

Royal Bank of Canada

Diversity & Inclusion Statement of Performance

2022



 **Speak Up
for Inclusion™**



About this Statement of Performance

This Statement of Performance reflects RBC's Value of Accountability and commitment to relevant disclosure on topics that matter to our stakeholders, including colleagues, clients, communities and shareholders. Along with measuring and reporting transparently on diversity and inclusion progress, we use data-driven insights to create programs that drive inclusion, increase a sense of belonging and deliver on our goals.

Scope

The RBC Statement of Performance 2022 (the "Statement") includes information about Royal Bank of Canada ("RBC", "we", "our" or "us") and its operations globally, except where the context indicates that "RBC", "we", "our" or "us" refers to a particular subsidiary or region. The information contained within this Statement of Performance was extracted from RBC's 2022 Environmental, Social & Governance ("ESG") Report. For more information please see [rbc.com/community-social-impact/_assets-custom/pdf/2022-ESG-Report.PDF](https://www.rbc.com/community-social-impact/_assets-custom/pdf/2022-ESG-Report.PDF)

This Statement showcases our performance against measures of our diversity and inclusion ("D&I") priorities and programs, reflecting the importance of contributing to D&I in areas such as age, gender, ethnicity, national origin, sexual orientation, disability, Indigenous identity, gender expression/identity, education and religion. The Statement provides global information as well as regional insights, as we recognize that individual regions may have different priorities in driving equitable opportunities for groups that are historically underrepresented.

Supplementary information on policies, procedures and programs is available at [rbc.com/community-social-impact](https://www.rbc.com/community-social-impact) and [rbc.com/diversity-inclusion](https://www.rbc.com/diversity-inclusion)

Data limitations

Due to differences in regional regulations on the disclosure and collection of the above-mentioned data, representation metrics are predominantly limited to operations in Canada, the US, the UK and Channel Islands, and Europe. Limitations on the disclosure and collection

of this data in the Caribbean and Asia Pacific prevent detailed reporting of employee representation in these regions. All diversity data is based on self-identification.

Reporting period

All data and other statements contained in this Statement are current as of the 2022 fiscal year (November 1, 2021 to October 31, 2022), unless otherwise noted. In many cases, we have provided data for fiscal 2022 as well as the two preceding years to provide a view of trends and progression in our performance.

Currency and measurement

All amounts in this document are in Canadian dollars unless otherwise noted.

Stakeholders

This Statement is published for all RBC stakeholders worldwide. Our stakeholders include current and prospective clients, investors, employees, the socially responsible investment research community, suppliers, governments, regulators, non-governmental organizations (NGOs) and community organizations.



Diversity & Inclusion Statement of Performance

D&I Governance¹

Directors of Royal Bank of Canada	2022	2021	2020
Women ²	42% ³	46%	42%
BIPOC ⁴	25% ³	23%	17%
Canada			
Women Directors of RBC Dominion Securities Inc.	17%	25%	20%
Women Directors of RBC Global Asset Management Inc.	29%	29%	29%
Women Directors of RBC Investor Services Trust	71%	67%	71%
Women Directors of RBC Life Insurance Company	44%	43%	33%
Women Directors of Royal Bank Mortgage Corporation	33%	50%	50%
Women Directors of Royal Trust Corporation of Canada	33%	50%	50%
Women Directors of The Royal Trust Company	33%	50%	50%
United States			
Women Directors of RBC US Group Holdings LLC	33%	38%	38%
Women Directors of City National Bank	46%	33%	30%
Women Directors of RBC Capital Markets, LLC	17%	0%	25%
British Isles and Europe			
Women Directors of RBC Europe Limited	33%	33%	33%
Women Directors of RBC Investor Services Bank S.A.	20%	0%	10%
Women Directors of Royal Bank of Canada (Channel Islands) Limited	43%	29%	29%
Caribbean			
Women Directors of RBC (Barbados) Trading Bank Corporation	50%	33%	29%
Women Directors of RBC CMA LLC	38%	29%	20%
Women Directors of RBC Financial (Caribbean) Limited	25%	60%	50%



