

Unity in Diversity: Diversity, Equity & Inclusion at Glenmede



Fostering an Environment of Diversity, Equity & Inclusion

We empower, respect and value all individuals. At Glenmede, diversity, equity and inclusion (DEI) is at the center of who we are, what we stand for and how we operate.

Empowering a Team-Based Culture

We believe that collaboration among team members with varied backgrounds, experiences and perspectives will lead to enhanced decision-making and better outcomes for our business and for the communities in which we live and work. Guided by our corporate values and objectives, our DEI ideals influence how we engage with our colleagues, clients and partners.

What DEI Means to Us

Diversity includes all visible and nonvisible dimensions that make us who we are. It is understanding that everyone is unique and embracing our differences.

Equity means providing fair access to opportunities, networks, resources and support for growth, development and advancement.

Inclusion is a dynamic state of operating in which each person is treated fairly and feels welcome, respected and valued for their unique perspectives and contributions.

From participating in the Expanding Equity Cohort Program led by the W.K. Kellogg Foundation and McKinsey and Company to creating a DEI leadership team, DEI is a cornerstone of the Glenmede culture.

Our DEI Themes

Our diverse team of talented and committed professionals work collaboratively to deliver innovative solutions and prudently steward the resources we are entrusted with.

At Glenmede, our DEI initiatives follow four primary themes:

Attract: Increase diversity within talent at all levels of the organization.

Belong: Ensure all employees feel respected, valued and free to be authentic.

Develop: Advance talent so that all employees have equal opportunities for growth and advancement.

Influence: Further our stewardship efforts to advance DEI in our industry and our communities.

A Culture of Action





Our employees are involved in a number of volunteer efforts, dedicating their time working in the areas of human services education, women’s empowerment, and inclusion and skills to give back to the communities in which we live and work. Financially we support our communities through our Matching Gift Program, sponsorships, events and various donation drives held throughout the year.

Our senior leadership and DEI Council provide employees with the pathways they need to make a meaningful impact. Glenmede’s People and Culture Ambassador program provides our colleagues with practical skills to support and advocate for colleagues as allies.

Focused Efforts for Focused Results

Employee Resource Groups (ERGs) are employee-led, empowered change agents. These communities of colleagues share a common identity characteristic, interest or goal and serve as a support network, think tank and advocate to promote diversity, inclusion and other efforts.

Glenmede ERGs

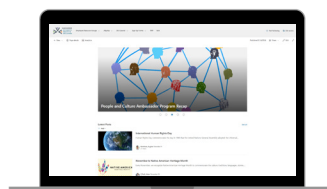
 CARES	CARES CARES offers a safe place for employees who are caregivers, where they can get support from colleagues and access resources.
 Multicultural MOSAIC	Multicultural Mosaic Multicultural Mosaic promotes diversity, celebrating different life experiences and cultivating an environment that fosters respect, equity and opportunity.
	SAGA SAGA furthers our vision of Glenmede as an equitable and welcoming place for LGBTQ+ employees, where they can feel heard, safe and seen as their complete authentic selves.
 WING	WING WING offers a supportive environment for women and provides opportunities to develop leadership skills and broaden their networks.

Allyship

Glenmede’s Allyship group partners with *Lean In* to provide a space for employees to learn about allyship, specifically in a professional environment. In doing so, we can better foster a culture of belonging and understanding of the diverse perspectives brought by colleagues and clients at Glenmede.

Educational Resources

Our internal DEI website is a resource for employees to engage with and learn about our culture of inclusivity and belonging.



A Continuous Effort

We acknowledge that a productive DEI Effort necessitates a long-term commitment, appropriate structures and accountability processes — and our journey must be continuous.

Our efforts will evolve with the employee experience and through our continuous pursuit of knowledge.

Glenmede is committed to remain steadfast in our actions and in the pursuit of diversity, equity and inclusion adapting to the changing needs of our clients and employees.



To learn more about Diversity, Equity & Inclusion at Glenmede, contact:

Nina L. Cohen, CAP

Chief Diversity, Equity & Inclusion Officer

215-419-6722

Nina.Cohen@glenmede.com

This information presented is as of December 2024 and is subject to change.