



## National ERG Summit 2015

Employee Resource Group (ERG) Program Check-Up.

# Tisa Jackson



## MUFG

A passionate visionary leader, Tisa Jackson found her calling close to 20 years ago and believes being a diversity and inclusion leader is a privileged obligation. She is a 2014 Distinguished Alumni Award recipient from Emerson College. Tisa has been selected by California Diversity Council as one of “California’s Multicultural Leaders of 2012” and named one of “The Most Powerful and Influential Women in California” in 2010. These lists recognize leaders from throughout the state for their contributions in their respective fields.

Tisa has been a key architect in the creation and transformation of diversity and inclusion functions and programs within the financial services, high tech and non-profit industries for Global 100, Fortune 100 and mid size companies, non profits and a start-up company. Her professional experience and knowledge encompasses diversity & inclusion, community outreach, branding & event marketing, training & development, strategic human resources, and organizational development for organizations such as: Deloitte, Advanced Micro Devices (AMD), Countrywide Financial, Hewlett Packard and the Y.W.C.A. of the West End.

Tisa is a frequent speaker and trainer of students, professional managers at various levels and entrepreneurs. Her editorial articles have also been published in *Diversity Journal*, addressing topics such as global diversity market intelligence and the future of Diversity & Inclusion. In 2009 she was selected as one of “The Most Powerful and Influential Women in California” by the California Diversity Council. The list recognizes fifty women from throughout the state for their contributions in their respective fields.

Tisa has also served on various boards, committees and advisory councils for numerous organizations, including: Millennium Momentum Foundation; Global Organization for Leadership & Diversity (GOLD); Women at Work; Asian Pacific American Dispute Resolution Center and the L.A. County Human Relations Commission.

Tisa holds a bachelor of science in Management and Organizational Behavior and Political Communications from Emerson College in Boston, MA.

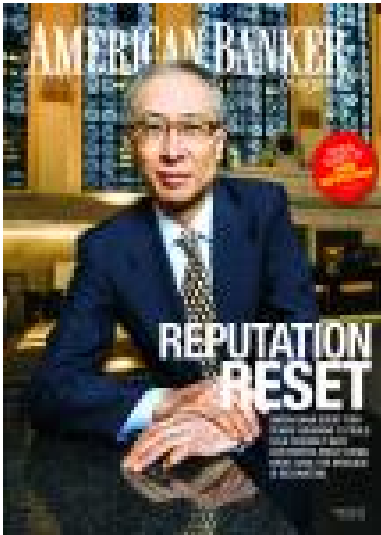
Chicago

Father

Positive Impact

# MUFG

MiUFG is one of the world's largest financial services companies. MUFG has 140,000 employees in over 40 countries.



Union Bank has earned the distinct honor of being ranked No. 1 in the Fourth Annual American Banker Magazine/Reputation Institute Survey of Bank Reputations.

# DiversityInc

# AARP

A P E X  
ASIAN PROFESSIONAL EXCHANGE

# na@ap.

gsdba  
greater san diego business association  
the gay & lesbian chamber of commerce

 **BEST**  
HUMAN RIGHTS  
CAMPAIN  
ADVANCING  
**PLACES TO WORK**  
2015 for LGBT Equality  
100% CORPORATE EQUALITY INDEX