Diversity & Inclusion Statement of Performance

Workforce Representation⁵

	2022 Goal ⁶	2022	2021	2020
Global				
Total Employees⁷		95,634	87,830	86,451
Women in Group Executive	–	30%	30%	10%
Women	–	54%	54%	54%
Men	–	46%	46%	46%
BIPOC ⁸	–	36%	32%	31%
Asian ⁹	–	26%	22%	21%
Black ⁹	–	4%	4%	4%
Mixed ⁹	–	2%	1%	1%
Other ⁹	–	4%	5%	5%
LGBTQ+ ¹⁰	–	2%	2%	2%
Persons with Disabilities (PWD) ¹¹	–	5%	6%	6%
Canada¹²				
Total Employees		68,840	63,595	61,782
Women	–	56%	57%	57%
Men	–	44%	43%	43%
BIPOC ⁸	–	41%	39%	39%
Asian ¹³	–	29%	28%	25%
Black ¹⁴	–	5%	5%	5%
Indigenous ¹⁵	1.6%	1.3%	1.3%	1.3%
Mixed ¹⁶	–	1%	1%	1%
Other ¹⁷	–	5%	4%	7%
LGBTQ+ ¹⁰	2.8%	2.8%	2.6%	2.2%
PWD ¹¹	N/A ¹⁸	6%	7%	7%



Diversity & Inclusion Statement of Performance

Workforce Representation⁵

	2022 Goal ⁶	2022	2021	2020
All Management¹⁹				
Women in all management positions	–	50%	50%	50%
BIPOC in all management positions	–	39%	40%	39%
Executives¹⁹				
Women	48% ²⁰	42% ²¹	44%	46%
BIPOC	25%	23%	23%	21%
Senior Management¹⁹				
Women	–	40%	40%	40%
BIPOC	–	37%	36%	35%
Management & Experienced Professionals¹⁹				
Women	–	51%	51%	51%
BIPOC	–	43%	40%	39%
Junior Management¹⁹				
Women	–	63%	57%	57%
BIPOC	–	39%	38%	37%
Administrative & Operational Employees¹⁹				
Women	–	68%	69%	70%
BIPOC	–	45%	40%	39%
United States²²				
Total Employees		15,044	14,239	13,961
Women	–	42%	42%	42%
Men	–	58%	58%	58%
BIPOC	–	36%	36%	35%
Asian	–	17%	17%	17%
Black	–	5%	5%	5%



Diversity & Inclusion Statement of Performance

Workforce Representation⁵

	2022 Goal ⁶	2022	2021	2020
Hispanic/Latinx		11%	11%	11%
Mixed		2%	2%	2%
Other ²³		1%	1%	1%
LGBTQ+		1%	1%	1%
PwD ²⁴		3%	2%	2%
Executives²⁵				
Women		25%	30%	22%
BIPOC		18%	20%	22%
Senior Management²⁶				
Women		32%	39%	39%
BIPOC		37%	37%	36%
Management & Experienced Professionals²⁷				
Women		38%	34%	33%
BIPOC		32%	31%	31%
Administrative & Operational Employees²⁸				
Women		58%	60%	62%
BIPOC		43%	44%	43%
UK and the Channel Islands²⁹				
Total Employees		2,672	2,694	2,886
Women		41%	42%	42%
Men		58%	58%	58%
Other ³⁰		1%	N/A	N/A
BIPOC		20%	20%	15%
Asian ³¹		12%	12%	N/A
Black ³²		3%	3%	N/A



Diversity & Inclusion Statement of Performance

Workforce Representation⁵

	2022 Goal ⁶	2022	2021	2020
Mixed ³³		3%	3%	N/A
Other ³⁴		2%	2%	N/A
LGBTQ+		2.2%	2.7% ³⁵	2.2%
PwD		4.3%	6.7% ³⁶	N/A ³⁷
Executives³⁸				
Women		39%	37%	28%
BIPOC		8%	7%	6%
Senior Management				
Women		22%	22%	21%
BIPOC		21%	19%	14%
Management & Experienced Professionals				
Women		43%	43%	47%
BIPOC		22%	22%	19%
Administrative & Operational Employees				
Women		65%	67%	65%
BIPOC		11%	14%	7%
Europe³⁹				
Total Employees		1,423	1,503	1,537
Women		42%	43%	44%
Men		56%	57%	56%
Other ³⁰		2%	N/A	N/A
Women in Senior Management		24%	22%	21%
Women in Management & Experienced Professionals		40%	41%	42%
Women in Administrative & Operational Roles		58%	61%	61%



Diversity & Inclusion Statement of Performance

Workforce Representation⁵

	2022 Goal ⁶	2022	2021	2020
Other International⁴⁰				
Total Employees		4,936	5,006	5,305
Women		65%	64%	64%
Men		35%	36%	36%
Women Executives		25%	25%	29%
Women in Senior Management		33%	32%	32%
Women in Management & Experienced Professionals		60%	60%	60%
Women in Administrative & Operational Roles		72%	70%	70%

