

The logo for Silicon Valley Bank, featuring the letters 'svb' in white on a blue square background.

svb



Silicon Valley Bank

A photograph of four diverse business professionals (three men and one woman) sitting around a table in a modern office setting, engaged in a collaborative discussion. Large windows in the background provide natural light.

# Diversity, Equity & Inclusion

January 2022

# We believe in innovation through inclusion

**Innovation is global and is touching every aspect of our lives, which is creating even more need for inclusiveness of ideas and approaches.** SVB and the innovation

ecosystem benefit from a diversity of opinions and backgrounds because businesses that understand how to maximize diverse points of view create new opportunities for themselves, as well as their employees. We are on a journey committed to increasing diversity, equity and inclusion (DEI) in our workplace, with our partners and across the innovation economy.

## SVB'S CORE VALUES:

We start with **EMPATHY** for others.

We speak & act with **INTEGRITY**.

We embrace **DIVERSE** perspectives.

We take **RESPONSIBILITY**.

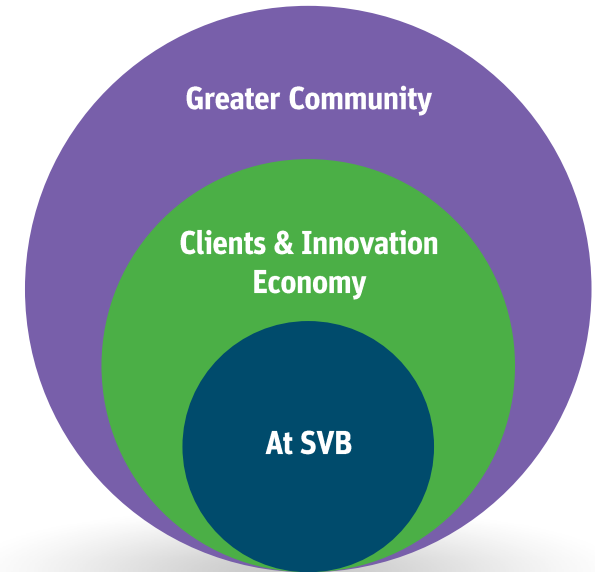
We keep **LEARNING & IMPROVING**.



# Our commitment to diversity, equity & inclusion



**SVB is dedicated to expanding its commitments and investments to create a more diverse, equitable and inclusive company culture and innovation ecosystem.**



Our actions include building on existing programs and financial commitments for underrepresented communities at SVB and in the innovation economy.

We have a commitment to addressing social oppression in all its forms (racism, heterosexism, ageism, ableism, low socio-economic backgrounds, etc.), with a focus on Black, Latinx and gender representation (groups underrepresented in the Innovation Economy).

# We embrace diverse perspectives and foster a culture of belonging

SVB takes a multipronged approach that includes employee awareness programs, regular training and educational opportunities, fair pay analyses, leadership development, hiring outreach programs and strategic partnerships and investments.

SVB leadership is invested in making progress: We have a Chief Diversity, Equity and Inclusion Officer, an executive-led DEI Steering Committee and Employee Resource Groups with executive sponsors focused on these objectives.

We encourage our employees to share their thoughts on DEI topics, and we support these efforts with a Code of Conduct based on respects.



