



Video transcript

HSBC USA: Employee Resource Groups

Monique: The number one reason to join an ERG is definitely to build your professional network

Mike: I am in a role in which I see a small portion of the employee base. Becoming part of the ERG has expanded that. And, I'm now interacting with people in business units that I never would otherwise.

Vance: We used to talk about ERGs as a means for people to volunteer. But, I do believe it is more for giving our employees opportunities to develop leadership skills.

Mike: The number one reason to join an ERG is to get involved with HSBC in a different way. You will help others as much as you help yourself, by being a part of an ERG.

Monique: You know, I'm there seeking mentorship from others, and people within my ERG were actually looking at me as a resource to be a mentor as well

Mike: On any given day, I may be contacting via email or conference call colleagues from across the country trying to organize our efforts into one cohesive unit. So that, kind of gave me a network initially that I was able to feel that common bond with those other employees.

Vance: Our senior management is always very supportive, including our CEO, they've come to our dinners, I've sat at the table with them, shared a meal, had conversations about things outside of work.

Monique: In terms of organizing the event, you then sort of have those conversations and communications with them and then you sort of see, oh this was easier than I thought it would be. So, I think that empowered me to know that I do belong at the table speaking with some of the most senior leaders within the institution.

Mike: The best place to work is a place that honors people's diversity, people's backgrounds and makes them feel good about themselves and helps them to realize how what they bring to HSBC can benefit everybody.

Vance: The ERGs strengthen HSBC by bringing that diversity to our employees and sharing that diversity of thought.

Monique: We value diversity and that shows in our products and it shows in our workmanship as well.

Mike: The biggest thing that I've seen is this organizational structure of trying to bring together people who have no other reason to work together than the fact that they are part of this ERG. And now they have to come together, create a product, whatever that is, and it's usually an event of some sort, it could be a lunchtime event or a big evening event, but you have to come together and make it all work.

Monique: By having these outlets and channels for all of these different employees to get together, it also fosters, you know, innovation of more creative and diverse ideas and opportunities to work more effectively together.