



FIFTH ANNUAL



united in sustainability summit

Agenda



UNFCU®

Event starts: 8:30 New York Time



OAS FCU



united in
sustainability
summit



Tom Kurian

FVP, Enterprise Information
Security
UNFCU



united in
sustainability
summit

Agenda





united in
sustainability
summit



Yma Gordon

VP, Corporate Social
Responsibility and Impact
UNFCU

Panel: How Climate Change is Driving Business Transformation Strategies, Trends, and Data-driven Developments

Moderator



Juan Fernandez Cellabos
President & CEO
Credit Union Association
New Mexico

Panelists



Kimberly Kosmenko
Project Director
Optera



Cristina Paslar
EVP ESG
Products
Mastercard



Nikos Avlonas
Founder and President of
the Centre for Sustainability
& Excellence (CSE)

WINNING THE SUSTAINABILITY AND CLIMATE RACE

TRENDS FOR 2023

NIKOS AVLONAS
PRESIDENT CSE, PROFESSOR UIC

The Importance of Sustainability and Climate Strategies (ESG) for Credit Unions

How to use Environmental, Social and Governance criteria and guidelines, creating advanced sustainability strategies



ESG Research North America – Research Profile (January 2022)

Selected 160 organizations in North America from 16 leading business sectors.

Identify common Corporate ESG Practices and frameworks used towards strategic integration



Sustainability Focus Areas in Financial Sector

- ☐ Climate Adaptation/ Resilience
- ☐ Carbon Emissions Reduction
- ☐ Transparency to Investors and other Stakeholders
- ☐ Diversity & Inclusion
- ☐ Workplace Health & Safety
- ☐ Impact in Local Communities
- ☐ Employee Engagement
- ☐ Customer Privacy



Methodology for Maximizing Sustainability Integration and Impacts

Step 1

- Educate C-Suite Executives for understanding the importance of the Sustainability Strategy

Step 2

- Engage with stakeholders (Clients, Employees, Local Communities) to identify Material topics

Step 3

- Create a Sustainability Strategy and set SMART Goals for all Material Topics

Step 4

- Publish a Sustainability Report and comply with all Key Frameworks as part of an Integrated Sustainability System (ISS)

Common Practices

Stand-alone Sustainability Report

Use of GRI Standards

Use of SASB Standards & TCFD Guidelines

Sustainability Strategy

Carbon Neutrality/Net Zero Targets

Science-based Targets

- **ESG is not a checklist but a holistic approach of change Management**
- **Moving from Sustainability (Programs) to Sustainable Organizations**

CSE WEBSITE

www.cse-net.org

EMAIL ADDRESS

avlonas@cse-net.org

Thank You!





Priceless Planet Coalition™





Together with global environmental organizations **Conservation International** & **World Resources Institute**, the Priceless Planet Coalition has built strong momentum towards improving the health of our planet.

More than ever, it is vital that we continue our collective work toward our overall mission to restore **100 million trees by 2025**.



In collaboration with

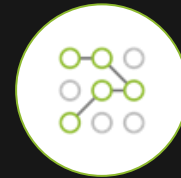


WORLD
RESOURCES
INSTITUTE

CONSERVATION
INTERNATIONAL

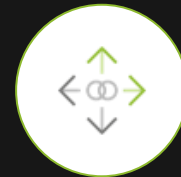


By mobilizing our network and partners to take climate change action, it's our ambition to:



Unite

With our reach and connectivity, we can unite the efforts of merchants, banks, communities and consumers under a single movement to bring about greater change



Impact

Restoring forests is acknowledged as a foremost action to climate change and has the ability to directly connect with consumers to drive action



118
partners



37
markets



130 campaigns





With 18 reforestation projects across six continents, we're increasing local relevance and accelerating progress toward the Coalition's goal of 100 million trees

Asia-Pacific

Australia, Cambodia, China, India, the Philippines

Latin America

Mexico, Brazil, Colombia, Guatemala

Europe

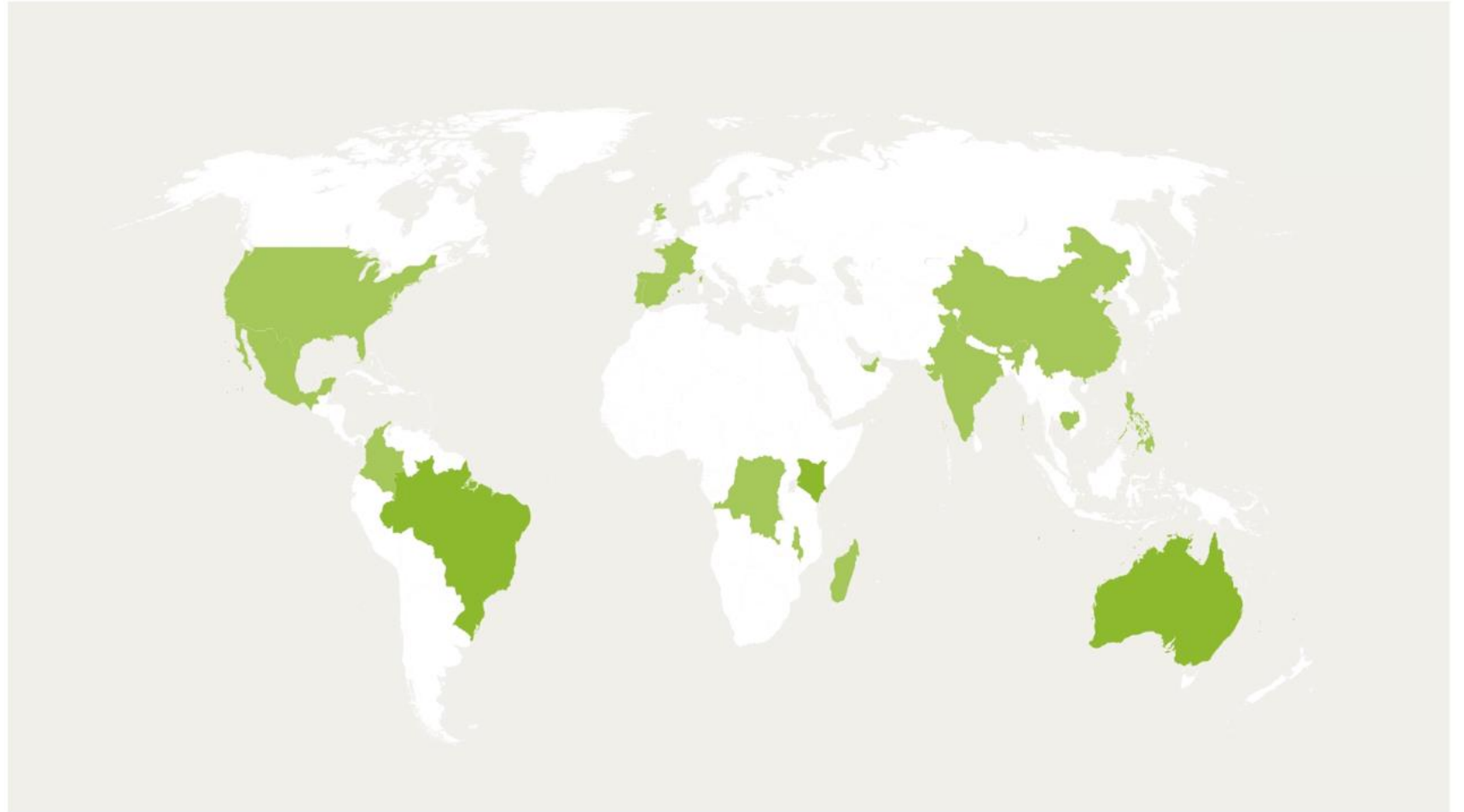
France, Portugal, Spain, Scotland

Middle East & Africa

Madagascar, Democratic Republic of Congo, Kenya, Malawi, United Arab Emirates

North America

United States





Financial Inclusion

Building a sustainable
digital economy,
where everyone prospers





Partnership is Essential

Mastercard has deep experience in multiple Financial Inclusion initiatives in partnership with public and private institutions

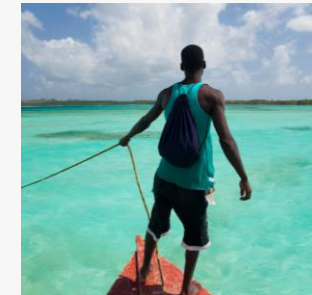
Social benefits

Humanitarian aid

Remittances

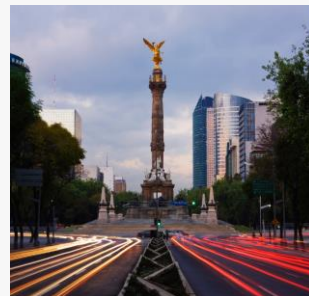
**Micro
entrepreneurs and
small businesses**

**Pension
disbursements**



**Payroll
(government
and private
institutions)**

Mass transit



**Agricultural
business**

Digital account

Credit Unions

Fireside Chat with the National Credit Union Administration



Pamela Agnone
Executive Vice President
Co-Executive Sponsor
Global Sustainability Program
UNFCU



Hon. Rodney Hood
Board Member
NCUA

Keynote: What to expect from COP27 and the role of Credit Unions in achieving the SDGs



Jamil Ahmad
Director
UNEP NY Office



Claire Kells
Senior Manager for Corporate Engagement
UN Global Compact

United in Sustainability Summit UNEP

Sustainable Finance to Address Triple Planetary Crises

15 November 2022

Jamil Ahmad
Director, UNEP

Planetary Crises

Our current economic model is not suitable to address the planetary crisis of climate change, biodiversity loss, and pollution and waste

- Non- sustainable Production and Consumption
- Lack of resources to implement MEAs
- Lack of alignment between public and private funds

The Sustainable Development Goals: A Tool, Not an End

The 17 Sustainable Development Goals (SDGs) are an urgent call for action by all countries in a global partnership. Despite some progress, the implementation is challenged on several levels:

- Sustainable Consumption and Production as an overarching driver towards SDGs implementation
- SDG alignment
- SDG financing gap



Sustainable Finance: An Opportunity towards SDGs' Implementation

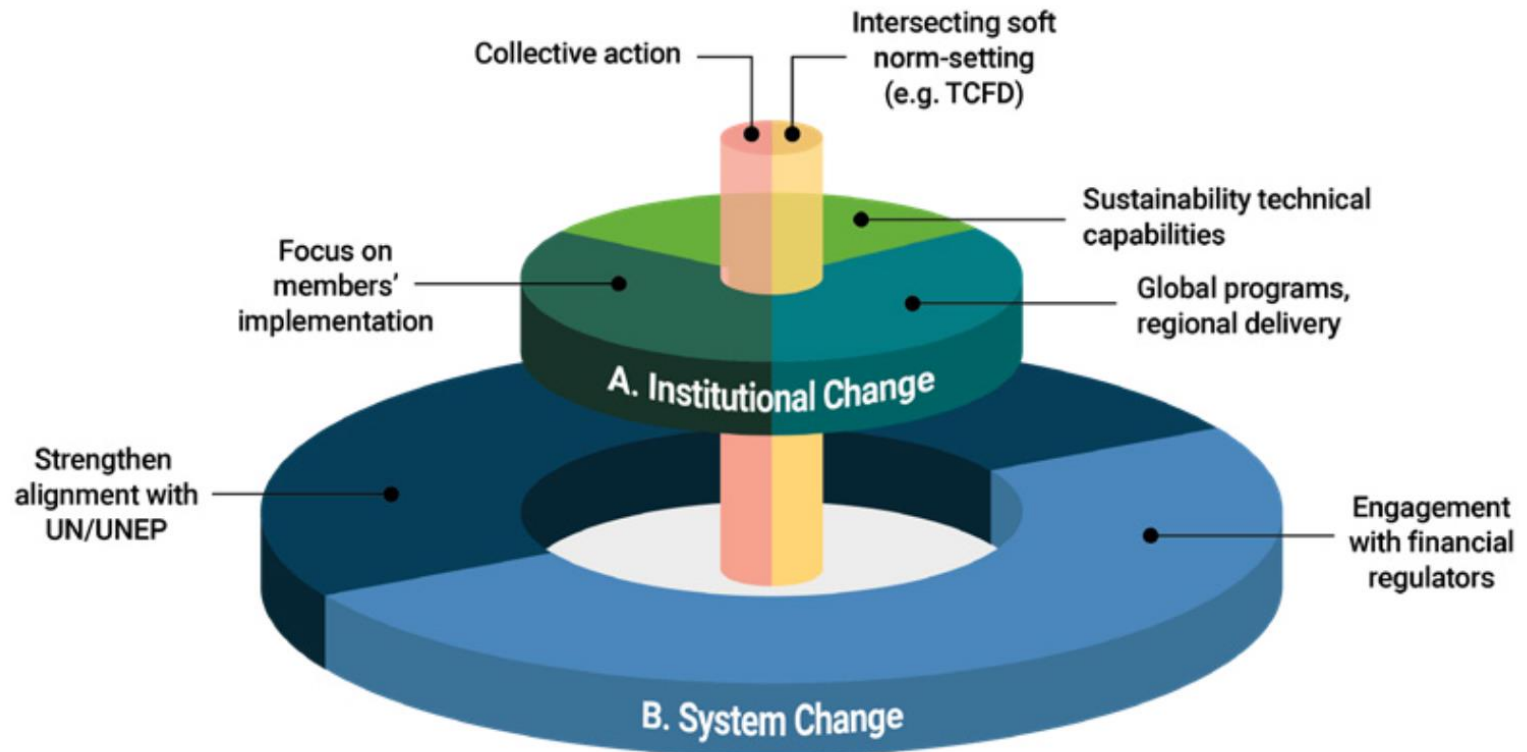
UNEP's finance work: from integrating environmental, social, and governance (ESG) issues to aligning financial flows with society's goals.

