

Americas Diversity

Americas Diversity and Inclusion Initiatives

Overview

Introduction

Credit Suisse is committed to building an inclusive workplace by bringing together individuals of different genders, races, ages, nationalities, religions, sexual orientations and disabilities to create a world-class team of financial services professionals. Our commitment to inclusion is based on a set of conduct guidelines that ensure dignity and respect in the workplace and guide us in how we treat each other. These guidelines, which apply to all employees worldwide, reinforce these values and ensure that discrimination and harassment are never tolerated at Credit Suisse.

Applying Best Practices

Credit Suisse also maintains a team of dedicated business leaders to help set the direction of our diversity policies. The Global Diversity Advisory Board is an inter-divisional council that provides strategic guidance and shares industry best practices in three key areas - corporate culture, employee development and recruitment. As a natural extension of our employee diversity initiatives, Credit Suisse operates a Supplier Diversity Program to achieve the highest quality and value from the services we use. The Supplier Diversity Program provides minority and women-owned businesses with the opportunity to become vital resources for Credit Suisse.

Celebrating Diversity

Diversity Awareness/Cultural Celebrations

Credit Suisse recognizes and honors cultural diversity throughout the year by hosting events that celebrate Women's History, Asian Pacific American Heritage, Black History, Latino Heritage, Gay and Lesbian Pride and Disability Awareness. Over 1,500 employees have attended events such as art exhibitions, cooking lessons, dance performances and film and lecture series.

Work/Life

Credit Suisse recognizes that our employees have a variety of lifestyles and that helping them to effectively balance multiple roles and responsibilities results in greater productivity. Accordingly, we have work/life balance policies, many of which are global in scope and available to domestic partners and part-time employees. Among the initiatives that help make Credit Suisse a better place to work are:

- Global family leave policy
- Paid sabbatical leave policy
- Global domestic partner benefits
- Flexible work arrangements
- Emergency back-up childcare
- Resource and referral program
- Employee assistance program
- On-site health and fitness facilities
- Lactation rooms for working mothers
- Prayer/meditation rooms

In acknowledgment of our achievements in addressing work/life balance issues, Credit Suisse has been named one of the "100 Best Companies for Working Mothers" by Working Mother magazine. The publication selected Credit Suisse for its ongoing efforts to help employees effectively balance their work and personal lives.

In addition to improving employee benefits so that our employees can better balance their work and personal lives, Credit Suisse has created networking and mentoring opportunities to support employees' professional development and strengthen their working relationships.

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Global Employee Networks

Employee Networks

Credit Suisse's Global Employee Networks bring people together from across the company to share information, ideas and experiences. These diverse groups help employees balance their work and personal lives and promote career development through networking, informal mentoring, education and access to senior management. Activities include panel discussions, lecture series, seminars, presentations and study groups, as well as workplace support groups that raise awareness of a wide array of diversity issues.

Every network is inclusive and open to all Credit Suisse employees who wish to participate.

Multicultural Resource Network

The Multicultural Resources Network (MRN) in the UK and the US is a forum where employees with various ethnic backgrounds and experiences can work together to develop professionally. MRN special events include guest speakers, receptions, art exhibitions, fundraisers and even cooking and dancing demonstrations that showcase the rich cultural heritage of our global community. MRN members also are active in our recruitment efforts and volunteer with a number of community organizations.

The Open Network

The Open Network in the US highlights an inclusive work culture in which lesbian, gay, bisexual and transgender (LGBT) employees can advance and succeed. Open Network members regularly assist recruitment efforts and organize fundraising for local organizations serving the LGBT community. Speakers at Open Network events have included members of the US Congress, actors and leading experts on issues facing the LGBT community in the workplace.

Parents' Network

The US Parents' Network provides information and support for current and expectant working parents, caregivers and their families. Along with guest speakers, the Network hosts monthly "Bring Your Own Lunch" meetings to discuss topics of interest that parents can use in raising their children.