Advancing diversity⁴¹

	2022	2021	2020
Workforce by Age Bin			
<30 years old	20%	18%	18%
30-49 years old	53%	54%	54%
≥50 years old	27%	28%	28%
Role-Based Representation			
Women in Technology ⁴²	26%	37%	36%
Women in revenue-producing roles ⁴³	52%	46%	47%
Women in management in revenue-producing roles ⁴³	44%	42%	42%
BIPOC in Technology ⁴²	50%	49%	50%
BIPOC in revenue-producing roles ⁴³	33%	30%	29%
BIPOC in management in revenue-producing roles ⁴³	27%	27%	26%
New Executive Appointments⁴⁴			
Women	43%	41%	36%
BIPOC	31%	43%	23%



Diversity & Inclusion Statement of Performance

Advancing diversity⁴¹

	2022	2021	2020
Hiring⁴⁵			
Men	48%	49%	49%
Women	51%	51%	51%
BIPOC	43%	45% ⁴⁶	42% ⁴⁶
Promotions⁴⁷			
Men	47%	46%	48%
Women	53%	54%	52%
BIPOC	43%	43%	40%
Retention Rate⁴⁸			
Men	82%	87%	90%
Women	83%	88%	90%
BIPOC	82%	88%	91%
Departures⁴⁹			
Men	48%	48%	47%
Women	52%	52%	53%
BIPOC	35%	40%	34%

Strengthening Inclusion

	2022	2021	2020
Number of employees who completed the Unconscious Bias Training ⁵⁰		>48,000 cumulative since inception	
Percentage of employees who have completed the Anti-Racism Training	>99%	94% ⁵¹	N/A – Training introduced in 2021
Percentage of employees who feel they are treated with respect	89%	90%	N/A ⁵²
Percentage of employees who feel they are trusted to do the right thing	93%	94%	N/A ⁵²
Percentage of employees who feel safe to speak up	76%	74%	N/A ⁵²



Diversity & Inclusion Statement of Performance

Strengthening Inclusion

	2022	2021	2020
Inclusive Experiences Composite Score⁵³	82	82	N/A ⁵²
Men	82	82	N/A ⁵²
Women	82	82	N/A ⁵²
BIPOC	82	82	N/A ⁵²
White	84	84	N/A ⁵²
Employee Engagement Score⁵⁴	86	88	N/A ⁵²
Men	86	87	N/A ⁵²
Women	87	89	N/A ⁵²
BIPOC	87	89	N/A ⁵²
PwD	82	84	N/A ⁵²
Indigenous	86	87	N/A ⁵²
LGBTQ+	82	84	N/A ⁵²
Equitable Pay Practices			
Percentage of women in Top Pay Quartile ⁵⁵	N/A ⁵⁶	40%	40%
Percentage of BIPOC in Top Pay Quartile ⁵⁵	N/A ⁵⁶	40%	40%
Median Remuneration of Women:Men (Adjusted)⁵⁷			
Overall	N/A ⁵⁶	95%	95%
Executives (VP/SVP)	N/A ⁵⁶	90% ⁵⁹	94%
Senior Management	N/A ⁵⁶	97%	97%
Management & Experienced Professionals	N/A ⁵⁶	98%	97%
Administrative & Operational Employees	N/A ⁵⁶	100%	101%
Median Remuneration of BIPOC:White (Adjusted)⁵⁸			
Overall	N/A ⁵⁶	98%	99%
Executives (VP/SVP)	N/A ⁵⁶	93% ⁵⁹	96%
Senior Management	N/A ⁵⁶	101%	101%
Management & Experienced Professionals	N/A ⁵⁶	99%	99%
Administrative & Operational Employees	N/A ⁵⁶	98%	100%