- Sustainable Framework
- ESG integration
- Strengthening transparency and accountability

UNEP Finance Initiative Strategy

UNEP Finance Initiative (FI) helps financial institutions to develop practical approaches to setting and implementing targets in key environmental areas through:

- Principles for Responsible Banking (PRB)
- Principles for Sustainable Insurance (PSI)



The Principles of Responsible Banking (PRB)

The Principles for Responsible Banking are a unique framework for ensuring that signatory banks' strategy and practice align with the vision society has set out for its future in the Sustainable Development Goals and the Paris Climate Agreement.

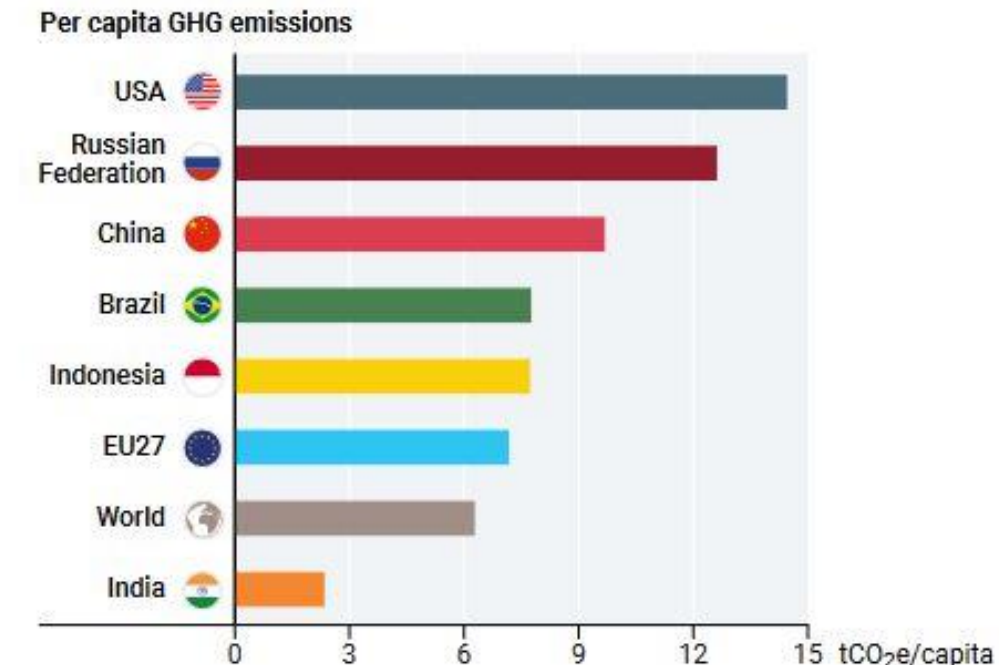
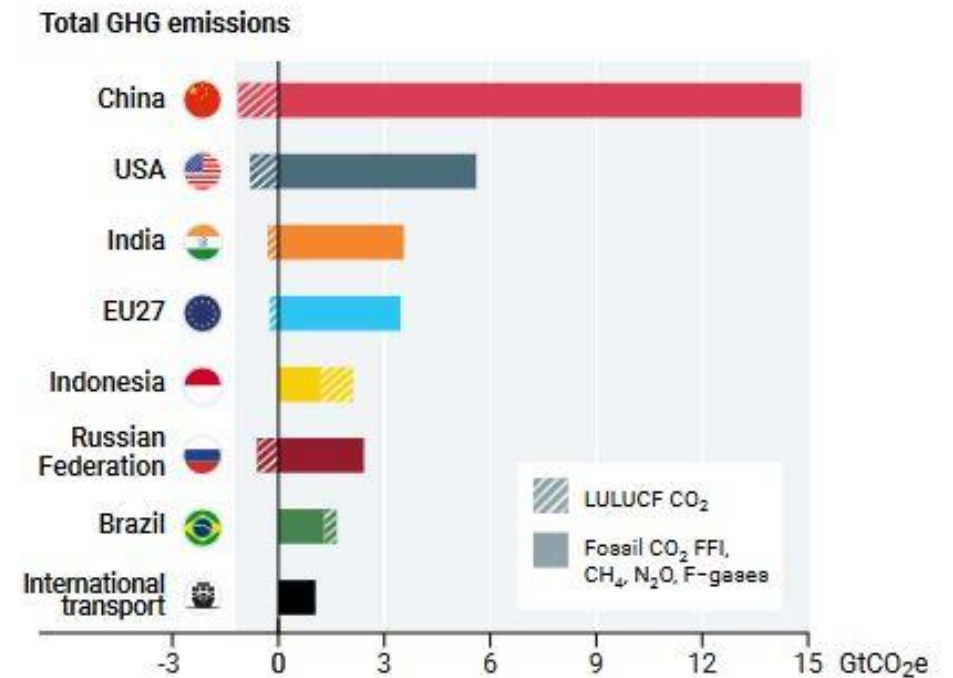
- More than 300 banks or 45% of global banking assets are implementing the Principles for Responsible Banking to align strategies and practice with the UN Paris Agreement and Sustainable Development Goals.
- The framework consists of 6 Principles designed to bring purpose, vision and ambition to sustainable finance. They were created in 2019 through a partnership between founding banks and the United Nations. Signatory banks commit to embedding these 6 principles across all business areas, at the strategic, portfolio and transactional levels.

The Role of Credit Unions in SDG Implementation

- To guide action on environmental, social, and governance (ESG) improvement
- To ensure financial inclusion to enable the implementation of the sustainable development goals
- To create a culture that embraces belonging, differences, transparency, and equal growth opportunities.
- To participate in the UN 'United in Sustainability' Summit

Emissions Gap Report

- Testimony to inadequate action on the climate crisis and the need for transformation
- Global GHG emissions could set a new record in 2021
- GHG emissions are highly uneven across regions, countries and households



Conference of the Parties (COP) on Climate and Biodiversity – why everyone matters?

UNFCCC COP 27 (Nov. 2022) – UNEP's engagement and focus areas:

- Climate adaptation
- Climate finance
- A just transition that takes into account the development needs of countries, communities and groups most affected by the climate crisis

CBD COP 15 (Dec. 2022) - What do we aim to achieve?

- Adoption of an equitable and comprehensive framework matched by the resources needed for implementation
- Clear targets to address overexploitation, pollution, fragmentation and unsustainable agricultural practices
- A plan that safeguards the rights of indigenous peoples and recognizes their contributions as stewards of nature
- Finance for biodiversity and alignment of financial flows with nature to drive finances toward sustainable investments and away from environmentally harmful ones

Thank you



Jamil Ahmad
ahmad24@un.org

www.unep.org



B R E A K



united in
sustainability
summit

ABCs of ESG



Garrett Jones

Director Sustainable Finance
Delphi Group

United in Sustainability

ABC's of ESG



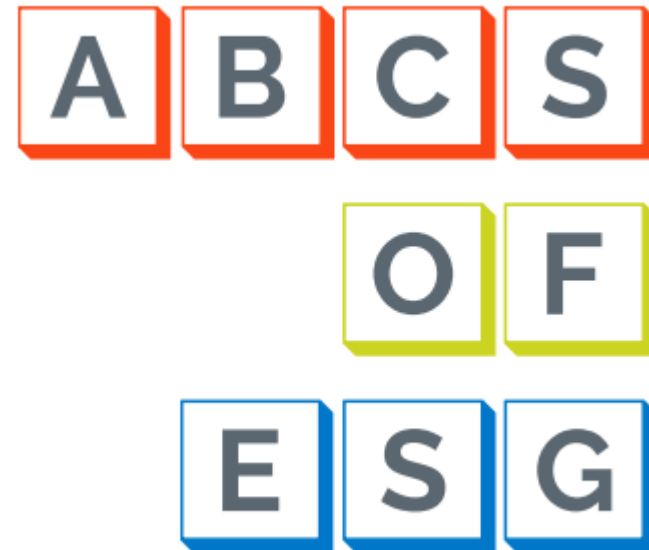
A CREDIT UNION NETWORK

Objectives:

- Define common sustainability & ESG terminology
- Overview of the ESG disclosure landscape.

Agenda:

- What is sustainability?
- What is ESG?
- What is Climate Risk?
- ESG Disclosure Landscape





Let's build a better future together



Delphi is a boutique consulting firm specializing in climate change, sustainability, and ESG.

With 30+ years of experience and expertise, we don't just know our stuff....we live it. It's more than a job to us: we care about the outcomes of the work we do with you.

We're a certified B Corp and believe passionately that **Credit Unions** can be profitable while also having a positive long-term impact on the environment and society.



Sustainability & ESG

Context & Understanding

Sustainability & ESG: Terminology

- Sustainable Development
- Triple Bottom Line
- People, Planet, Profit
- Corporate Responsibility
- Social Responsibility
- Corporate Citizenship
- SDGs



Sustainability: Defined



Sustainability refers to the **integration of environmental health, social equity and economic vitality** to create thriving, healthy, diverse and resilient communities

ESG: Defined

ESG refers to the Environmental, Social, and Economic non-financial factors and measures that may represent material risk and growth opportunities **used to assess the future financial performance** of a company.

Environmental	Social	Governance
Energy Use	DEI	Ethical Behaviour
Green House Gas Emissions	Community Betterment	Board Compensation
Waste	Health & Wellness	Board Structure & Oversight
Pollution	Pay & Promotion Equity	Cyber Risk & Systems
Land Use	Wage Levels	Code of Conduct & Values
Water Use	Safety Management & Prevention	Stakeholder Engagement
Biodiversity	Customer Engagement	Transparency & Reporting

ESG: Drivers for Business



Sustainability or the integration of **ESG** is a fundamental shift in the way business is conducted. It is not going away. Businesses need to embrace and integrate, or risk become a laggard.



What is Climate Risk?

Physical Risk vs. Transition Risk

Climate Risk: Defined

Physical Risk: results from increased frequency and severity of weather events, which pose a threat to existing assets and operations.

Transition risk: are risks to existing assets and operations related to the transition to a lower-carbon economy.

ESG Disclosure

Landscape

Reporting & Disclosure: Why Report?

Demonstrate

your Sustainability Resilience

Keep Pace

Regulatory Requirements

Accountability

Through Communication

Mitigate Risk

in a Dynamic Landscape

Disclosure: Mandatory vs Voluntary

Mandatory: regulators across North America are proposing or requiring companies to disclose their ESG and/or climate-related risks

Voluntary: the ESG reporting ecosystem is maturing and amalgamating but still complex and everchanging

TCFD - Task Force On Climate Related Financial Disclosures

Recommends climate-related disclosure in four areas:

- Governance
- Strategy
- Risk Management
- Metrics and Targets
- Recommends the use of **scenario analysis**
- Recommends reporting **material climate-related information in financial disclosures**



SASB / ISSB - Sustainability Accounting Standards Board

- First version of the GRI Guidelines published in 2000
 - **First global framework** for sustainability reporting
- Transition from guidelines to standards in 2016
 - **First global standards** for sustainability reporting

Environment

- GHG Emissions
- Air Quality
- Energy Management
- Water & Wastewater Management
- Waste & Hazardous Materials Management
- Ecological Impacts

Leadership & Governance

- Business Ethics
- Competitive Behavior
- Management of the Legal & Regulatory Environment
- Critical Incident Risk Management
- Systemic Risk Management



Business Model & Innovation

- Product Design & Lifecycle Management
- Business Model Resilience
- Supply Chain Management
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change

Social Capital

- Human Rights & Community Relations
- Customer Privacy
- Data Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling

Human Capital

- Labor Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

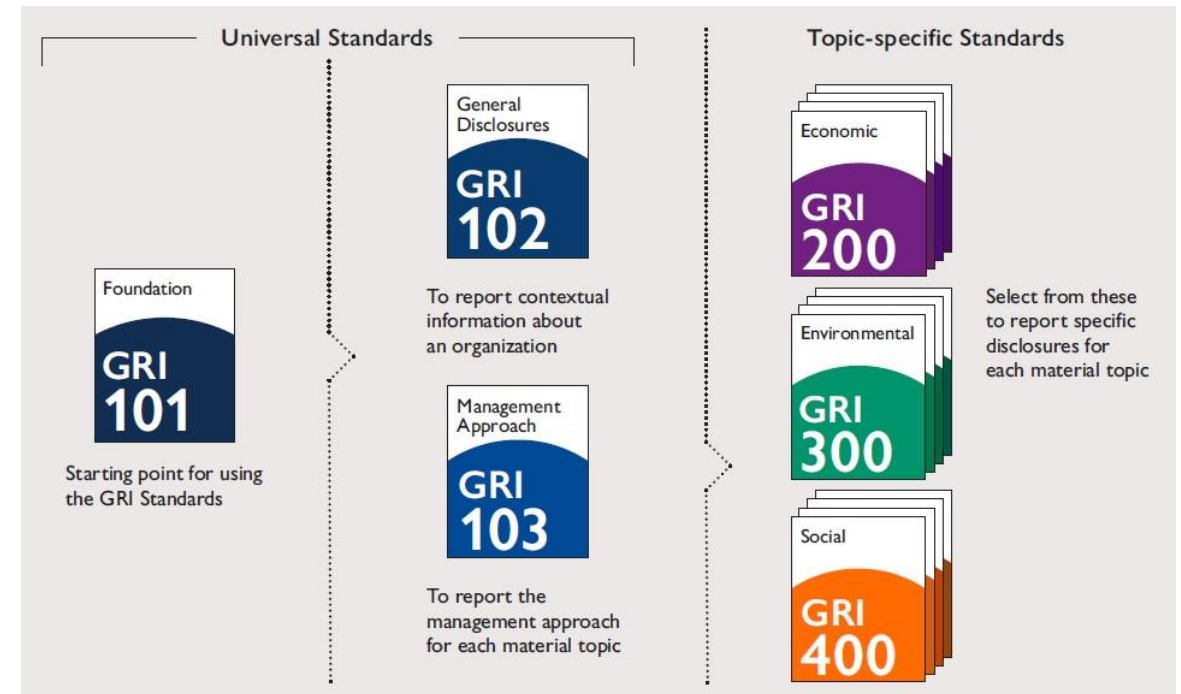
GRI – Global Reporting Initiative

First version of the GRI Guidelines published in 2000

- **First global framework** for sustainability reporting

Transition from guidelines to standards in 2016

- **First global standards** for sustainability reporting





“We need more **collaboration**. We need more **innovation**. And we especially need more **inspiration** on the road to net zero.”