Women's Network

Credit Suisse's Women's Network helps create a supportive workplace where women can achieve their full potential. Activities include informal mentoring, networking events and presentations by internal and external women executives on topics including strategies for career planning and negotiating office politics. The Women's Network also assists in recruitment efforts, sponsors fundraising events and hosts regular speaker series.

External Partnerships

Community Outreach

Credit Suisse recognizes our responsibility to support the communities in which we live and work.

We have long-standing relationships with industry and not-for-profit organizations that offer community outreach to diverse populations. In addition to sponsorship, the [Credit Suisse First Boston Foundation Trust](#) and individual employees support many of the programs.

In the US, we have established relationships with industry and not-for-profit organizations that support financial literacy and career opportunities for diverse populations. We also work with these groups to identify and develop future leaders, provide career forums and further other Credit Suisse diversity goals.

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Organizations currently supported by Credit Suisse include:

- A Better Chance
- Academy of Finance
- Albert G. Oliver Foundation
- AWED-The American Woman's Economic Development Corporation
- Catalyst
- Financial Women's Association
- Forté Foundation
- LEAD
- LGBT Community Center
- Management Leadership for Tomorrow
- National Council for Research on Women
- New York Bankers' Group/Financial Services Industry Exchange
- New York Women's Foundation
- Out and Equal
- Prep for Prep
- Rainbow/Push Coalition
- Sponsors for Educational Opportunity
- United Negro College Fund
- Women in Banking and Finance
- Women's Bond Club
- Working Families
- YWCA-New York City

Employee Development

Overview

To encourage employees at all levels to continually enhance their knowledge and skills, Credit Suisse offers a broad range of resources to assist those who are eligible to explore internal opportunities for professional development. Each division provides training for new hires, along with both formal and informal mentoring programs designed to pair new professionals with more experienced colleagues.

Dignity at Work

Dignity, consideration and respect are cornerstones of all development programs at Credit Suisse. The Dignity at Work course is part of Credit Suisse's continuing commitment to fostering a culture of respect and inclusion. The program covers the importance of treating all our colleagues with dignity and respect and complying with Credit Suisse's policies. In the US, the course is mandatory for all Vice-Presidents, Directors, and Managing Directors.

Creating One Firm Through Inclusion

Credit Suisse provides a mandatory training program for all Managing Directors entitled Creating One Firm Through Inclusion - Managing All Employee to Full Potential. This interactive development initiative gives Managing Directors the resources to better manage diverse teams and foster an inclusive environment where innovation and opportunity can thrive. The workshop involves a series of exercises and case studies that place participants in real-life situations.

Credit Suisse Institute

As part of our commitment to cultivate leadership skills, Credit Suisse maintains a variety of programs and cross-divisional initiatives through the Credit Suisse Institute, a company-wide platform from which most development activities are launched. Curricula such as "Leveraging Your Personal Impact", "Organizational Savvy" and "Executive Coaching" help employees to address important challenges at key stages of their careers. Employees also log thousands of study hours each year through the Institute's [Open Learning Center](#), which allows access to learning 24-hours-a-day, seven-days-a-week at facilities in New York and London; and by access to e-learning programs.

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Recruitment

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Our diversity recruiting strategy is focused on "casting a wider net" as we continue to build a pipeline of exceptional talent. To attract outstanding individuals, Credit Suisse has established an array of initiatives that target professionals and students who are interested in becoming members of our company.

Lateral Recruiting

Credit Suisse's lateral recruitment effort leverages executive search firms and Internet job sites. We coordinate with the alumni networks from many of the diversity organizations we work with at student recruiting level. We take an active role in diversity-related career fairs and conferences, such as the annual National Black MBA Association and National Hispanic MBA Association conferences and the Reaching Out LGBT Conference.

Student Recruiting

Credit Suisse is committed to attracting exceptional young talent from top-tier colleges and graduate programs. We have developed an array of initiatives, in partnership with external organizations, to attract students with diverse backgrounds and experiences.

One way Credit Suisse recruits diverse students is by collaborating with various education-based, not-for-profit organizations that support individuals who have historically been underrepresented in the industry.

