

# Addressing Racism and Inequality – 10 State Street Actions

1. Triple our Black and Latinx\* leadership (senior vice presidents+) and double our percentage of Black and Latinx\* populations over the next three years. Extend requirement to interview a diverse slate of candidates to positions at all levels.
2. Examine all of State Street's development and advancement programs and processes to improve the mobility and development of Black and Latinx professionals.
3. Enlist our entire workforce in learning opportunities and conversations around anti-racism and equity. Make these approaches and programs available to our clients.
4. Systematically review governance models within key management committees to ensure inclusion and diverse representation.
5. Increase our spend with diverse suppliers over the next three years. Hold ourselves accountable for strengthening Black and Latinx owned businesses.
6. Work with our board to add Black and Latinx directors within 18 months and to expand its diversity efforts.
7. Partner with State Street Global Advisors' Asset Stewardship and determine what State Street can learn from others to develop best practices and evolve to a best-in-class organization in combatting racism and attracting, motivating, and retaining Black and Latinx talent.
8. Lead an effort with the asset management industry to attract and advance more Black and Latinx people into our profession.
9. Establish combatting racism as a clear priority pillar alongside education and workforce development, and reprioritize State Street Foundation spending accordingly.
10. Leverage Juneteenth as a day of reflection to create awareness and establish a State Street-wide day of service focused on better understanding racism and giving back to our communities.

\*Black, Asian and Minority Ethnic (BAME) globally  
(Black and Latinx, US only)

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