-Mike Gerbis, CEO of
The Delphi Group

Let's build a better future together



A CREDIT UNION NETWORK

Case Studies: Climate Resiliency, Mitigation, and Adaptation: Lessons Learned From Credit Unions on the Frontlines

Moderator



Jennifer Esperanza, PhD
Sr. Director
Organizational Culture and
Strategy
Coopera



Kevin Lashley
President
United Enterprise Credit Union Ltd

Panelists



Aurelio Arroyo González
CEO
Jesus Obrero Cooperativa



René Vargas Martínez
Director
Puerto Rico Network
Inclusiv



united in
sustainability
summit

Panel: The Clean Energy Transition

Moderator



Neda Arabshahi
VP, Center for Resiliency and
Clean Energy
Inclusiv

Panelists



Jahi Wise
Special Assistant to the
President for Climate Policy
and Finance at the
White House



Joanna Jackson
Certified Credit Union
Financial Counselor and
Development Educator
TOPCU



Laura Fiedler
VGreen Program
Director
VSECU

How Credit Unions Can Join the Clean Energy Transition

United in Sustainability Summit - November 14, 2022



/ **inclusiv** /





Mission: To help low-income people and communities achieve financial independence through credit unions



494 Community Development Credit Unions in 47 states, Washington D.C. and Puerto Rico



\$260 Billion in combined assets



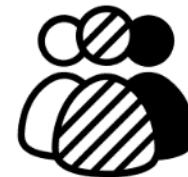
18.3 Million members across the country



75% Low Income Designated



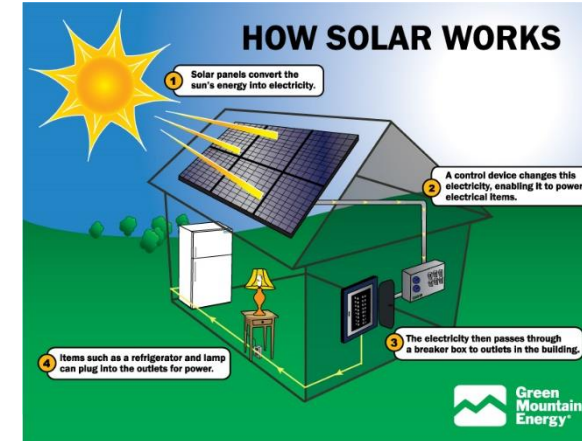
58% Certified as Community Development Financial Institutions (CDFIs)



30% Minority Depository Institutions



17 Associated Credit Union Leagues



What is Green Lending?

What is Energy Burden?

Energy burden = % of gross household income spent on energy costs.



- **Average energy burden for low-income households is THREE TIMES HIGHER** (8.6%) than for non-low-income households (3%).*
- Black households spend 43% more of their income on energy costs than white households.
- Hispanic households spend 20% more and Native American households spend 45% more.**

*U.S. Department of Energy

**American Council for an Energy-Efficient Economy (ACEEE)

Justice40 Initiative

President Biden's promise to deliver at least 40 percent of the overall benefits from Federal investments in climate and clean energy to disadvantaged communities.



Credit Unions Already Serving Justice40 Communities

- Credit Union members often lack access to clean energy and have a disproportionately high energy burden.
- Credit Unions have deep community relationships and loan underwriting experience.
- Credit Unions + members benefit from green loans:
 - **Credit Union Benefits**
 - New members/diversification in membership
 - Deploy Capital in new market (loan growth, loan performance, membership potential...75-90% new members)
 - Leverage new member relationship- (non-green) loans after they join
 - Community/member goodwill and reputation
 - **Member Benefits**
 - Reduce energy bills
 - Protection against rising energy costs, reliance on fossil fuels
 - Rebates and Incentives (federal, state, local)
 - Increased Home Value
 - Eco-Friendly
 - Health Benefits



Credit Unions Building Green Lending Track Record

Early adopters have built a significant green lending track record

- 391 CUs across the country offer or are developing dedicated green loan products
 - 354 offer green loans / 38 developing green loans
 - 391 CUs have combined assets of \$448 billion and over 25.1 million members.
 - 227 CUs are one or more: CDFI, LICU, MDI
- Of these 391 CUs
 - 88 are Inclusiv members!
 - 61 enrolled in Inclusiv-UNH Solar Lending Course
- Inclusiv trained 150 community lenders in green lending
- 94 lenders originated \$2.68Bn in 37,700+ green loans



Credit Unions Green Lending Examples

2016-2020:

5 CUs
+ 1 bank

funded
**\$3.5 bn in
solar loans**

2019:

PenFed CU
(DC) \$31bn in
assets

partnered w
Loanpal to
buy solar
loans

2019-2021:

Clean Energy
CU (CO)

4,700
(\$60mn)
green loans -
NO DEFAULTS
Sold \$21.7mn
in
participations

2020-2021:

Tech CU (CA)
\$3.7bn in
assets

pledged
\$3.5bn
residential
solar loans
over 5 yrs

2021:

Alliant CU
(IL)
\$15bn in
assets

purchased
\$89mn in
solar loan
participations

2021:

Teachers FCU
(NY) \$8.7bn
assets

launched
solar loan-
1,500 loans in
first 6 mos.

Get Involved: Inclusiv and University of New Hampshire Solar Lending Professional Training and Certificate

- **Virtual series that's free of cost** for lending professionals.
- 2 tracks: **Consumer and Commercial Lending.**
- **Small cohorts** with high capacity to implement solar loan products.
- **Earn a Solar Lending Professional Certificate from the University of New Hampshire and Inclusiv.**
- **APPLY NOW for 2023 Cohorts!**



Consumer Solar Lending Training and Certificate Program

Apply here: <https://carsey.unh.edu/center-for-impact-finance/solar-lending-training-series>

Stories from Field: Two Credit Unions Leading in Green Lending

Joanna Jackson
Sustainable Lending Manager
Tucson Old Pueblo Credit Union
Arizona

Laurie Fielder
VGREEN Program Director
VSECU
Vermont

VGREEN

CLEAN ENERGY FINANCE PROGRAM



LAURIE FIELDER, VGREEN
PROGRAM DIRECTOR
lfielder@vsecu.com



VSECU WALKS THE TALK

VSECU Environmental Mission Statement

We are committed to finding opportunities within both our operations and business products to promote environmentally sound choices for our employees and our member-owners.

VGreen Money Market Account:

- 100% goes to funding member loans for energy improvement projects and purchases

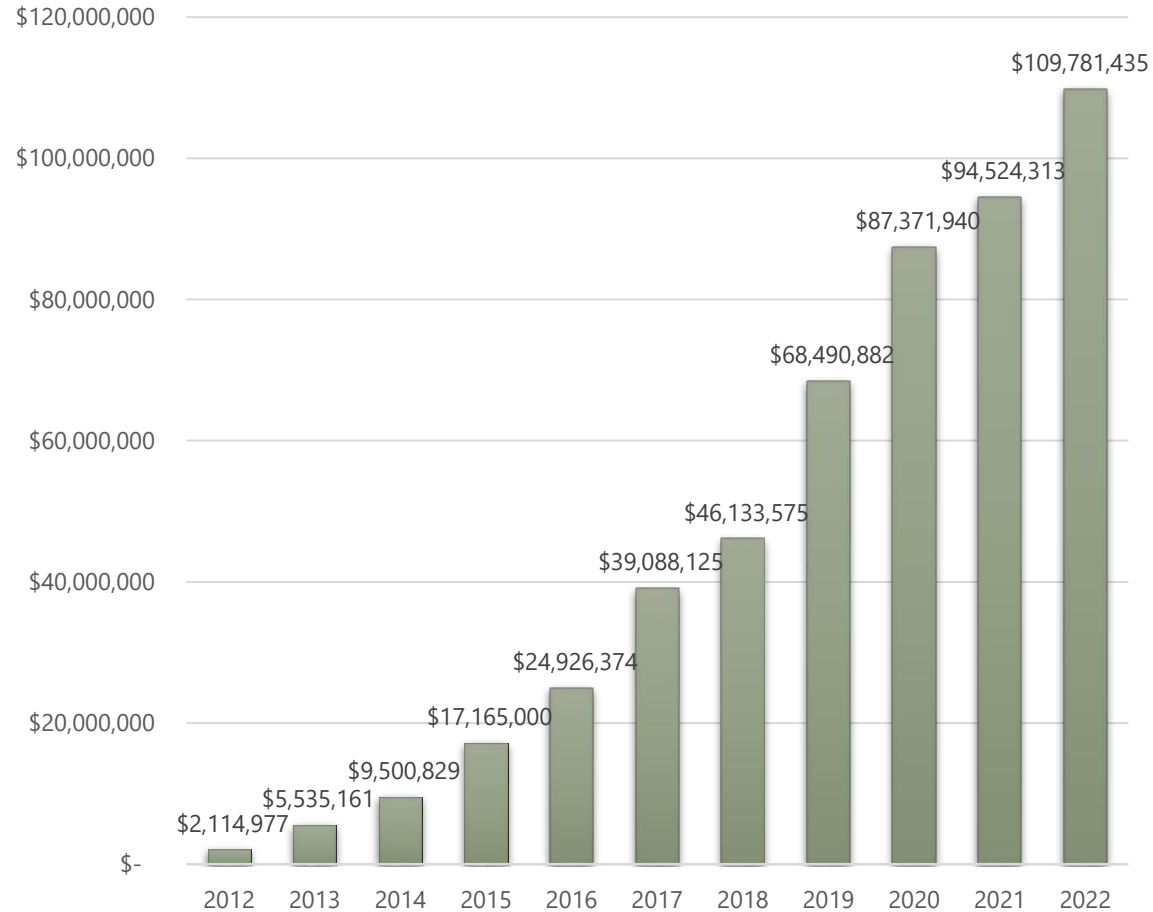
VSECU business operations:

- Solar power offsets much of our energy consumption
- Branches feature high efficiency upgrades & technology

Partners, agencies, non-profits:

- Northeast Sustainable Energy Association (NESEA)
- Energy Action Network (EAN)
- Renewable Energy Vermont (REV)
- Global Alliance on Banking (GABV)
- Efficiency Vermont
- Capstone Community Action
- Solar installer vendors

VGGreen Portfolio Growth, 2012-2022 (YTD)



2022

VGGreen loan portfolio exceeds \$100M

VGGreen Program Milestones

2005

VSECU Board of Directors adopts environmental mission statement

2012

VGGreen program officially launched

2014

Heat Saver Loan pilot begins

2015

VGGreen Vendor program begins

2017

VGGreen Money Market launched
NESEA Partnership established

2018

Home Energy Loan partnership with Efficiency Vermont begins

POPULAR VGREEN LOANS

EASY, FLEXIBLE FINANCING FOR A VARIETY OF ENERGY IMPROVEMENT PRODUCTS AND PURCHASES

- **Energy Improvement Loan** features discounted fixed rates and flexible terms, up to 20 years, maximum loan amount \$60,000
- **Home Energy Loan** Partnership program with Efficiency Vermont – discounted rates based on household income. Weatherization and heating projects. Income and other program guidelines apply.
- **Energy Equity Loan** Discounted, fixed rate home equity loan with terms up to 15 years, maximum loan amount \$250,000



- **Green Vehicle options** Discounted rates and extended terms – EVs and PHEVs receive a 1.00% discount off standard auto rates.
- **Business/commercial options** In addition to residential loans, we offer commercial loans to finance solar and energy efficiency projects in Vermont

www.vsecu.com/vgreen




Tucson Old Pueblo Credit Union

Founded 1938 in Fire House #1

Two Branches

\$200 Million in Assets

58 Employees

A scenic photograph of a desert landscape. In the foreground, there are several tall saguaro cacti and some low-lying desert shrubs. The middle ground shows a valley filled with more cacti and vegetation. In the background, there are rugged mountains under a clear, bright blue sky. A large, semi-transparent white circle is overlaid on the left side of the image, containing the title and list of program details.