Additionally, Credit Suisse's [campus recruiting](#) team has relationships with key affinity groups at the colleges, universities and business schools where we recruit. Credit Suisse's recruitment initiatives include:

Credit Suisse Head Start Program - Americas

The Head Start Program provides summer internships for members of underrepresented populations who have completed their senior year in high school or their first year of college. Interns are sourced from not-for-profit educational organizations such as [Prep for Prep](#), [A Better Chance](#), [Albert G. Oliver Program](#) and [City Kids](#).

Credit Suisse MBA Explorer Program - Americas

The MBA Explorer Program is a two-day educational outreach initiative that brings together women and students of color who are entering business school in the fall. The program provides a unique opportunity for students who may not have investment banking or financial services experience to learn first-hand about the exciting world of Wall Street.

Credit Suisse MBA Fellowship Program - Americas

This program grants merit-based awards to leading diversity MBA candidates at selected business schools. After an intensive interview process, recipients are paired with mentors from within Credit Suisse and have the opportunity to interview for a 10-week summer internship. Fellows are also able to develop relationships with senior management through various networking opportunities. The commitment to our fellows enables Credit Suisse to cultivate strong a partnership with students during their time in business school.

Douglas L. Paul Scholarship - Americas

Credit Suisse offers USD 5,000 scholarships to a number of college sophomores of African, Latino, and Native American descent. Applicants must meet specific eligibility criteria. Recipients of the scholarships will be selected based on their academic excellence, leadership abilities and interest in the financial services industry. In addition to monetary resources, students who receive the Credit Suisse Sophomore Scholarship will have the opportunity to participate in our Wall Street Summer Immersion Program in New York. This unique 10-week placement provides students with an educational opportunity to learn about the various areas of an investment bank, with rotations in Equities, Fixed Income, and Investment Banking. Scholars will receive a stipend for the duration of the 10-week program.

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Credit Suisse/ United Negro College Fund (UNCF) Scholarship - Americas

Credit Suisse has established three-year scholarships at UNCF-participating colleges. The scholarship is designed to enhance the educational experience of students by providing an annual renewable stipend along with an opportunity to participate in Credit Suisse's challenging internship programs.

Forté Foundation - Americas and UK

As a charter member of the Executive Board of Forté Foundation - an alliance of corporations, universities and not-for-profit organizations - Credit Suisse supports the Foundation's mission to increase the number of women business owners and leaders by enhancing the flow of women into major educational gateways and business networks.

Management Leadership For Tomorrow (MLT) - Americas

Credit Suisse is lead sponsor of Management Leadership for Tomorrow (MLT), a not-for-profit organization dedicated to helping college students of color plan their careers in business, not-for-profits and entrepreneurial ventures. MLT initiatives include campus outreach, internship and mentoring programs, career planning and exposing students to the benefits of an MBA degree.

Robert A. Toigo Foundation - Americas

The Robert A. Toigo Foundation is the premier organization supporting the ongoing advancement of exceptional minority business degree students and alumni within the financial industry through scholarships, mentoring, internships and job placement. Credit Suisse has received the Foundation's "Setting New Standards" award for its senior management's commitment to diversity.

Sponsors for Educational Opportunity (SEO) - Americas and UK

Sponsors for Educational Opportunity (SEO) is a not-for-profit organization that provides college undergraduates of color with orientation training, coaching and substantive internships in some of the most exciting and competitive fields worldwide. Credit Suisse has provided internships for more than 150 SEO participants.

Recognition and Awards

External Recognition

We are proud that outside organizations recognize our commitment and dedication to diversity and inclusion.

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Working Mother Magazine - "100 Best Companies for Working Mothers"

Robert Toigo Foundation - "Setting New Standards" Award

Human Rights Campaign - HRC Corporate Equality Index for Gay, Lesbian, Bisexual and Transgender Employees

Partnership for Gender-Specific Medicine - Athena Award

Profiles in Diversity Journal - International Innovation in Diversity