Diversity and Inclusion is one of the primary values that guide the actions we take as an organization. We value and promote diversity and inclusion within our organization and believe that inviting and incorporating diverse perspectives drives enhanced team member engagement, greater customer satisfaction, and extraordinary business results.

Our Values

Diversity and inclusion is one of the primary values that guide the actions we take as an organization. We value and promote diversity and inclusion within our organization and believe that success comes from inviting and incorporating diverse perspectives.

Our Approach

Our diversity and inclusion strategy is clearly articulated, providing common direction and clear goals across the company. We focus on three areas:

Our Strategic Approach

One of my first priorities as CEO of Sempra Energy was to launch an integrated strategic planning process to anchor our priorities to a common mission, vision and values. This strategic process is critical to fully promoting a high-performing culture. A few of the components of this strategic approach are as follows:

- **Team members.** We strive for a culture with inclusive policies and programs that attract, develop, engage and retain talent.

- **Marketplace.** We integrate diversity and inclusion into the business decisions we make every day, including how to increase our work with diverse suppliers.

- **Advocacy.** We demonstrate leadership and commitment through our interactions in both the workplace and our communities.

Inclusive Leadership

Building a diverse and inclusive leadership team is imperative to understanding and responding to customers. Our Diverse Leaders Programs are three-day sessions that provide team members a unique opportunity for a tailored learning environment focused on leadership development from a culturally relevant perspective. Participants learn and share cultural differences and similarities, practice and model the leadership skills necessary for success in a diverse business environment, and gain knowledge of leadership styles and skills.

Engaged team members who feel valued drive greater customer satisfaction and extraordinary business results. Our 10 Team Member Networks provide
networking, professional development, mentoring and community involvement opportunities to the nearly 63,000 team members who participate in them.

Supplier Diversity

Wells Fargo's goal is to spend 15 percent of our controllable procurement dollars with diverse suppliers by 2020. In 2017, we spent 11.4 percent. We invest more than $1 million a year in funding diverse business development programs to help reach that goal. Each year, we evaluate our sourcing and procurement spend to identify opportunities to grow or expand relationships with diverse suppliers. In categories in which we have lower diverse spend, we work with our lines of business to develop plans that will enable diverse spend growth. For example, we sponsor a diverse supplier development program with the Tuck School of Business at Dartmouth to help diverse business owners improve their business acumen, strategic planning skills and technical capacity. We work directly with Tuck to identify specific Wells Fargo diverse suppliers for development that we believe we can grow spend with in low spend categories.

Corporate Citizenship

Deepening our relationships with stakeholders to create greater impact in the communities we serve is one of many steps we take to be a good corporate citizen. One way to better understand the needs in our communities was to bring together a group of stakeholders to give us feedback on our business practices. That feedback played a key role in my decision to urge Congress to adopt a permanent legislative solution for the immigrant youth affected by the Deferred Action for Childhood Arrivals (DACA) program and to sign on to the Human Rights Campaign’s Business Coalition for the Equality Act, which supports nationwide non-discrimination protections for lesbian, gay, bisexual, transgender and queer (LGBTQ) people.

Reaching our diversity and inclusion goals requires commitment and engagement from all levels of the company. We are proud that Wells Fargo team members are active in their communities. In 2017, we collectively volunteered a record 2 million hours (that amounts to $48 million!) in communities nationwide during our company’s annual team member giving campaign. This, along with raising $85 million for nonprofit organizations, led the United Way Worldwide to recognize Wells Fargo as having the No. 1 workplace campaign in the United States for the ninth consecutive year!