TOPCU Solar Program

- Must Establish Membership
- Up to 20-year Term
- \$100,000 Max Loan Amount
- One-time Reamortization Within the First 18-months
- At Least One Person on the Deed Must be on the Loan
- First Payment Due 60-Days
- Rate Buy Down Options

Measuring Success

- Environmental Impact
- Community Impact
 - Healthy Homes
 - Job Opportunities
 - Financial Empowerment
- ESSDL Program
 - Up to \$1,000
 - No Declines
 - \$25 Payroll Deduction
 - Credit Builder





TOPCU & Sustainable Equality

How Do We Get Our Members Overcome Barriers?

- ITIN Lending
 - Solar Empowerment Program
 - Adding Energy Efficient Products
 - Adding Small-Dollar Efficiency and Appliance Loans
- 



LUNCH



united in
sustainability
summit

UNICEF of Hope



Nicholas Rees

Regional Program Manager

UNICEF

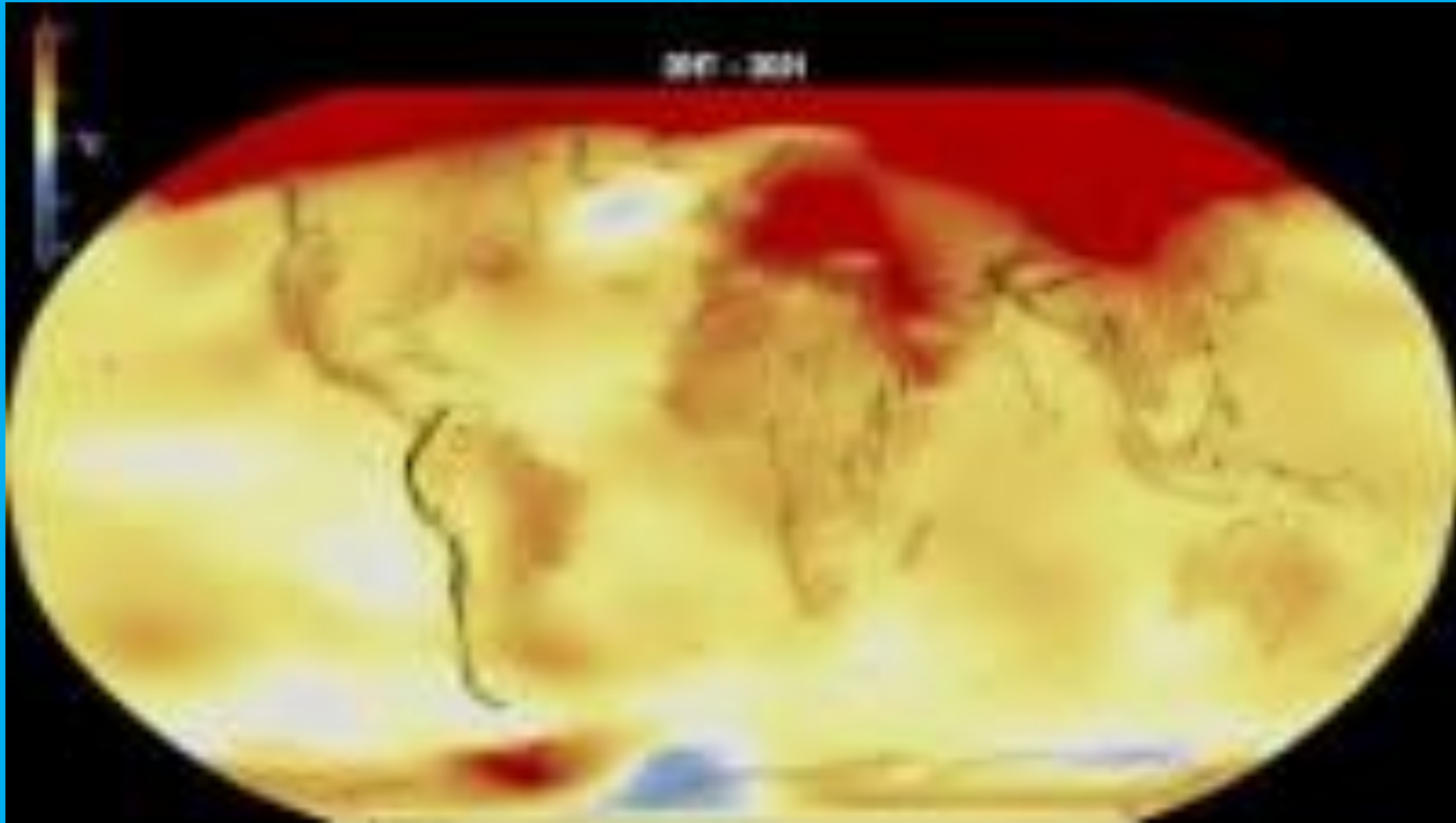
East Asia Pacific Region



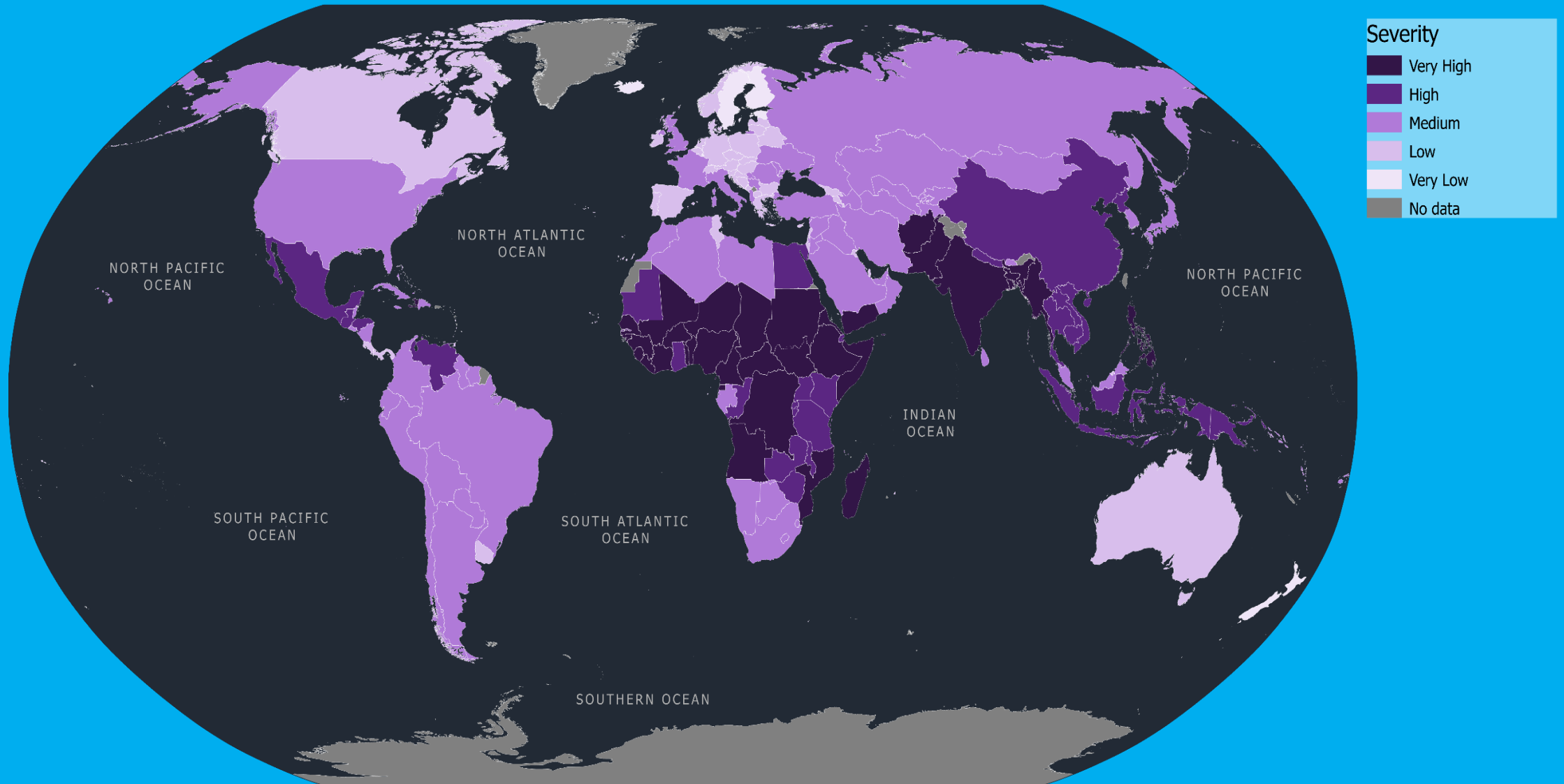
United in Sustainability Summit

Presentation by:
Nicholas Rees
Climate and Environment
Programme Manager,
UNICEF East Asia and
Pacific

Global warming 1881-2021 (NASA)



The Children's Climate Risk Index (CCRI)



Children Exposed to Specific Climate and Environmental Hazards

E.g:

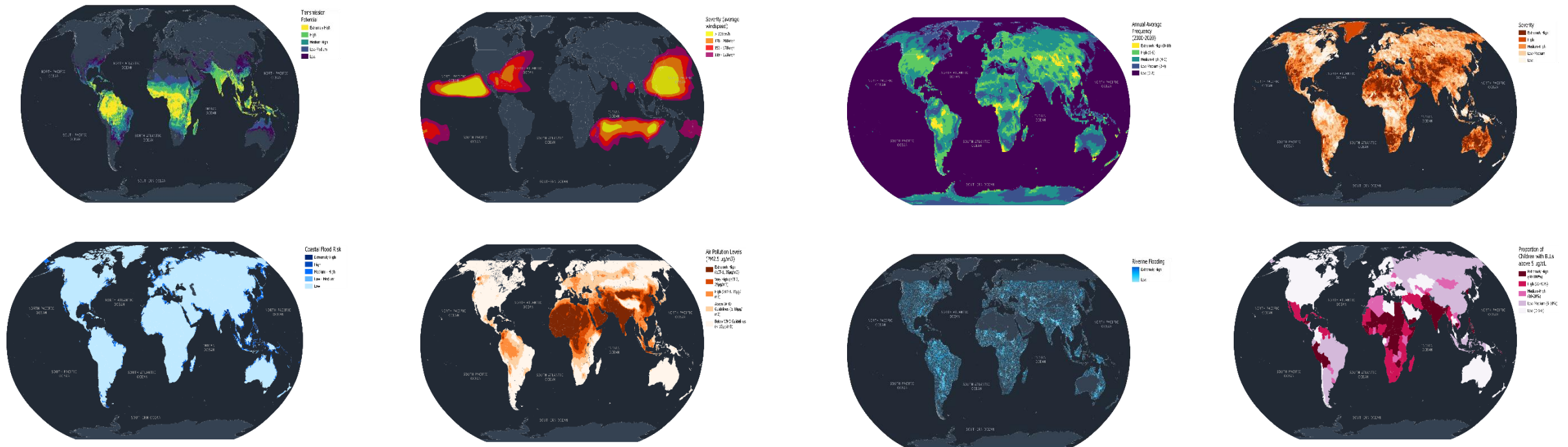
- 820 million children (over one third of children globally) exposed to heatwaves.
- 400 million children (nearly 1 in 6 children globally) exposed to cyclones.
- 330 million children (1 in 7 children globally) exposed to riverine flooding.
- 2 billion children (almost 90 per cent of children globally) exposed to air pollution
- 240 million children (1 in 10 children globally) exposed to coastal flooding.

Children Exposed to Multiple Hazards at Once

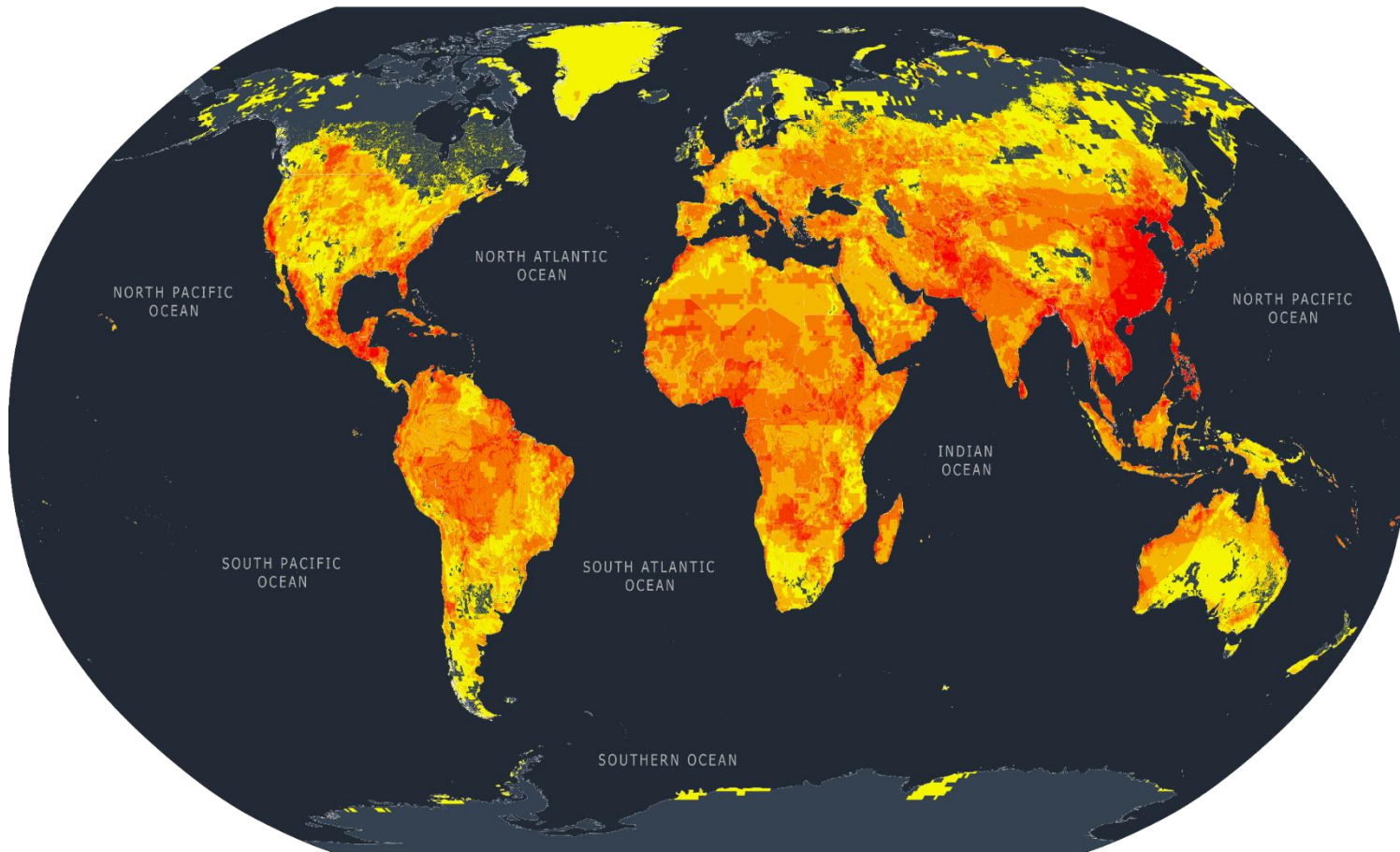
Almost every child (>99%) on earth is exposed to at least one of these climate and environmental hazard, shock or stresses.

