

BUSINESS UNIT OVERVIEW

ONE WINTRUST D&I VISION

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



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 are 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.

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.



Empowering Leaders of all Gender Identities



Empowering Early Career or New Employees



Empowering all Racial and Ethnic Identities



Empowering the LGBTQ+ Community



Empowering Team Members Identifying as Women

OUR TEAM



Ngoc Nguyen
Vice President
Diversity & Inclusion Practices



Mary Ann Rivers
Vice President
Workforce Compliance