Leadership  
Vision &  
Goals



SVB  
Programs &  
Sponsorships



Education &  
Awareness



Strategic  
Partnerships



Hiring and  
Development

# We aim to increase diversity, equity and inclusion throughout our workforce

*Embracing diverse perspectives and fostering a culture of belonging*

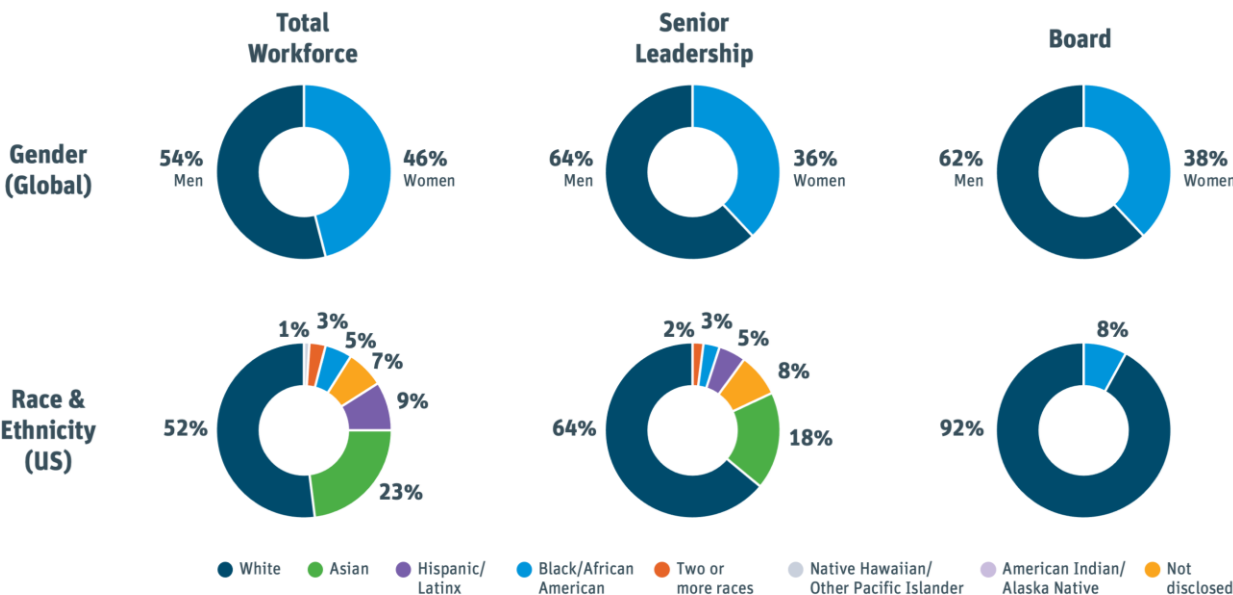
## MULTIPRONGED APPROACH

Chief Diversity, Equity & Inclusion Officer & executive-led DEI Steering Committee

Employee awareness programs, regular training & education

Full-time Diversity Recruiting Director  
Fair pay analysis  
Leadership development  
Employee resource groups  
Hiring outreach programs, university scholarships & strategic partnerships

## DIVERSITY AT SVB





# Our employees say **SVB is a great place to work**

**“SVB is an extraordinary company. Yes, we have amazing clients and a great position in the market, but that’s not why I work here. I choose to work here because of the people. Every single person I know who works here (or who has previously) is a believer, a builder, and an optimist. Like any company of humans, it’s not perfect. But what keeps us going and growing is our sense of purpose and seeing the impact each of us can have, every day.”**

—Director

**“Silicon Valley Bank goes above and beyond to take care of its employees. I’m really proud to work for SVB and play a small role in the company’s tremendous growth story.”**

— Marketing Manager

**“Working at SVB has been one of the best decisions in my professional career. I am challenged every day and have the opportunity to help some of the most innovative companies in the world move forward. The collaborative culture and excellent benefits are just some of the amazing perks at SVB.”**

—Vice President



# We're creating a culture of inclusion

## Cultural Awareness Celebrations & Speaker Events

We formally recognize cultural awareness celebrations throughout the year, driven by employee interest. Events featuring external guests and employee panels increase understanding of what diverse groups experience and how we can support each other through individual development, allyship, mentorship, sponsorship and workplace dynamics.

## Empowering Employees

We launched our Employee Resource Groups (ERGs) to increase representation of diverse groups in the SVB global workforce, build a stronger sense of inclusion, and drive more equitable practices at SVB. In 2021, we introduced six ERGs, and 10% of SVB employees are members of at least one of these ERGs: Afro Black Diaspora, Asian, Hispanic/Latinx, LGBTQ+/Pride, Veterans/Military and Women.