Nearly 850 million children – over one third of all children – live in countries where they are exposed to four or more overlapping climate and environmental hazards, shocks and stresses.

330 million children exposed to more than five overlapping climate and environmental hazards, shocks, and stresses



Multiple and overlapping climate and environmental hazards, shocks and stresses:



Number of Hazards,
Shocks or Stresses

- Extremely High (≥5)
- High (4)
- Medium-High (3)
- Low-Medium (2)
- Low (1)

Hazards:

1. *Heatwaves*
2. *Cyclones*
3. *Water Scarcity*
4. *River Flooding*
5. *Coastal Flooding*
6. *Disease Risk*
7. *Air Pollution*
8. *Soil and Water Pollution*

Children are uniquely affected



Children are
physically more
vulnerable

Children are
physiologically
more vulnerable

Children
epidemiologically
more vulnerable

Children have
their whole life
ahead of them

But there's still room for optimism and hope!

For example:

- Educating all children on climate change
- Scaling up proven early warning systems
- Feeding all children sustainably
- Providing a climate safety net for all children
- Becoming air-aware
- Diversifying and improvements in how we conserve water resources
- And of course – young people themselves!

Calls to Action



Calls to Action

1

PROTECT children from climate devastation by adapting social services.

2

PREPARE children to live in a climate-changed world.

3

PRIORITIZE children and young people in climate finance and resources.

4

PREVENT a climate catastrophe by drastically reducing greenhouse gas emissions and keep 1.5 degrees Celsius alive

Thank you.

unicef 

Effectiveness of DEI in Driving Organizational Change



Victor Corro
CEO, Coopera Consulting
Co-Founder & Chair, CU DEI Collective



Dr. Taylor Nelms
Senior Director of Research
Filene Research Institute

DIVERSITY, EQUITY, AND INCLUSION: FROM THEORY TO PRACTICE IN DRIVING ORGANIZATIONAL CHANGE

NOVEMBER 14, 2022

W E L C O M E

TODAY'S AGENDA

1. Beyond Commitment ...

Personal, Operational, and Organizational Change

2. ... to Implementation

DEI Strategy and Practice

3. Measuring Success

Firm Performance and Employee Experience

4. A Systemic Approach

DEI in the Workplace and Marketplace



Dr. Taylor C. Nelms

Senior Director of Research
Filene Research Institute



Victor Corro

CEO, *Coopera Consulting*
Co-Founder & Chair, *CU DEI Collective*

*“[Our credit union] supports and fosters a safe, inclusive, and caring environment for all employees and members, including Black, indigenous, and people of color. **We are proud to celebrate the differences between and within every employee and member,** including age, color, mental or physical abilities, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or other characteristics. And for both employees and members, [we have] a zero-tolerance policy of discrimination, racism, and harassment.”*

*“We value our members, our coworkers, and the [credit union] community by **embracing their generational, educational, experiential and cultural diversity.**”*

*“To be engaged, employees and members must feel welcomed, valued, and included. [Our credit union] strives to create an atmosphere that reflects the communities we serve and where everyone feels empowered to bring their full, authentic selves to work. **By being our unique selves, we are best able to drive our innovative culture forward, helping both employees and members live their best lives.**”*

*“To pursue financial empowerment for our members and member businesses by **embracing our cooperative roots and providing exceptional service rooted in equity and inclusion.**”*

Founding Organizations of the CU DEI Collective



Renee Patterson



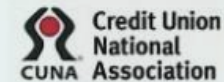
Patricia



Victor Miguel Cort



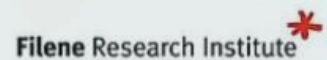
Quita Sanchez



Janine



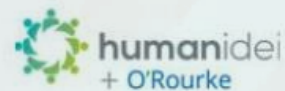
Robert N. Turner



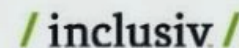
Mark C. Meyer



Christina Johnson



gnowacki



Cathleen A. Mahan



Maria J. Martinez



Chad S. Jones



Brian Branch



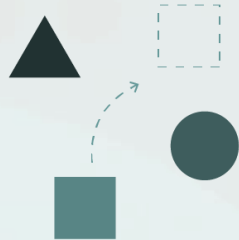
Scott B.



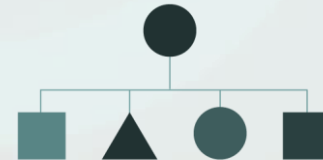
**DRIVE MARKET
GROWTH**



**ENHANCE
SERVICE &
EXPERIENCE**



**IMPROVE
STRATEGY &
INNOVATION**



**CREATE EQUAL
OPPORTUNITY
AT ALL LEVELS**

“Increasing the numbers of traditionally underrepresented people in your workforce does not automatically produce benefits. Taking an ‘add diversity and stir’ approach, while business continues as usual, will not spur leaps in your firm’s effectiveness or financial performance...What matters is **HOW AN ORGANIZATION HARNESSES DIVERSITY**, and whether it’s willing to reshape its power structure.”

Source: Harvard Business Review

A ROADMAP TO ACTIVATING DEI

**Do I want to achieve personal, operational
or organization change?**



Personal

**Enhance individuals'
ability to interact
effectively with others**

Operational

**Strengthen work
processes and
innovation**

Organizational

**Drive holistic
transformation
within an enterprise**

HOW TO IMPLEMENT AND MEASURE SUCCESS: NEW FILENE RESEARCH

Survey of Credit Union DEI Policies & Practices

- Baseline and benchmarking adoption of specific DEI policies and practices by credit unions
- Analyzing the effects of DEI policies and practices on credit union performance

Survey of Credit Union Employee Experiences

- Measuring employees' feelings and attitudes about their jobs and investment in their work
- Analyzing how DEI shapes employee engagement and organizational culture
- Exploring the importance of leadership in creating and maintaining inclusive environments

DEI POLICIES & PRACTICES: A NEW STRATEGIC IMPLEMENTATION APPROACH



DEI Strategy



DEI Goals



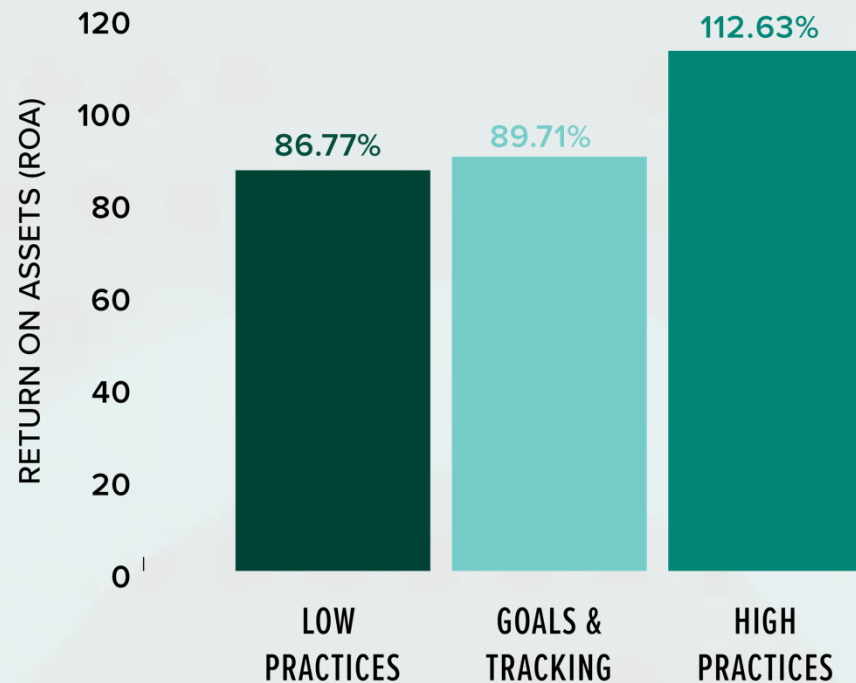
DEI Tracking

DEI POLICIES & PRACTICES: A NEW STRATEGIC IMPLEMENTATION APPROACH

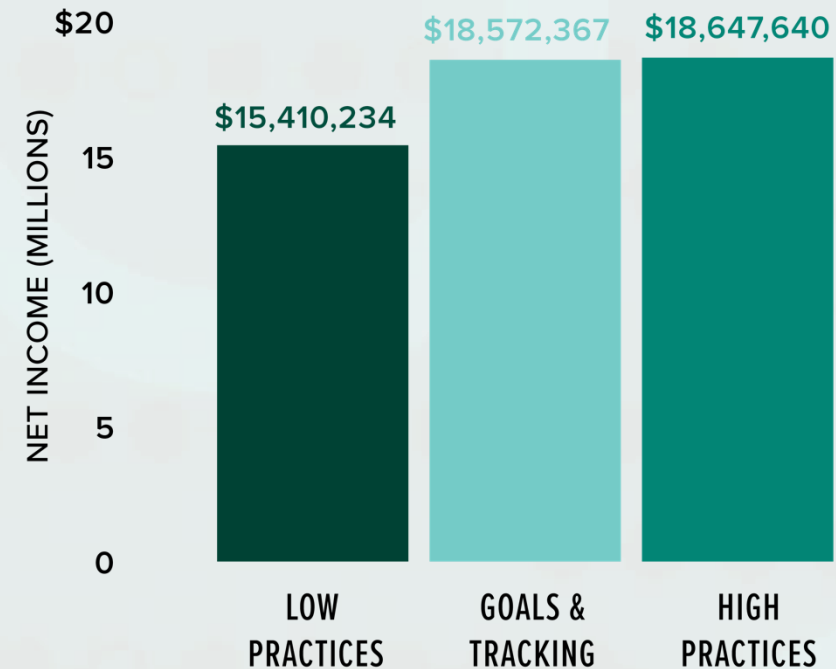


DEI POLICIES & PRACTICES: A NEW STRATEGIC IMPLEMENTATION APPROACH

ROA BY FIRM CLUSTERS



NET INCOME BY FIRM CLUSTERS



EMPLOYEE EXPERIENCES: NEW UNDERSTANDINGS OF THE EFFECTS OF DEI POLICIES & PRACTICES

Engagement

- Work engagement
- Personal innovation

Environment

- Inclusive culture
- Personal innovation

Capabilities

- Innovation climate
- Knowledge transfer
- Information distribution
- Organizational resilience

Leadership

- Inclusive leadership

EMPLOYEE EXPERIENCES: NEW UNDERSTANDINGS OF THE EFFECTS OF DEI POLICIES & PRACTICES

Engagement Effects

- Leadership training, coaching, and mentoring for diverse talent
- Identifying diverse high-potential employees or future leaders



Work engagement
Personal innovation

Cultural Effects

- DEI value statement
- Inclusion of DEI in strategic plan
- DEI written plan



Status conflict

- DEI value statement
- Leadership training for diverse talent



Inclusive culture

EMPLOYEE EXPERIENCES: NEW UNDERSTANDINGS OF THE EFFECTS OF DEI POLICIES & PRACTICES

Capability Effects

- DEI value statement
- DEI written plan
- DEI officer
- Leadership training, coaching, and mentoring for diverse talent



Innovation climate
Knowledge transfer
Information distribution
Organizational resilience

Leadership Effects

- DEI written plan
- DEI officer/council
- DEI training
- Employee resource groups



Inclusive leadership

REVISITING COMMITMENT: AN ECOSYSTEM APPROACH?



Reinhold Patterson



Patricia



Victor Miguel Cort



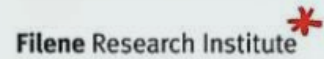
Ante Sawch



Jan Vukobratovic



Robert N. Turner



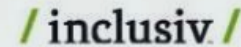
Mark C. Meyer



Christina Johnson



gnowacki



Cathleen A. Mahan



Maria J. Martinez



Chad S. Jones



Brian Branch



Scott B.