End notes

1. Includes a subset of subsidiaries of RBC that are internally ranked as warranting the highest governance standards and oversight based on regulatory complexity, reputational risk and size.
2. The Board Diversity Policy requires that men and women each make up at least 35% to 45% of directors. Additionally, since 2014 Royal Bank of Canada has had a woman as Board Chair.
3. See page 40 of our [2023 Management Proxy Circular](#). This information represents our board composition as of February 7, 2023.
4. Based on self identification data.
5. The representation rates shown for the different demographic groups in the D&I data table as well as the adjacent regional disclosures do not include BlueBay and Brewin Dolphin due to differences in data collection methodologies across our subsidiaries. Presentation of the total employees by region also excludes summer students, co-ops and interns and, as such, will not equal the total number of global employees. In 2022, RBC transitioned to a new HR platform. As a result, the calculation methodology for certain metrics has changed. Where this is the case, we have specified in the associated endnotes.
6. 2022 goals for workforce representation in Canada are set for diverse segments that are covered under the Employment Equity Act (Canada) (the Employment Equity Act), with the exception of LGBTQ+.
7. Includes City National Bank, BlueBay and Brewin Dolphin, and refers to the number of individuals employed globally full-time and part-time, which differs from the full-time equivalent (FTE) statistic. The number of FTEs is reported in our [2022 Annual Report](#) on page 22. This figure excludes individuals on long-term leaves of absence, phased-in retirements and intermittent hourly, temporary hourly employees.
8. BIPOC includes all individuals who self-identify as a race/ethnicity other than White. In Canada, this includes those that self-identify as Indigenous. In 2020, we adjusted our external reporting on this key performance indicator to align with nomenclature around Black, Indigenous and People of Colour (BIPOC), rather than the Canadian government prescribed term “visible minorities”.
9. This is a calculated global field based on locally configured and regionally reflective self-declarations. Please see the respective regional definitions for more information, where appropriate.
10. Based on self-identification. LGBTQ+ refers to individuals who identify as Lesbian, Gay, Bisexual, Transgender, Queer, Plus all non-straight, non-cisgender identities. Informed by GLAAD Media Reference Guide (<https://www.glaad.org/reference/terms>). For Canada, our goal for 2022 was 2.8% to meaningfully move the dial on LGBTQ+ representation in the workplace.
11. Total percentage of employees who self-identify as having a long-term or recurring physical, mental, sensory, psychiatric or learning impairment.
12. Metrics and goals, where applicable, for women, BIPOC, persons with disabilities, Indigenous and LGBTQ+ represent Employment Equity data as at October 31 for each year presented for our business. These diverse segments are governed by the Employment Equity Act with the exception of LGBTQ+.
13. Includes Chinese, Japanese, Korean, East Indian, Pakistani, Sri Lankan, Cambodian, Indonesian, Laotian, Thai, Vietnamese, Filipino, etc.
14. Includes African, American, British, Canadian, Caribbean, West Indian, Haitian, Somali, etc.
15. Indigenous Peoples is a collective name for the original peoples of North America and their descendants. In Canada, the term Aboriginal Peoples is also used for individuals identifying themselves as First Nations, Inuit or Metis.
16. Two or more races.
17. Other includes Latin-American, Arab or West Asian, Afghan, Iranian, Armenian, Egyptian, Lebanese, Moroccan, etc. and employees who chose unknown minority group.
18. With the deployment of a new HR platform in 2022, we streamlined the self-identification process and provided additional clarity on the diversity fields, options, definitions and geographic scopes. Accordingly, our baseline data which we used to set goals was impacted for PwD.
19. Metrics represent Employment Equity data as at October 31 for each year presented, for our business in Canada governed by the Employment Equity Act. Reference to “all management positions” includes all individuals assigned to managerial roles.
20. Our multi-year goal is 50% women executives.
21. While the percentage of women executives in Canada decreased in consecutive years, from 46% in 2020 to 42% in 2022, for the same time period the percentage of women that are Executive Vice Presidents increased from 15% to 21% and the percentage of women in Group Executive increased from 10% to 30%. Represents data based on self-identification for our businesses in Canada governed by the Employment Equity Act.
22. Includes RBC US operations and City National Bank (CNB).
23. Other includes individuals who have self-declared as Native Hawaiian or Other Pacific Islander and American Indian or Alaska Native.
24. As determined by self-identification on Form CC-305 and defined by Section 503 of the Rehabilitation Act of 1973, as amended.
25. For RBC US, includes individuals in global grades 00-04 classified as Executive or Executive Equivalents. For CNB, includes individuals classified under the Equal Employment Opportunities Commission EEO-1 Job Title Executive/Senior-Level Officials and Managers. Due to deployment of a new HR Platform, criteria for measurement were changed to align with Enterprise definitions for Executives and Executive Equivalents. Previous year data were not restated.
26. Includes individuals classified under the Equal Employment Opportunities Commission EEO-1 Job Title First/Mid-Level Officials and Managers.
27. Includes individuals classified under the Equal Employment Opportunities Commission EEO-1 Job Title Professionals.
28. Includes individuals classified under the Equal Employment Opportunities Commission EEO-1 Job Title Administrative Support Workers, Operatives, Sales Workers, Service Workers and Technicians.