## Education & Awareness

We incorporate DEI content into our overall learning experiences for employees. Courses range from raising awareness of unconscious bias to building inclusive leadership skills. We have hosted a series of Conversation Circles enterprise-wide to address systemic racism and social oppression and continue to facilitate listening sessions to address current events. In 2021, we launched an updated learning journey focused on allyship.

## Employee Surveys & Focus Groups

We administered our first firmwide diversity and inclusion survey in 2014 and regularly include questions related to belonging and inclusive culture in our employee engagement surveys. We also conduct focus groups to solicit employee feedback. These efforts inform SVB's diversity, equity and inclusion strategy, ensuring our initiatives reflect our employees' priorities.

## Continuous Reporting

SVB reports our workforce gender and race and ethnicity data publicly on our [website](#). We aim to be transparent and clear and our reporting varies to accommodate various country laws, including privacy. Our UK branch published its first [gender pay gap report](#) in 2020, along with a look at the causes of the gap and steps we are taking to ensure there is no pay difference between men and women.



SVB employees attend the 2019 AfroTech Conference

## Investing in a Diverse Workforce

As part of our commitment to increase diverse representation across our workforce, we provide employees from underrepresented groups with professional and personal development opportunities, through participation in conferences like AfroTech and the Conferences for Women in California and Massachusetts. All employees are invited to attend to build allyship and connections among different groups.

# Building equitable processes, policies and programs

## Hiring

SVB hired a Chief Diversity, Equality and Inclusion Officer, a newly created position to lead our expanded DEI team in championing and guiding SVB's DEI strategies for our global workforce. Our dedicated full-time Diversity Recruiting and Sourcing team focuses on increasing diverse representation in senior level and experienced professional roles, while our University Relations team invests in relationships with Historically Black Colleges and Universities (HBCUs) and university diversity organizations to recruit talent for our Associate Development Program. We strive to mitigate potential unconscious bias throughout the hiring process, including using Textio, an augmented job-description writing platform, and implementing values-based behavioral interview questions and training for recruiters, hiring managers and all employees.

## Performance Management

We leverage research-based solutions and best practices from Stanford University's VMware Women's Leadership Innovation Lab and Catalyst to mitigate unconscious bias in our performance management processes. Managers receive training, tools and resources to develop and lead diverse teams more inclusively.

## Benefits

SVB's benefits programs are designed to meet our employees where they are in life. We embrace and support diverse families, however they are defined. SVB offers an inclusive family-building benefit for every unique path to parenthood, including single parents by choice, LGBTQ+ individuals and couples, and those choosing to preserve their fertility. SVB's benefits plan also covers transgender reassignment surgery.

## Supplier Diversity

By 2026, we will expand our corporate supplier annual spending to at least 8% with businesses owned or led by members of underserved communities and women.



## Giving and Volunteering

Our employees rally behind causes important to them and their communities. As an example, through a 2:1 matching campaign in 2020, SVB employees donated \$400,000, which supplemented SVB corporate giving to the National Association for the Advancement of Colored People (NAACP), American Civil Liberties Union (ACLU), National Urban League and Lawyers' Committee for Civil Rights Under Law. This was SVB's single largest employee-supported fundraiser in our history.



# Contributing to the community



## AFFORDABLE HOUSING

FROM 2002–2020

**\$1.4B**

LOANED

**\$850M**

**10,000**

INVESTED FOR

AFFORDABLE  
HOUSING UNITS

## CONTRIBUTING TO NOT FOR PROFITS

**\$12.5 million**  
donated

**16.5K+ hours**  
volunteered

**135 grants**  
to nonprofits where  
employees volunteered

**\$1.75 million** granted  
via the SVB Foundation

**\$50 million**  
committed to impact  
25,000 lives over the next  
five years

2020



## IN GOOD COMPANY

A Top Corporate Philanthropist

— *Bay Area Business Journals*

Among America's Most  
Responsible Companies

— *Newsweek*

Among the 100 Most  
Sustainable US Companies

— *Barron's*

Member of the Bloomberg Gender  
Equality Index

America's Best Banks  
— *Forbes*

Member of Pledge 1%



**We apply our diversity commitment  
to the innovation sector**

## **Access to Innovation**

**Building a more diverse, equitable and  
accessible innovation economy for all.**



# Access to Innovation

## Overview

### What

A signature program from SVB focused on increasing representation and funding for women, Black and Latinx founders, investors and professionals in the innovation economy