THANK YOU

ACKNOWLEDGMENTS

Filene thanks its sponsors of the Center for Diversity, Equity & Inclusion, and our members for making this webinar possible.



1010 E Washington Ave – Suite 306 | Madison, WI 53703

Fenasbac Institute & Brazilian Credit Unions Leading With Purpose

Moderator



Carlos R. Calderón
President/ CEO
OAS FCU



Dr. Paulo Aragão
President
Fenasbac
Management
Council



Lucila Simão
CEO
Fenasbac Institute



Carolina Castro
Senior Portfolio
Manager
Fenasbac Institute



Ricardo da Silva
Executive Director
Viacredi Alto Vale
Credit Union



João Leite
President SICOOB
Sarom Credit Union

Instituto
Fenasbac

Reconhecimento
Inovação com propósito
no Cooperativismo Financeiro

ESG - 2022

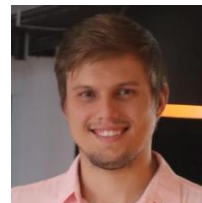
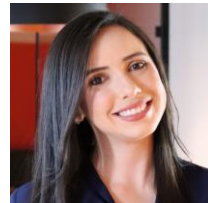







Hello,
we are
Fenasbac



Hello, we are Fenasbac Institute



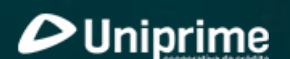
Presented by: **Instituto
Fenasbac**

Championed by:  **BANCO CENTRAL
DO BRASIL**  **united in
sustainability**
A CREDIT UNION NETWORK  **UNFCU®**

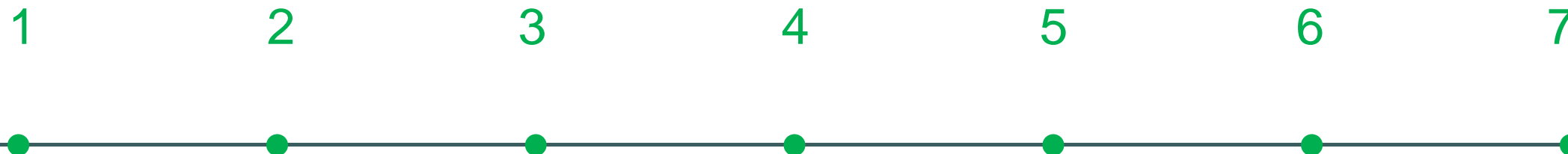
Sponsors:  **Confedbras**  **FGCOP**
Fundo Garantidor do
Cooperativismo de Crédito  **SistemaOCB**  **WTM**
INTERNATIONAL

Partners:  **mundocoop**
INFORMAÇÃO E INSPIRAÇÃO PARA O COOPERATIVISMO **VERT** **Climate Bonds**
INITIATIVE

Participating Institutions and Cooperative Systems:



Timeline



7 Cooperative Principles

1

2

3

4

5

6

7



Open and
Voluntary
Membership



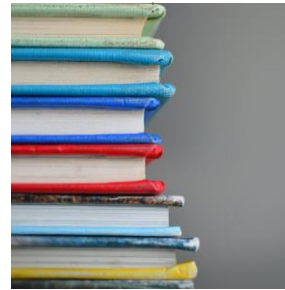
Democratic
Member
Control



Members'
Economic
Participation



Autonomy and
Independence



Education,
Training, and
Information



Cooperation
Among
Cooperatives



Concern for
Community

Non-bank

What is RECIP?

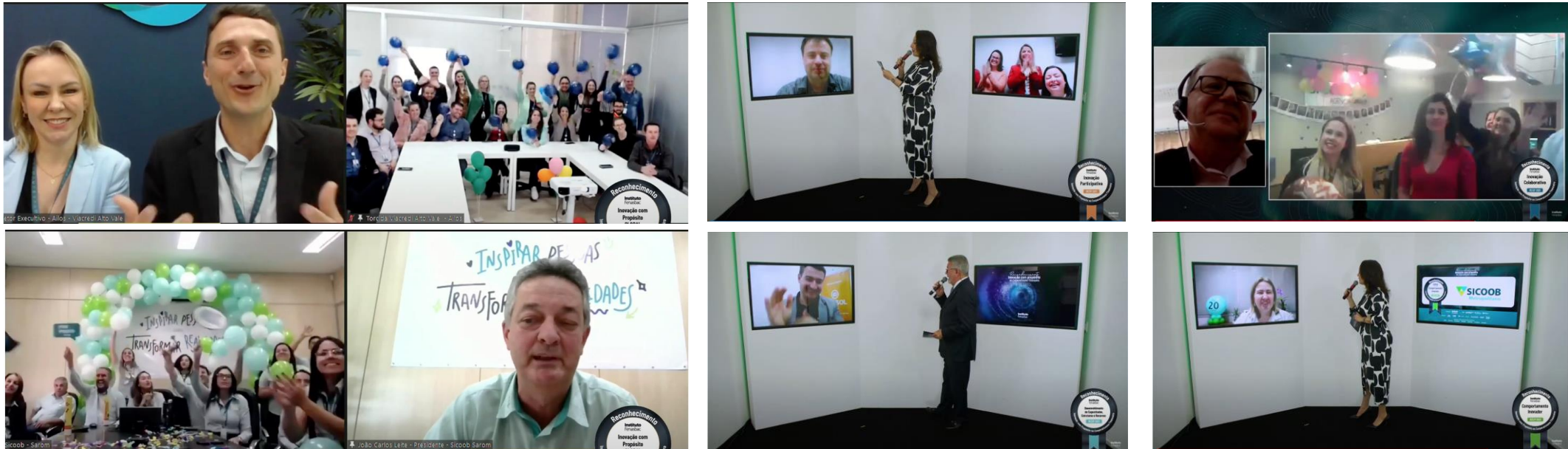
- The Recognition Innovation with Purpose - RECIP is an initiative created to identify and celebrate innovative and non-financial results in credit unions in Brazil.

Website: reconhecimento.ifenasbac.com.br/



Who is our Audience

RECIP recognizes and celebrates credit union branches.



How does it work?





What moves cooperativism is commitment to purpose.

The ability to transform lives, families and communities.

You know it. We know it.
The world needs to know it.

RECIP, innovation *with* purpose.





CO-OPS

BUILD


A BETTER

WORLD.

INCREDIBLE EXPERIENCE



KNOWLEDGE E INNOVATION

A close-up photograph of a newborn baby lying down. The baby's face is the central focus, with their eyes closed and a small medical tube inserted into their nostril. The baby's skin is pink and appears slightly wet. They are wearing a blue hospital identification band on their left wrist. The background is out of focus, showing a hospital bed with white and grey striped bedding.

LIFE IS A
GREAT INVITATION
TO GET OUT OF OUR
COMFORT ZONE.







united in
sustainability
summit

Women's Empowerment Principles



Carlene Alexander
AVP, Global DEIB
UNFCU



Anne Falth
Global Head of the Women's
Empowerment Principles
UN Women

Women's Empowerment Principles - Tools

14 November 2022



WOMEN'S
EMPOWERMENT
PRINCIPLES

UN
WOMEN 

What are the WEPs?

A set of Principles offering guidance on promoting gender equality and women's empowerment in the **workplace, marketplace and community**.



1. Gender-equal corporate leadership



2. Gender equality in the workplace



3. Employee health and safety



4. Education and training for women



5. Enterprise and supply chain development



6. Equality through community advocacy



7. Measurement and reporting

7 PRINCIPLES

Principle 1



Establish high-level corporate leadership for gender equality.

Leadership

Principle 2



Treat all women and men fairly at work- respect and support human rights and nondiscrimination.

Workplace

Principle 3



Ensure the health, safety and well-being of all women and men workers.

Principle 4



Promote education, training and professional development for women.

Principle 5



Implement enterprise development, supply chain and marketing practices that empower women.

Marketplace

Principle 6



Promote equality through community initiatives and advocacy.

Community

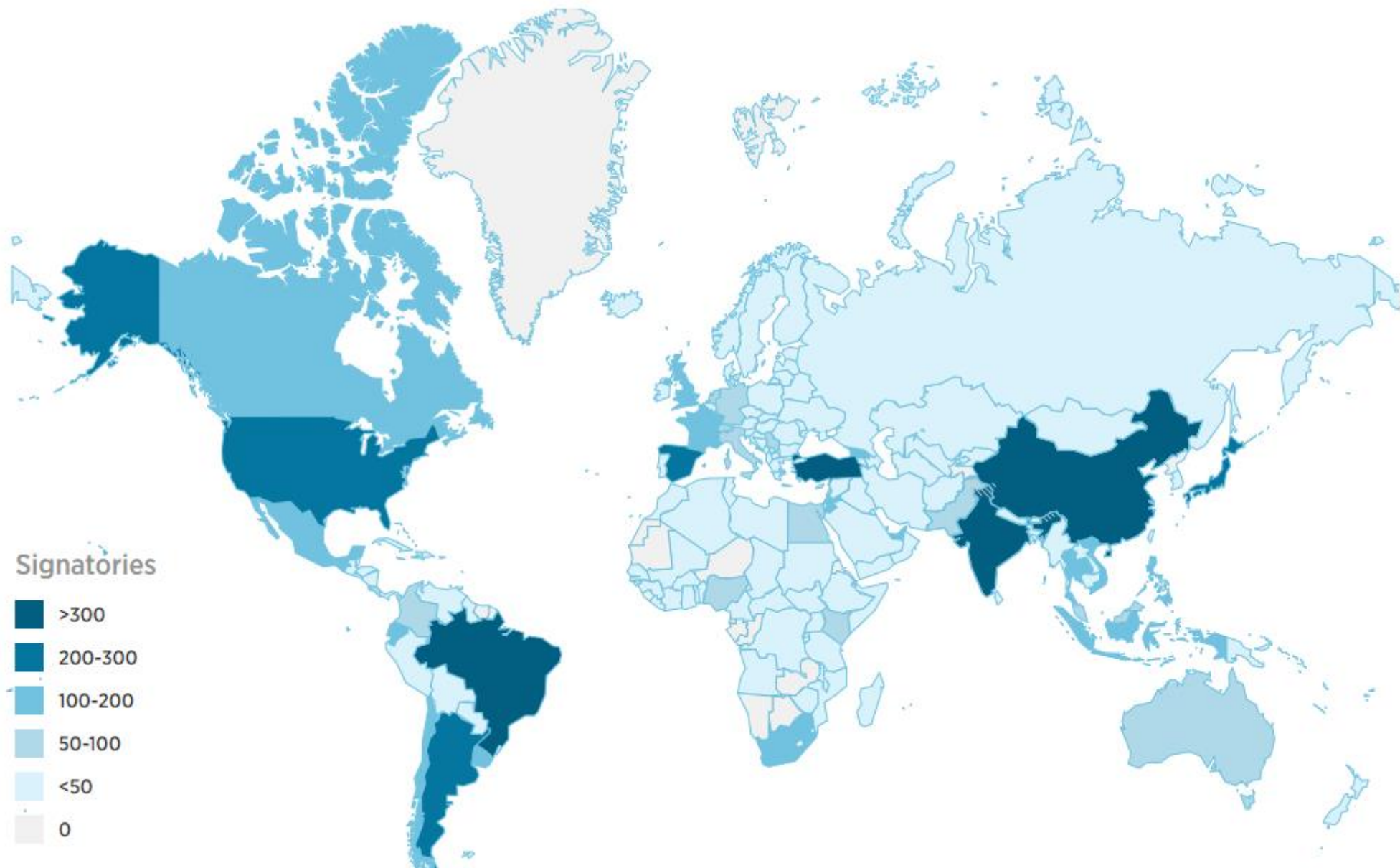
Principle 7



Measure and publicly report on progress to achieve gender equality.

Transparency

7,100+ companies in 153 countries





Do you have an action plan?

**Has your company assessed
its progress on gender
equality and women's
empowerment?**

A roadmap



Correct past and present forms of inequality and **prevent** any future recurrence of discrimination and bias.

Ensure all company strategies, policies, programmes and activities are gender responsive and **transformative**.

Develop or deepen the understanding of gender equality among **all stakeholders** within and outside the organization.

Help set concrete **goals and targets**, and **measure progress** in real time

Gender equality action tools



Gender Action Plan module

- Inclusive process

WEPs Gap Analysis Tool

- Offline - Online
- Gaps

WEPs toolkit

- Thematic guides, templates implement WEPs

Advance gender equality and women's empowerment in the workplace, marketplace and community

E-learning module – creating a gender action plan



- Learn to operationalize the WEPs through a gender action plan
- Get an overview of how to develop a successful organization-wide action plan
- Understand the importance of consulting external stakeholders

WEPs Gender Gap Analysis Tool



The WEPs Gender Gap Analysis Tool



UN Women and UN Global Compact

The Women's Empowerment Principles Gender Gap Analysis Tool (WEPs Tool) is a business-driven tool designed to help companies from around the world assess gender equality performance across the workplace, marketplace, and community.

The tool is grounded in the WEPs Principles and uses a global framework that has strong support from business, the UN, governments, and civil society. It was developed in consultation with more than 170 companies, with questions based on real-life company practice, international standards, and indicators.

The Tool is a joint project of the UN Global Compact, UN Women, the Multilateral Investment Fund of the IDB and IDB Invest.

Take the **WEPs Tool** now and discover how your company is contributing to advancing gender equality and identify what further action can be taken.