End notes

End notes

29. Includes RBC operations in the United Kingdom and Channel Islands. Does not include Blue Bay Asset Management or Brewin Dolphin.
30. In 2022, we introduced non-binary gender identity options as well as “prefer not to say” options. As a result, prior year information is not available.
31. Asian includes those individuals who have self-declared as Asian or Asian British – Indian, Asian or Asian British – Chinese, or Asian or Asian British – Any other Asian background.
32. Black includes those individuals who have self-declared as Black or Black British – African, Black or Black British – Caribbean, or Black or Black British - Any other Black background.
33. Mixed includes those individuals who have self-declared as Mixed – White & Asian, Mixed – White & Black African, Mixed – White & Black Caribbean, or Mixed – Any other Mixed background.
34. Other includes those individuals who have self-declared as Arab or Other ethnic group.
35. For 2022, the metric has been calculated as a percentage of the total employees in the region, as compared to 2021 for which the metric was calculated as the percentage of employees that responded to the sexual orientation or gender identify questions. The 2021 metric has been restated to conform to the basis of preparation for 2022. The results for 2020 were not impacted by this change and, accordingly, were not restated.
36. For 2022, the metric has been calculated as a percentage of the total employees in the region, as compared to 2021 for which the metric was calculated as the percentage of employees that responded to the disability question. The 2021 metric has been restated to conform to the basis of preparation for 2022.
37. In 2021, we added a question on disability to our Workforce Census in the British Isles. Information for 2020 is not available.
38. For the UK, Executives are defined as active employees who are registered as part of the UK Financial Conduct Authority’s Senior Management Framework, are members of the European Capital Markets Executive Committee, Wealth Management International Operating Committee or Investor & Treasury Service UK Operating Committee in the British Isles and/or are in global in Executive Vice President, Senior Vice President, and Vice President roles.
39. Includes RBC operations in Europe, primarily under RBC Europe Limited. Due to regional considerations, data collection is primarily limited to gender.
40. Includes RBC operations in the Caribbean and Asian Pacific (APAC). Due to regional regulations, data collection is primarily limited to gender.
41. All gender-based metrics are for our global operations except where indicated. All BIPOC metrics are for Canada & U.S. only. All metrics exclude summer interns, students and co-ops, hourly, inactive leave of absence, phased-in retirement employees, City National Bank, BlueBay and Brewin Dolphin, and are based on employee self-identification.
42. As a result of the implementation of a new HR platform and organizational data classification system in 2022, the basis for the classification of “employees in technology” has changed. In the comparative periods, we included employees of our Technology & Operations functional group as well as our Quantitative & Technology Services team that sits within Capital Markets. The changes have been implemented prospectively and historical information has not been restated, and 2022 is therefore not comparable to prior periods.
43. As a result of the implementation of a new HR platform and organizational data classification system in 2022, the basis for the classification of “employees in revenue-producing roles” has changed. In the comparative periods, revenue-producing roles were identifiable in our job hierarchy as “Job Family = Sales.” In 2022, “revenue generating” was introduced as a new field in the design of our organizational hierarchy to more clearly align this performance indicator with its criteria for measurement. The changes have been implemented prospectively and historical information has not been restated, and 2022 is therefore not comparable to prior periods.
44. Represents data from our businesses in Canada governed by the Employment Equity Act. A new executive appointment is the appointment of an internal employee or external hire as a first-time Vice President, Senior Vice President or Executive Vice President. Our 2022 goals for new executive appointments were 50% for women and 30% for BIPOC.
45. Excludes summer interns, students and co-ops. Values for women and men represent data from our global operations. Values for BIPOC represent data from our businesses in Canada and the United States. In 2022, we introduced non-binary gender identity options, resulting in approximately 1% non-binary declarations.
46. In 2022, we ran a self-identification campaign that increased the number of individuals that self-identified as BIPOC. These declarations have been applied retroactively based on the hiring date, and comparative periods have been restated accordingly.
47. Promotions are defined as an upward change in position level, HR Class or Global Grade. Excludes summer interns, students, co-ops, City National Bank, Blue Bay and Brewin Dolphin. Values for women represent data from our global operations. Values for Black, Indigenous and people of colour represent data from our businesses in Canada and the U.S., based on self-identification.
48. The percentage of employees who remained with RBC in 2022. Represents salaried employees who are at work including those on maternity/parental leave, but excludes students, co-op students and interns. Values for women and men represent data from our global operations. Values for BIPOC represent data from our businesses in Canada and the United States.
49. Represents the percentage of men, women and BIPOC employees that departed during 2022, out of the total departures that occurred. Excludes students, co-op students and interns. Values for women and men represent data from our global operations. Values for BIPOC represent data from our businesses in Canada and the United States.