### Why

A stronger, more inclusive innovation economy enables SVB, our clients and our partners to grow and succeed, and allows all of us to work toward economic and social equality to produce greater benefits for more people

### Impact

A larger more diverse talent pool for innovation companies, expanded access and capital for underrepresented groups and economic empowerment for all via access to the innovation economy

### How

Equip individuals with funding, business support, connections, education, early- and mid-career professional development



# Giving future innovators a start

## Year Up

Year Up encourages young adults, ages 18 to 24, to reach their potential through an intensive one-year program. The program includes hands-on skills development, coursework eligible for college credit, a corporate internship and support for transitioning to a job in technology. Since 2017, SVB has hosted more than 80 young professionals for six-month internships in multiple locations and seeks to help them identify long-term career opportunities at SVB or client or partner companies once their internships conclude.

## Career Ready

Career Ready is a UK-based organization that links employers with schools and colleges to open up the world of work to young people with diverse backgrounds, unlocking their potential and preparing them for a career. SVB in the UK partners with Career Ready to bring interns to the London office.

## ProMazo

ProMazo educates and prepares the next generation of employees by pairing them with mentors. The program supports students from underrepresented groups, and SVB employees are providing virtual mentorships.



2019 SVB Year Up interns discussing a professional development session

“

**Interning at the bank was the bridge between my former life of wrapping burritos full time and my current career desire to become a leader within the information security community.**



**KRISMEN ORIAS**

Former SVB Year Up Intern; now Senior Solutions Engineer at Sophos

# Encouraging diversity in tech and VC

## Expanding Opportunities for Women

SVB is a founding partner and investor in theBoardlist, which connects diverse executives with global board opportunities. SVB is also a founding partner of All Raise, which has a goal of doubling the percentage of women in venture capital partner roles over the next decade and increasing VC funding for female founders to 25% of total VC investment in five years. For the last twenty years, SVB has also been a partner of Astia, which works to increase investment in women-led startups.

## Building a More Diverse VC Funding Ecosystem

SVB is a founding partner of Venture Forward, a nonprofit launched by the National Venture Capital Association to promote a strong and inclusive venture community. SVB is also a founding partner of LatinxVC, which seeks to double the number of Latinx people working in the VC industry. SVB supports BLKVC, which provides Black investors access to education and networks to accelerate their careers. SVB sponsors a fellowship program with Black Venture Capital Consortium (BVCC) to increase the number of Black investment professionals.

## Advancing Careers of Black Professionals

SVB is a founding partner and early investor in Valence, which connects and empowers Black professionals. SVB sponsors educational and networking opportunities and is offering 2,000 SVB clients complimentary use of the Valence talent platform and is providing SVB employees and clients opportunities to participate in the Valence BONDS Leadership Development Program.

## Supporting LGBTQ+ Entrepreneurs

StartOut connects and educates LGBTQ+ entrepreneurs, with the goal of increasing opportunities for funding and advancement. SVB employees serve as mentors to StartOut members and SVB has sponsored the organization's demo days in San Francisco, New York and Los Angeles.



Shivani Siroya, CEO & Founder, Tala

# Promoting entrepreneurship in our communities

## BUILD

Businesses United in Investing Lending and Development has incubated more than 750 youth businesses and partnered with more than 30 schools across the United States. SVB has given more than \$731,000 to BUILD and SVB employees volunteer as board members, mentors and panel judges in the San Francisco Bay Area, Boston, New York and Washington, D.C.