Resource Information

Publisher : UN Women and UN Global Compact | 2020 | Region : Global

Thematic Guides

Leaders Insights

Ally Insight

Action in Crisis

Public Policies

Transparency and
accountability

WEPs TOOLKIT

Your tools for advancing gender equality
in the workplace, marketplace &
community

All about WEPs

FAQ | How-to's

Signatories in Action

Templates

Multimedia

WEPs Learn

OVERVIEW - WEPs GENDER GAP ANALYSIS TOOL

1. Leadership

2. Workplace

3. Marketplace

4. Community

- **Free, user-friendly, and confidential** online platform since 2017
- A **self-assessment tool**, it does not offer third-party validation or certification, but provides **clear results** to identify areas for improvement
- Available in **10 languages** (English, Chinese, French, Indonesian, Japanese, Korean, Portuguese, Spanish, Thai and Vietnamese).
- Used by over 2,000 companies in more than 115 countries.
- Covers **Commitment, Implementation, Measurement, Transparency**

Commitment

25.0%

Implementation

50.0%

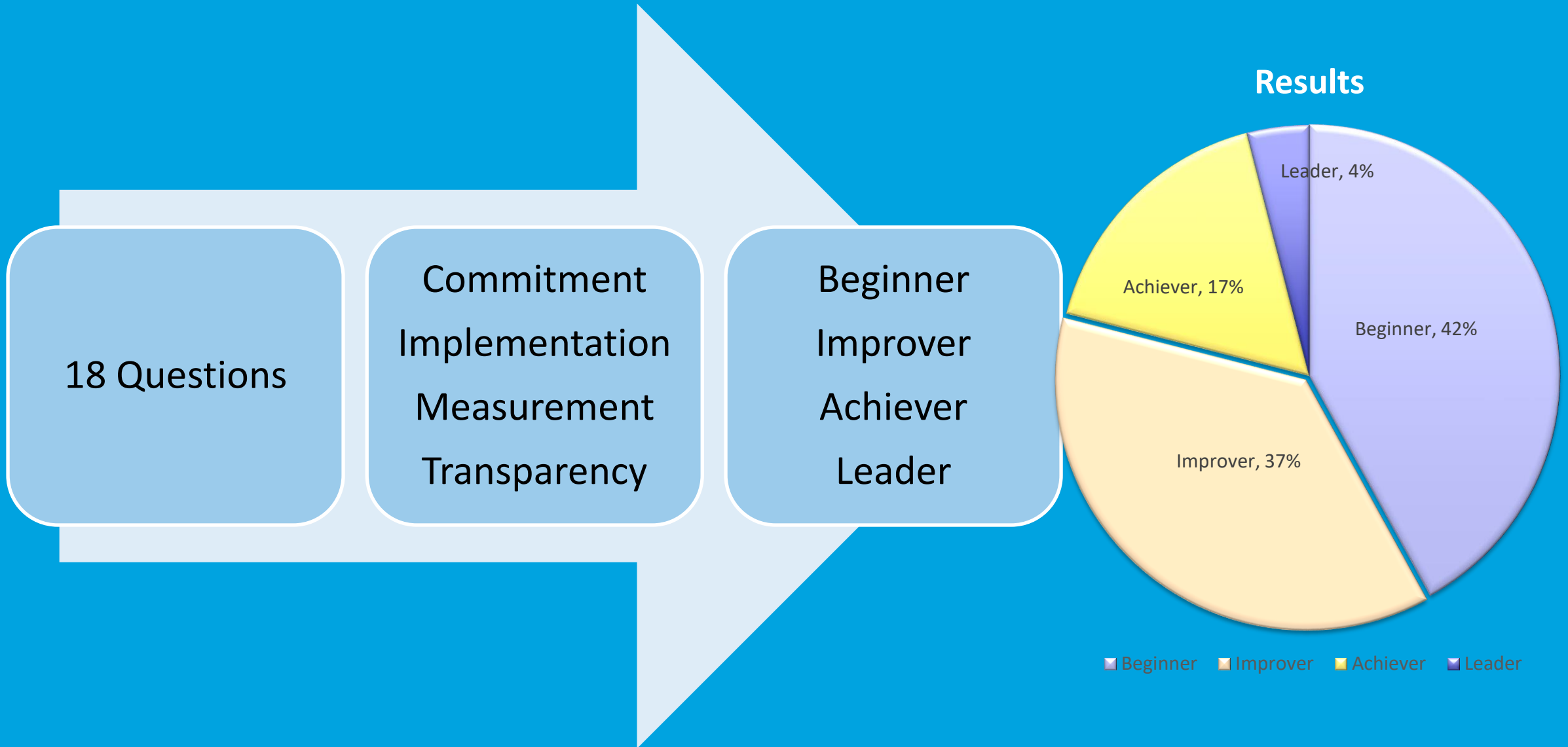
Measurement

12.5%

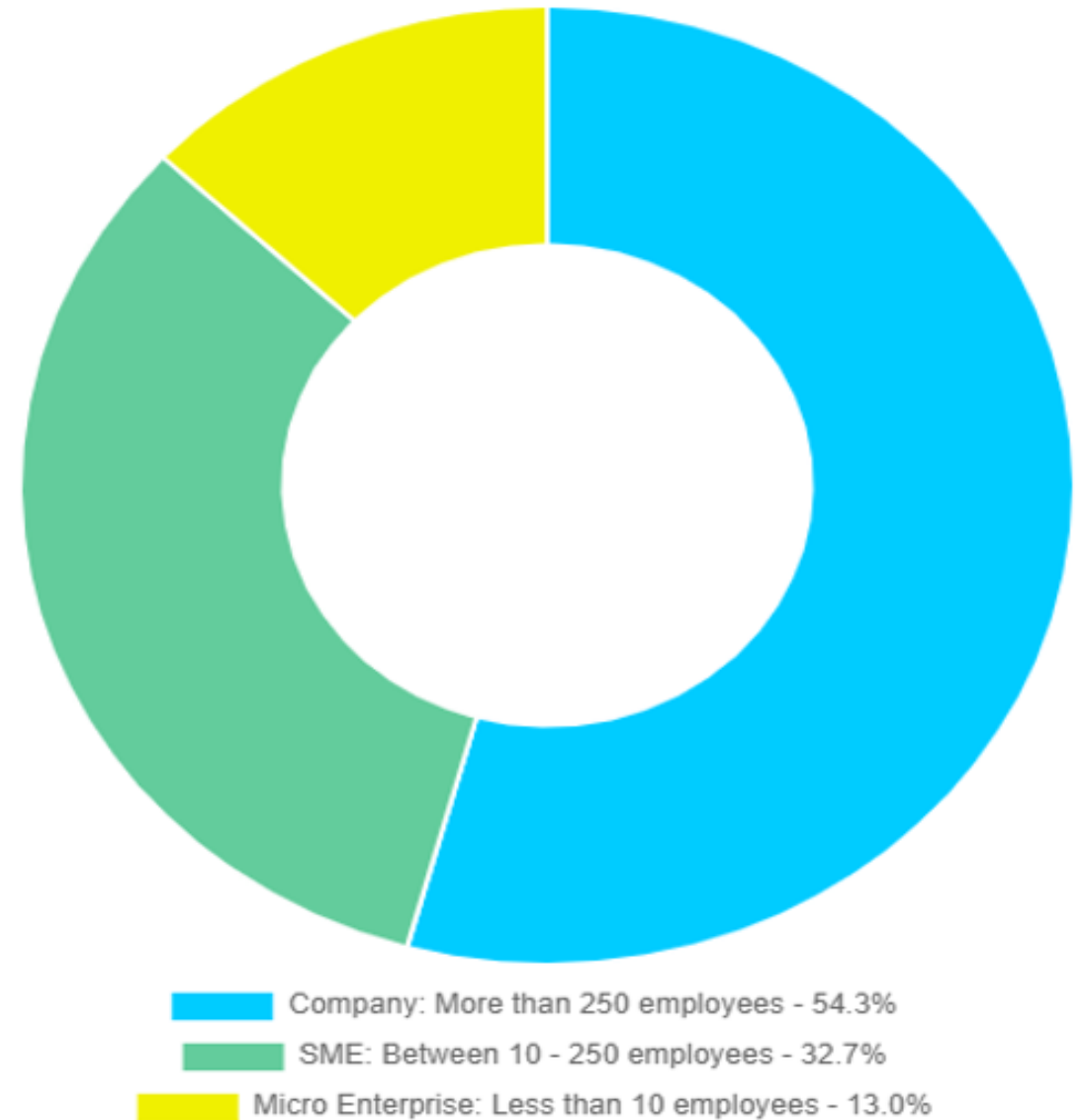
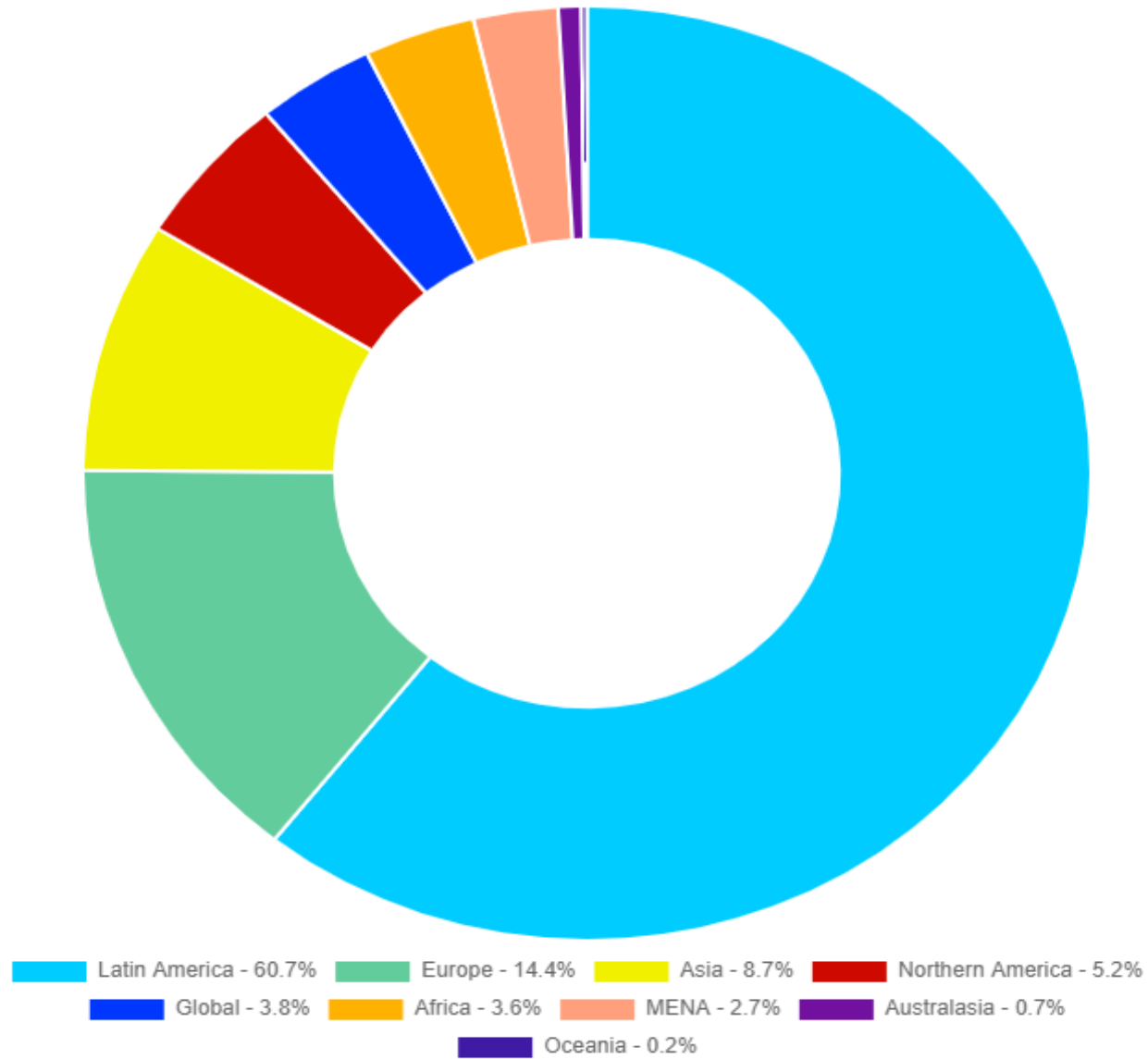
Transparency