End notes

End notes

50. In 2021, Unconscious Bias curriculum was embedded into a number inclusive leadership trainings and the stand-alone program was paused to support refinement.
51. Reflects completion rate between May 2021 (training launch date) and October 31, 2022.
52. RBC launched a new Employee Engagement Survey in 2021 and scores from prior years are not directly comparable.
53. Introduced in 2021, the Inclusive Experiences composite score is our measure for understanding the experiences of our employees across three core pillars of inclusion, including Psychological Safety, Respect/Trust and Sense of Belonging. It is based on extensive research of the drivers of inclusion and is a composite of eight questions within our annual Employee Engagement Survey.
54. Engagement is a measure of employee alignment, commitment and enablement as evidenced by employees' responses to select questions in the Employee Engagement Survey. The 2020 Employee Opinion Survey (EOS) was deferred and replaced by a series of well-being surveys due to the rapid onset of the COVID-19 pandemic in March 2020. A new Employee Engagement Survey administered by Medallia was launched in 2021 and thus scores from prior years are not directly comparable.
55. Represents data for our business in Canada governed by the Employment Equity Act. To perform our analysis, we needed to exclude select populations to drive accuracy, including part-time employees, contingent workers, contract workers, individuals on long-term leaves of absence, individuals on unique multi-variant incentive plans that span multiple years and individuals going through phased-in retirement.
56. Results for 2022 are not available due to the timing of our compensation year, alignment of performance ratings and year-end bonuses and deferred bonuses post-calendar year end. We intend to report the 2022 results in our 2023 ESG Report.
57. The median remuneration (adjusted) of women as a percentage of men's remuneration includes the following forms of compensation: salary, bonus and equity (share value at grant date). It does not include commission or commission-only employees. Represents employees in our business in Canada that are governed by the Employment Equity Act. Excludes approximately 1,600 employees in the federally regulated RBC Capital Markets and RBC Investor & Treasury Services entities due to the use of incomparable position groups. Data for 2022 is not available due to availability of data at the time of publication.
58. The median remuneration (adjusted) of BIPOC employees as a percentage of remuneration for White employees includes the following forms of compensation: salary, bonus and equity (share value at grant date). It does not include commission or commission-only employees. Represents employees in our business in Canada that are governed by the Employment Equity Act. Excludes approximately 1,600 employees in the federally regulated RBC Capital Markets and RBC Investor & Treasury Services entities due to the use of incomparable position groups. Data for 2022 is not available due to availability of data at the time of publication.
59. In 2021, the adjusted pay gap between Women executives and Men executives, and BIPOC executives and White executives widened when compared to 2020. When analyzing the population of executives, we noted that certain roles that command higher market rates and different variable compensation structures are currently disproportionately represented by more Men executives than Women executives and by more White executives than BIPOC executives; this includes critical digital/technology related roles and client-facing/revenue-producing roles that have different payout structures and higher variable compensation incentive plans. In 2021, given RBC performance, a higher payout ratio was applied impacting variable compensation, exasperating a larger delta between these individuals in client-facing/revenue-producing roles and those in functional roles, which are more proportionately represented by Women and BIPOC.



Glossary

BIPOC: BIPOC (Black, Indigenous and Persons of Colour). This term recognizes the unique histories of racism Black and Indigenous people have lived through. The term BIPOC is not intended to be a catch-all as RBC recognizes that not all racialized people experience racism in the same way. BIPOC is a calculated value based on employee self-identification from localized Race/Ethnicity options.

LGBTQ+: LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, Plus all non-straight, non-cisgender identities).

Persons with Disabilities (PwD): The term "persons with disabilities" includes "those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others".

Different jurisdictions also follow local regulatory definitions of disability, for example, in Canada, for regulatory reporting purposes under the Employment Equity Act, Persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

1. consider themselves to be disadvantaged in employment by reason of that impairment, or
2. believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.



Speak Up
for Inclusion™