidence, engagement, and career aspirations

## 2022

- Hosted Conversation Circles to provide Professionals of Color a “safe space” to share experiences, ask questions and build community around their experiences to create a stronger sense of belonging

# Diversity and Inclusion Council

Our D&I council is led by Chairman Doug Butler, SVP Director of Research and Co- Chaired by Maria Harris, SVP Chief Human Resources Officer. It’s our mission to champion diversity and inclusion efforts by all colleagues across our entire workforce, workplace, and marketplace.

### *The Council is responsible for:*

- Holding Leadership accountable by setting goals and measuring progress
- Ensuring inclusion efforts impact all levels of the organization
- Developing and implementing action plans
- Supporting the organizational alignment of Employee Resource Groups
- Monitoring supplier efforts

## Key Initiatives

We’ve had many successful initiatives throughout the years to advance our thinking around diversity and inclusion, but it’s only because of our colleagues that work hard each and every day to make us better. Our employees consistently rank us as one of the region’s best places to work:

- 100% on the HRC Corporate Equality Index
- The Boston Globe’s Top Places to Work

This report can’t begin to express all the work that goes into our commitment, but we’re highlighting a few key initiatives that make us proud to work for Rockland Trust.

# Training

All of our colleagues have ample opportunity to receive education and training. As part of our curriculum we have offered numerous diversity and inclusion trainings throughout the years, including:

Unconscious bias	Micro-inequities	Cultural agility
Create awareness of stereotypical attitudes and provide tools to eliminate discriminatory thoughts	Understand behaviors and actions that are driven by unconscious beliefs and provide tactics to ensure equal treatment of others	Acknowledgement of cultural nuances and adapting our work and sales professionals to be culturally competent in our diverse markets

## Employee Resource Groups (ERG)

Our ERGs have expanded and evolved over the years. They are focused on building culture, strengthening our communities, and providing professional development.

### Women of Action

Provides professional networking opportunities and fosters teamwork and advancement opportunities by developing seminars, conferences, and social events

### Inclusion Network

Promotes diversity awareness through inclusive events, education, training, and volunteering

### Pride Alliance

Addresses the needs of the LGBTQ community through education and spreading awareness, and supports local communities

### MoneyCircle

Delivers financial education through personal finance classes, workshops and resource groups



# Celebrations

It's important to us that we acknowledge and celebrate different facets of diversity and inclusion. We create a safe place where colleagues can share, learn, and have fun!

## “Evening of Culture”

In order to build awareness of the many cultures that we come in contact with every day whether at home base, in the branches, or out in the field, we created an after-work event to come together and celebrate through speakers, food, music, and dance.

## Multicultural Celebrations

We don't just celebrate one night out of the year; we bring forward major cultural celebrations and observances throughout the year. Sharing different beliefs, traditions, and values is a great way for our team members to feel like they belong, and provides them an opportunity to learn something along the way.

# Our Community

Below are just some of the ways we strengthen the communities in which we live and work. Rockland Trust advocates and supports non-profit community organizations that help support our diverse communities that we serve. Our RockCorp program is an employee-based volunteer group whose mission it is to provide volunteer assistance.

## Yearly Data from 2022:

- Over \$1.5m in grants and sponsorships to organizations that are BIPOC led and/or serving a majority BIPOC population
- 8,600 RockCorp hours of volunteering



# Strategic Partners

Forming partnerships with the right organizations is critical for our success in creating a diverse and inclusive workforce. From recruiting top diverse talent to offering professional development to our team members, we rely on their networks to make us stronger.

## Black MBA

Creates educational, wealth building, and growth opportunities for those historically underrepresented

## The Partnership

Works to build racially and ethnically diverse leadership pipelines

## Operation Able

Provides employment and training for economically, racially, and occupationally diverse backgrounds

## Ellevate

Advances women in the workplace by connecting members to strategic networks and hosting learning forums to cultivate skills

## JVS

Empowers individuals from diverse communities to find employment and build careers

## Bentley Women of Action Leading Women

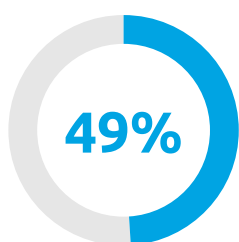
Teaches leadership skills to women on presence, strategic mindset, and financial acumen



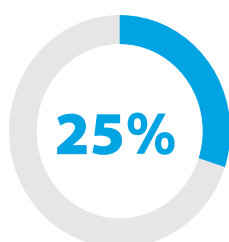


# Advancing Women

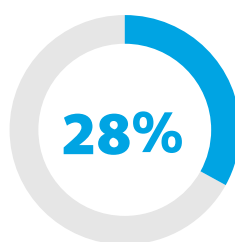
We have many programs designed to support women's advancement in the workplace. We know this work is never-ending but we are proud of the success we've accomplished thus far. Promoting female leadership within the bank is a major goal and we remain dedicated to this very important initiative.



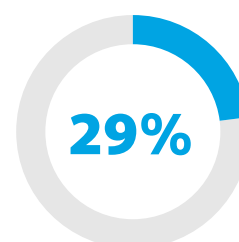
**Officer level**



**Executive**



**Senior  
Leadership**



**Board Members**

## Moving Forward

While we reflect on the past and the accomplishments that we have made, we are humbled by the fact that our journey is not over. We continue to learn and adjust.

Our current strategies include our work to continue to advance women and professionals of color throughout our organization. We are working to launch education and training tracks around diverse topics and communities to promote understanding and belonging amongst colleagues and we continue to seek meaningful ways to add value to our customers and communities.