12.5%

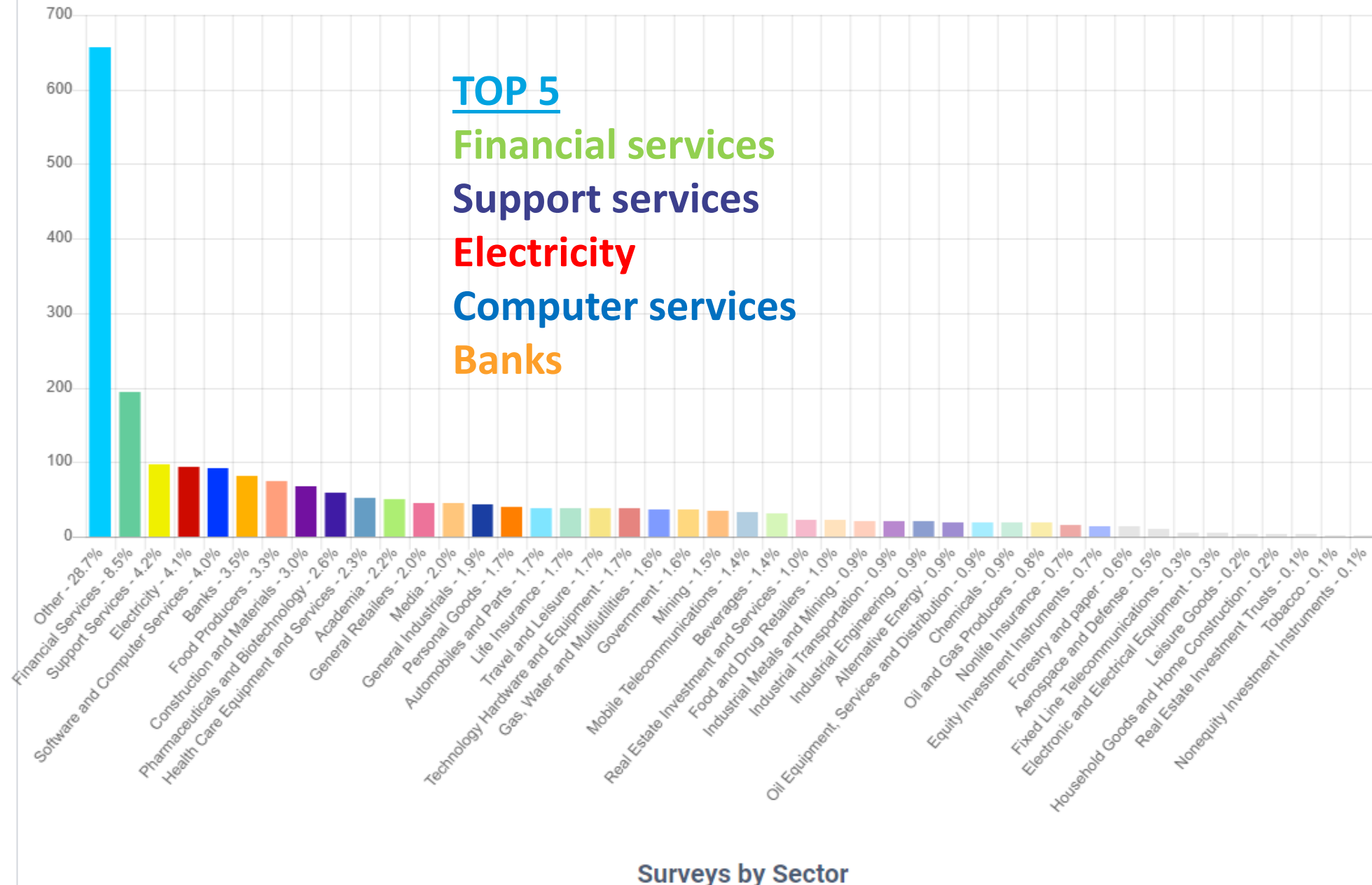
WEPs Gender Gap Analysis Tool



Usage of the Tool by region and company size



Usage of the Tool by sector



USING THE TOOL ONLINE

METODOLOGY:

18 questions under the 4 pillars of WEPs



The Tool tracks the Depth of the implementation through **4 management stages**:



A DEEP DIVE

4. Does your company have an approach to ensure non-discrimination and equal opportunity in professional development and promotion processes?

☐ **No**, our company currently does not have an approach, but:

☒ **Yes**, our company has an approach to ensure gender diversity in professional development processes.

Check all that apply:

Commitment

- ☐ Has a stand-alone policy or a commitment embedded in a broader corporate policy that includes professional development opportunities for women and supports the building of a pipeline of qualified women for management/ senior leadership level positions

Leadership and Strategy	✓
Workplace	3/11
Marketplace	0/4
Community	0/2

Why This Matters

Actively training and promoting qualified women helps these employees reach their full potential within your company. This in turn leads to positive impacts in your organization including positive impacts on productivity, organizational effectiveness, innovation, and thought leadership. Investing in the talent development of women, will also help you build a pipeline of qualified women that can assume senior management positions.

Implementation

- ☐ Offers mentoring programme(s) with specific support for women
- ☐ Offers leadership coaching with specific support for women
- ☐ Offers access to professional networks (internal and/or external) with specific support for women
- ☐ Offers development trainings, rotational programmes, and educational opportunities with specific support for women
- ☐ Offers specific programmes to build the pipeline of qualified women for management/ senior leadership level positions
- ☐ Has measures in place to ensure professional development programmes are scheduled at times that accommodate the scheduling needs of both men and women (taking into consideration care responsibilities)

Measurement

- ☐ Has time-bound and measurable goals and targets to build a pipeline of qualified women for management level positions

Transparency

- ☐ Reports publicly to company stakeholders on the average number of training hours, disaggregated by sex and employee level
- ☐ Reports to the board on the average number of training hours, disaggregated by sex and employee level
- ☐ Reports publicly to company stakeholders on the total number of women, as compared to men, in management and senior leadership level positions
- ☐ Reports to the board on the total number of women, as compared to men, in management and senior leadership level positions
- ☐ Reports publicly to company stakeholders on the total number of employees promoted in the last year, disaggregated by sex
- ☐ Reports to the board on the total number of employees promoted in the last year, disaggregated by sex



RESULTS

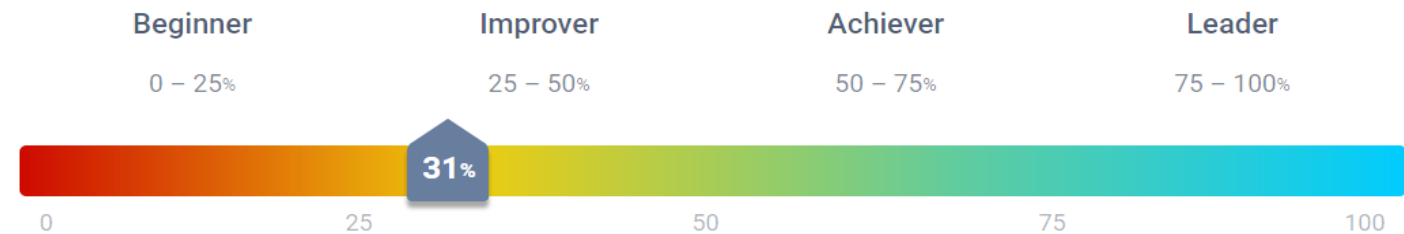
Results, Completed on: March 13, 2017

Your Score Is

31%

Improver

You are making progress! Your company recognizes the importance of gender equality and is taking concrete steps to introduce policies and practices, but is still working on a strategic approach to implementing its commitment, and measuring and reporting progress. These resources will help integrate gender throughout business operations and support policies with practice. Refer to the implementation section of each question as well as the identified resources to help you become an Achiever.



RESULTS



Leadership and Strategy	Workplace	Marketplace	Community
Q1. Leadership Commitment (0%)	Q5. Equal Compensation (81%)	Q14. Supplier Performance on Gender Equality (46%)	Q17. Applying a Gender Lens to Community Relations (38%)
	Q4. Professional Development and Promotion (67%)	Q13. Women-Owned Businesses (N/A*)	Q18. CSR, Philanthropy, Advocacy, and Partnerships to Support Gender Equality (37%)
	Q11. Health, Safety, and Hygiene (51%)	Q15. Gender Responsible Marketing (N/A*)	
	Q9. Work/Life Balance (33%)	Q16. Product/Service Development with a Gender Lens (0%)	
	Q8. Parental and Caregiver Support (32%)		
	Q2. Non-discrimination and Equal Opportunity Policy (31%)		
	Q3. Recruitment (31%)		
	Q6. Maternity Leave (23%)		
	Q7. Paternity Leave (23%)		
	Q10. Violence, Harassment, and Sexual Exploitation (0%)		
	Q12. Access to Quality Health Services (0%)		

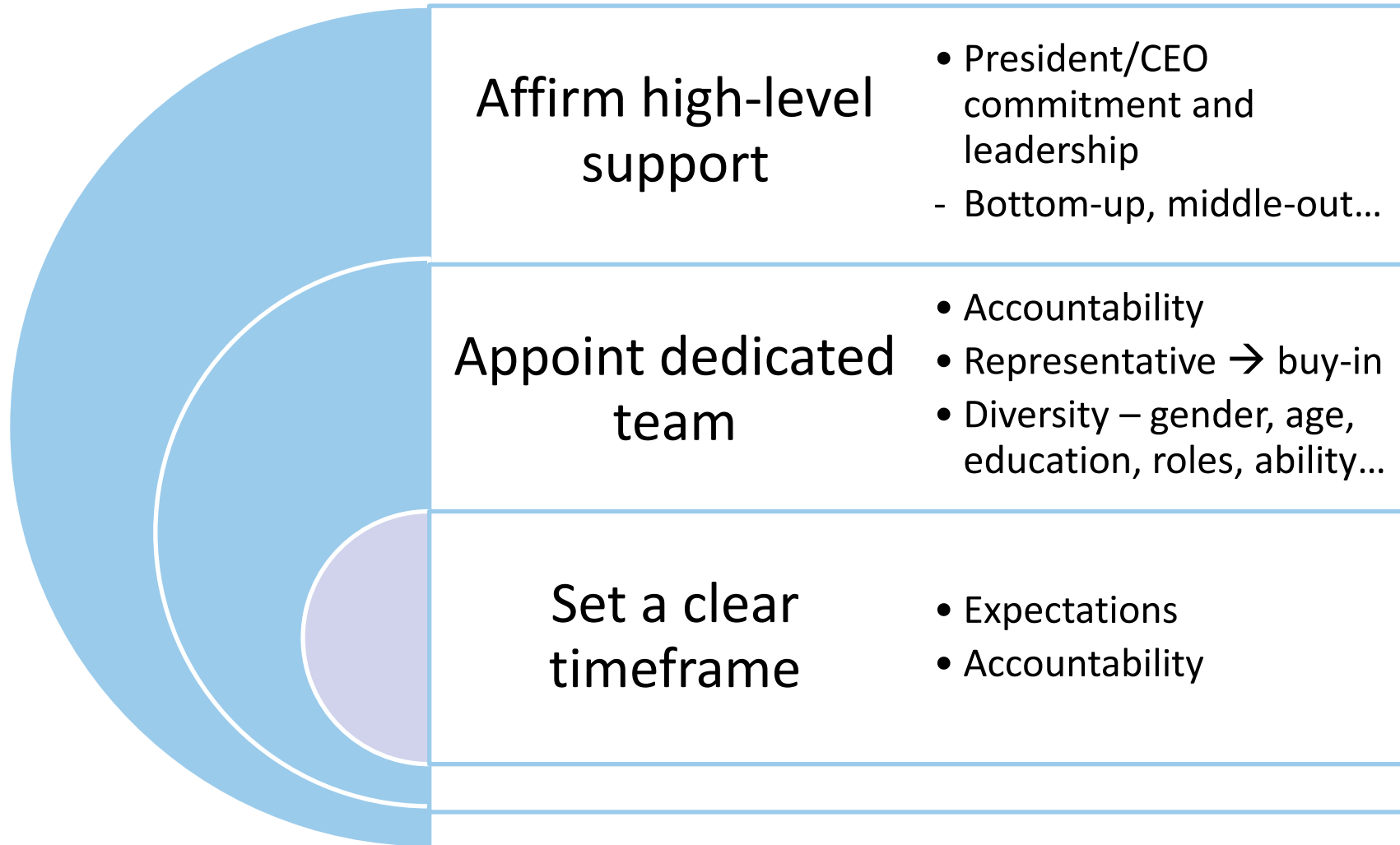
9. Does your company have an approach to accommodate the work/life balance of all employees? [View Resources](#)

Overall Score: 33%

Your progress by each management stage is shown below as compared the maximum possible % score within each management stage - Commitment, Implementation, Measurement, and Transparency.

Commitment	Implementation	Measurement	Transparency
25.0%	50.0%	12.5%	12.5%
6.3%	8.3%	12.5%	6.3%

Success factors



Fireside Chat With UNEP FI & First West Credit Union



Johan Lopez
Regional Network Coordinator for
the Americas
UNEP FI



Paul Brodeur
Chief Strategy & Market
Growth Officer
First West Credit Union



B R E A K

Partnering With Your Supply Chain on Sustainability Wins



Tom Kurian
FVP, Enterprise
Information Security
UNFCU



Neil Wilcox
Head of Corporate Social Responsibility
Fiserv, Inc.



united in
sustainability
summit

Panel: Amplifying Community Purpose

Moderator



Lisa Morris
AVP, Public Relations and
Corporate Communications
Hudson Valley Credit Union

Panelists



Matthew Martin
SVP, Community &
Government
Relations
Redwood Credit
Union



Dr. Philip
Otienoburu
Director of Food
Systems Financing
Self-Help Credit Union
& Ventures Fund



Chad Helminak
Chief Impact Officer
National Credit
Union Foundation



Carolina Tirana
Purpose Integration
Specialist Libro
Credit Union

■ Youth Weigh-in on Advocacy and Value-driven Relationships



Lucy Harr
Board Director
Orono Credit Union



Stacey Walker
Board Director
XCEL Federal Credit Union



Himaja Nagireddy
2022 – 2023 Youth Observer
UNA-USA

Parting Thoughts and What is Ahead for the UIS Network



Prasad Surapaneni
SVP, CIO
Co-Executive Sponsor,
Global Sustainability Program
UNFCU



Carlos R. Calderón
President/ CEO
OAS FCU



united in
sustainability
summit

T H A N K Y O U