

## PRIDE locations:

### Arizona

Phoenix

### California

San Diego

San Francisco

### Colorado

Denver

### Delaware

Wilmington

### Florida

Jacksonville

Orlando

Tampa (incl. Fountain Square  
& Highland Oaks)

### Illinois

Chicago

### Indiana

Indianapolis

### Massachusetts

Boston

### New York

New York City

Rochester

### Ohio

Cleveland

Columbus

### Texas

Dallas

Houston

San Antonio

### United Kingdom

Bournemouth

London

For more information, please email:  
[PRIDE.Network@jpmchase.com](mailto:PRIDE.Network@jpmchase.com)

## Who we are:

PRIDE is a corporate-sponsored employee resource network open to all JPMorgan Chase employees, regardless of sexual orientation or gender identity. PRIDE members seek to support workplace fairness, consistently enhance an inclusive work environment and encourage career growth opportunities for LGBT employees.

## Diversity at JPMorgan Chase:

At JPMorgan Chase, we win by creating a culture that sparks creativity, leadership and exceptional performance. Our success depends on enabling and challenging each other to contribute our best in an environment that is inclusive, open, flexible, fair and courageous.

PRIDE: THE JPMORGAN CHASE  
LESBIAN, GAY, BISEXUAL &  
TRANSGENDER EMPLOYEE  
RESOURCE NETWORK

# PRIDE



**PRIDE**

The JPMorgan Chase Lesbian, Gay, Bisexual  
& Transgender employee resource network

**JPMorganChase** 

## Our mission:

To engage allies, management, and other employee networking groups in promoting an inclusive environment within the firm which consistently allows Lesbian, Gay, Bisexual and Transgender (LGBT) colleagues the opportunity to build successful careers and reach their greatest potential. To serve as a resource to the local and national LGBT communities and to assist the firm in building business within the LGBT market place.

## Goals in support of the mission statement:

PRIDE will

- Offer tools and opportunities for personal and career development, including mentoring programs and professional forums
- Assist in the recruiting, retention and visibility of LGBT employees
- Participate in diversity initiatives across the firm
- Host events jointly with other employee networking groups within the firm and with external LGBT organizations
- Encourage participation of PRIDE members and all JPMorgan Chase colleagues in LGBT related activities within the firm and the community
- Provide assistance to the firm in creating an appropriate and visible market presence within the LGBT community

## The role of Employee Networking Groups:

Networking groups play a powerful role in a multi-pronged effort to support diversity by:

- providing development opportunities for group members
- enhancing communication between diverse groups and senior management
- creating a workplace environment that is open and inclusive

## Accomplishments of PRIDE:

- Organizes the annual LGBT Pride Month activities for the firm
- Worked with Senior Management for JPMC to endorse ENDA, the Employment Non-Discrimination Act and the Domestic Partner Health Benefits Equality Act (One of the first firms and the first financial institution to do so)
- Instrumental in the placement of an out LGBT executive on the Corporate Diversity Council
- Influenced the firm to include the option to self-identify as LGBT on the employee poll
- Serves as a resource to the firm for marketing to the LGBT community
- Completed a successful Six Sigma project to address the issues of LGBT employees
- Serves as a resource for Senior Management, as well as the Corporate and Line of Business Diversity Councils to raise awareness of LGBT issues

## Activities of PRIDE: (Activities vary by location)

- Fosters LGBT employee development (e.g. mentoring, UCLA's Anderson Graduate School of Management's LGBT Leadership Institute, Career Advancement Program)
- Works with LGBT business and professional associations (e.g. Financial Services Industry Exchange, National Gay and Lesbian Chamber of Commerce)
- Partners with associations of LGBT Employee Resource Networks, nationally with Out & Equal Workplace Summit and in the local community
- Supports local community fundraisers (e.g. HRC dinners, LGBT Community Center events, Kaleidoscope Youth Coalition)
- Organizes community projects (e.g. Global Days of Service)
- Participates in community events (e.g. AIDS walks, expos, Pride marches, parades)
- Plans networking events for PRIDE members, including other internal and external networking groups
- Sponsors the National Gender PAC Conference
- Assists recruiting efforts of LGBT candidates at all levels, including MBAs
- Increases participation of women in PRIDE by promoting internal and external women's events (e.g. The Center's Women's Event)
- Hosts speaker series open to all employees of the firm