ONE WINTRUST D&I VISION
To reinforce Wintrust as an employer of choice and responsible corporate citizen that is reflective of the diverse markets in which we operate. We will take inclusive approaches to all that we do across the enterprise, and make evident our commitment by leveraging diverse internal and external assets to drive continued success.

BUSINESS RESOURCE GROUPS
Business resource groups (BRGs) are voluntary, employee-led groups that serve as a resource for employees to foster an inclusive and diverse workplace aligned with the organization’s mission, values, goals, and business practices. BRGs are an important component of the Roadmap to advance Wintrust’s ability to connect with various market segments, talent pools, and communities.

OUR WORK
Annual Executive Diversity Forum gathers top business unit executives from across the enterprise to ensure commitment, accountability, and progress toward fostering an inclusive workplace where everyone can give and do their best work.

Diversity & Inclusion Business Unit Action Plans intentionally constructed to align with relevant business and human capital priorities and effective efforts towards advancing diversity, equity & inclusion (DE&I) internally, and externally at the business unit level.

Equal Employment Opportunity (EEO) / Affirmative Action ensure equal access to employment opportunities for professionals of color, women, veterans, and individuals with disabilities through strategic recruiting and fair evaluation of all job candidates.

Paired to Win is a hybrid mentorship-sponsorship program consisting of two components, Advocacy (sponsorship model) and Mentoring (mentorship model), to accelerate equitable talent development.

360° Inclusivity Model is a multicultural marketing framework for strategically addressing the unique needs of an increasingly diverse marketplace to support business unit plans.

Strategic Partners are leveraged to increase talent attraction, augment development, impact communities, and expand market reach.

Intercultural Competency Coaching using the Intercultural Development Inventory provided to leaders and intact teams to drive personal insights and growth as inclusive leaders.

External Forums, Collaborations, and Consortiums aimed at sharing thought-leadership and staying abreast of leading edge DE&I concepts to curb racial inequity in the financial services sector and beyond.

Tailored Leadership Development programs to empower agency with career development aspirations.

OUR TEAM
Melissa Donaldson  
SVP, Chief Diversity Officer

Ngoc Nguyen  
VP, Diversity & Inclusion Practices

Mary Ann Rivers  
VP, Workforce Compliance

For more information, visit wintrust.com/diversity