## Opportunity Fund Drives Economic Mobility

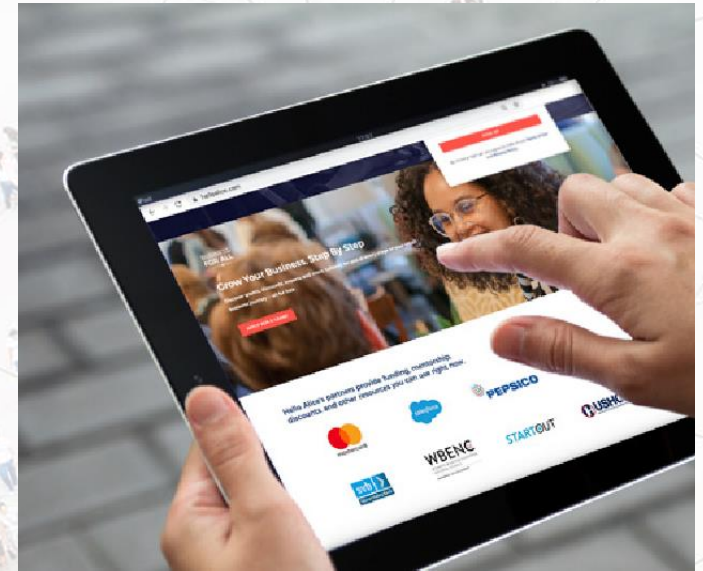
Twenty-five years ago, SVB and the Silicon Valley Community Foundation partnered to build the Opportunity Fund, which promotes economic opportunity and stronger communities by providing microloans, education and support to underserved small-business owners. Since its launch, SVB has loaned, invested and donated more than \$6.25 million to Opportunity Fund programs, helping to extend 17,000 loans and invest \$90 million in small businesses.

## Hispanic Foundation of Silicon Valley

The Hispanic Foundation of Silicon Valley (HFSV) funds programs to promote research, engagement, educational excellence and leadership development for Latinx people. Since 2016, SVB has given \$330,000 to HFSV's Latinx in Technology Scholarship program, which is designed for Latinx students majoring in science, technology, engineering or mathematics.

## Helping Women Out of Poverty

Grameen America provides microloans and training to women in poverty who seek to build small businesses. SVB has committed \$2 million in loan capital to help launch women-led businesses. Since 2012, Grameen America's San Francisco Bay Area offices have made loans to 11,094 women totaling \$124 million and creating 11,700 jobs.



Hello Alice website ([helloalice.com](https://helloalice.com))

## Providing Small Business Owners with the Right Resources

Hello Alice is a platform that uses new technology to help business owners who are women and from underrepresented groups connect with relevant opportunities and resources. In 2019, SVB was the lead investor in Hello Alice's Series A round.

SVB contributed \$750,000 in 2020 to provide grants to small business owners through Hello Alice's COVID-19 Business for All Emergency Grant Fund.



# Collaborating to make a bigger impact, together

AFRO  
TECH

TOIGO   
Bringing Diversity to Life

 VENTURE  
FORWARD

[ B L O C K V C ]

 THE  
boardlist

 PARADIGM  
FOR PARITY

 CATALYST  
WORKPLACES THAT WORK FOR WOMEN

START  OUT

ALL RAISE

LATINX  
VC

CONFERENCES FOR  
WOMEN

HBCUVC

 yearup

 opportunity  
Fund  
working capital  
for working people

 ALICE  
HELLOALICE.COM

 CRISTO REY  
SAN JOSÉ JESUIT HIGH SCHOOL

 VALENCE

 HISPANIC  
FOUNDATION  
OF SILICON VALLEY

 GRAMEEN  
AMERICA

Stanford | VMware Women's Leadership  
Innovation Lab

 PATHSTREAM

 WORKING  
SCHOLARS

PROMAZO

 ASTIA

startup  
grind

BVCC

 career  
ready

NEWTON  
VENTURE  
PROGRAM

 SV  
LG  
SILICON VALLEY  
LEADERSHIP GROUP

 COLORINTECH

svb 



## About Silicon Valley Bank

For nearly 40 years, Silicon Valley Bank has helped innovative companies and their investors move bold ideas forward, fast. SVB provides targeted financial services and expertise through its offices in innovation centers around the world. With commercial, international and private banking services, SVB helps address the unique needs of innovators.

[svb.com/living-our-values](https://svb.com/living-our-values)

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