**GOLD**

THE CITY OF PASADENA

Professional  
**Diversity Journal**  
2011 **DIVERSITY LEADER** AWARD

  
AFADRC  
BRIDGING DIVERSE COMMUNITIES

HispanicBusiness  
[media]  
**BEST COMPANIES 2011**  
BEST DIVERSITY PRACTICES

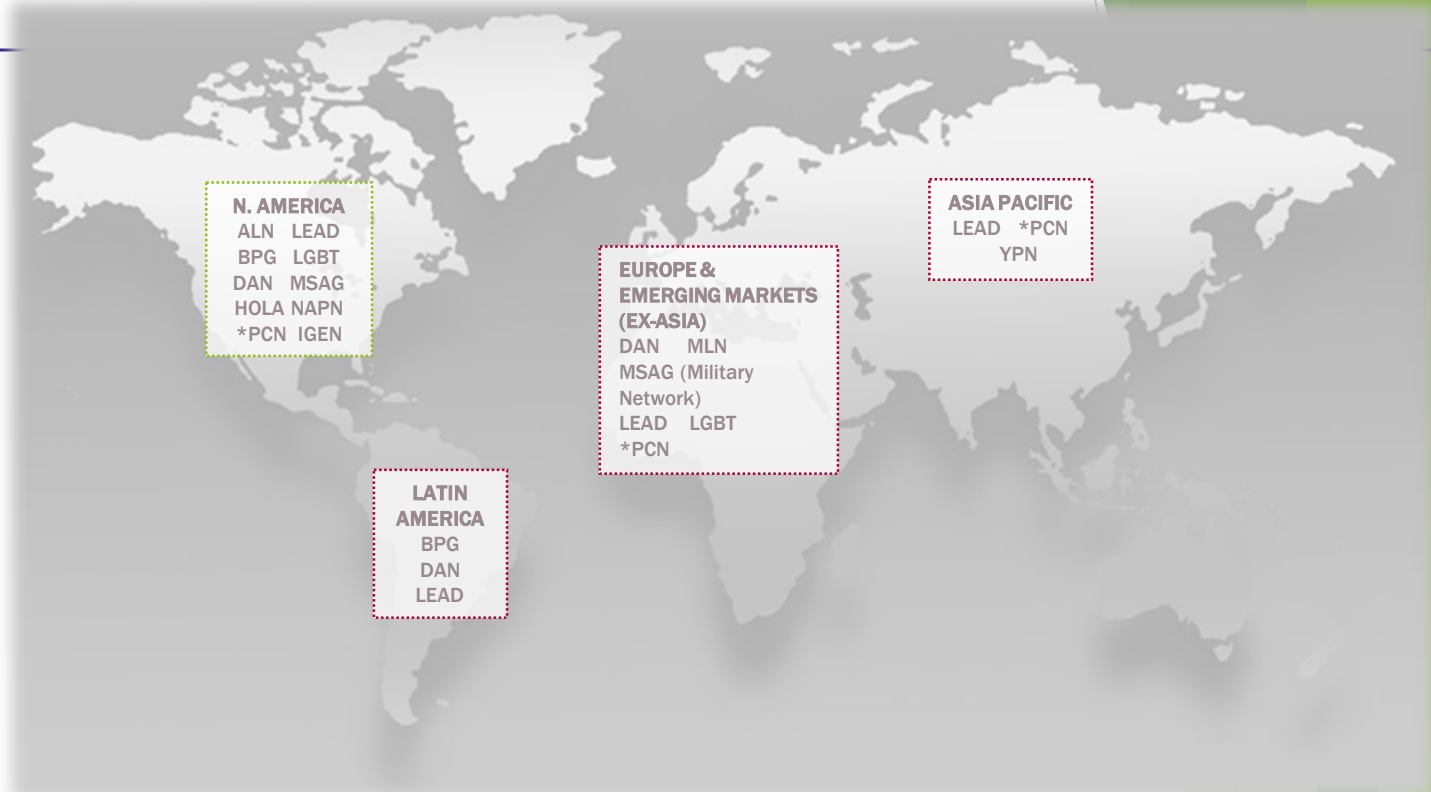
# Bank of America Employee Networks Overview

## 12 Employee Networks

- ALN**  
Asian Leadership Network
- BPG**  
Black Professional Group
- DAN**  
Disability Advocacy Network
- HOLA**  
Hispanic/Latino Organization for Leadership and Advancement
- IGEN**  
Inter-Generational Employee Network
- LEAD for Women**  
Leadership, Education, Advocacy and Development for Women
- LGBT Pride**  
Lesbian, Gay, Bisexual and Transgender Pride
- MLN**  
Multicultural Leadership Network
- MSAG**  
Military Support & Assistance Group
- NAPN**  
Native American Professional Network
- \*PCN**  
Parents and Caregivers Network
- YPN**  
Young Professional Network

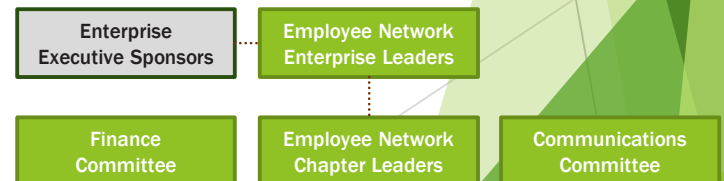
\*A virtual Network

**200+** Global Chapters  
**70,000+** Global Members & Allies



## Strategy & Structure

**Operational Framework:** The Employee Networks are aligned with the Global Diversity & Inclusion Organization and are supported by the Global Employee Network Program Management Office, which provides strategic direction and guidance to the Employee Networks globally.

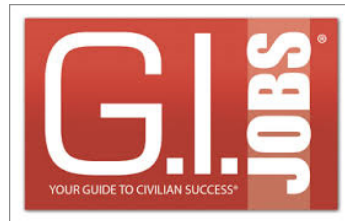


**Employee Network (EN) Structure\*:** Generally, each EN is supported by two executive sponsors, two EN Enterprise Leaders, a Finance Committee and a Communications committee. Some chapters may have additional committees, such as Membership or Events.

\* The structure may vary between the Americas, Asia Pacific and the Europe & Emerging Markets (ex-Asia) regions.

# D&I Awards, Recognition & Partnerships

It's nice to be celebrated as a company for celebrating our differences as people.



## 2015 Highlights

Our efforts to support and promote our female employees have been acknowledged by the **National Association for Female Executives (NAFE)**, which named us among their 2015 NAFE Top Companies for Executive Women. Bank of America has been on the list since 2009.

We're 100% committed to creating a workplace where all of our employees can bring their whole selves to work, and are proud to have received a 100% score on the **Human Right Campaign's Corporate Equality Index** for nine years in a row. HRC recognized our commitment to creating an inclusive workplace for lesbian, gay, bisexual and transgender (LGBT) employees.

Our support for our employees who have served in the military, or continue to serve in the Guard or Reserve, has been recognized by **GI Jobs**. We are proud to once again be one of their Military Friendly Employers. We're committed to supporting the military, and a core way in which we do so is by recruiting and retaining military employees.

# Heart & Brain - Life Maintaining Organs



&



Purpose

Strategy Alignment

Innovation

## Liver - Detox



rejuvenate

Measure

Results

Track

Revisit Strategy



# Lungs - No Breathing, No Life



# The Ad Council's "Love Has No Labels"

:20

