
Diversity and inclusion



Wealth
Management

At RBC Wealth Management, we believe that diversity and inclusion are at the very core of our success — now and in the future. We strive to maintain and enhance a culture that is welcoming and supportive to everyone.

Diversity and inclusion defined

We define diversity as respecting and leveraging the differences of our:

- Workforce
- Clients
- Prospects
- Suppliers
- Communities

These differences include people with various backgrounds, experiences, cultures and abilities. When we harness these differences, we advance an organization that makes full use of everyone's contributions.

Diversity and inclusion strategy

The RBC Wealth Management diversity strategy has been enhanced to integrate diversity throughout our business plans, including strengthening diversity efforts across the U.S. We expanded our focus to place a greater emphasis on inclusion because we believe by making this fundamental change in our strategy we will achieve our point of arrival to incorporate diversity as an integral part of the way we do business at RBC Wealth Management much sooner. Although diversity representation and awareness is essential, as we move towards the inclusion model, we will be better able to leverage everyone's talents to drive the business.

Internal organizations

Multicultural Employee Alliance (MEA), est. 1994 — promotes an environment that recognizes the multicultural interests of our employees and clients, embraces inclusion of employees from all walks of life and encourages our firm to establish relationships with diverse communities.

Proud RBC Individuals for Diversity and Equality (PRIDE), est. 1999 — fosters a culture of inclusion within our firm and the LGBT community by providing support, raising awareness through education of LGBT issues, helping to attract and retain top LGBT and Allied talent, and contributing time and resources to LGBT community efforts.

Women's Association of Financial Advisors (WAFA), est. 1991 — helps to recruit, retain and enhance the productivity of women financial advisors and branch directors. The WAFA holds an annual conference, provides mentoring and produces a quarterly newsletter.

Veterans Engagement and Troop Support Group (VETS), est. 2015 — supports the needs of the military community, including veterans, active duty members and reservists. VETS expands awareness within our firm of the ongoing sacrifices of veterans, people with military experience and their families, and engages employees through community activities.

Diversity leadership

Our diversity and inclusion efforts are led by a senior-level leader that is responsible for developing the firm's diversity and inclusion strategy, creating new programs and initiatives that align with the business goals of the firm, and ensuring that we continue to build on these strengths.

Equal opportunity and affirmative action

RBC Wealth Management provides equal employment opportunity, initiates affirmative action principles and provides a workplace free from discrimination for all individuals without regard to any factors protected by applicable federal, state or local legislation. Applicants and employees are provided with equal employment opportunity in all of RBC Wealth Management's recruitment and selection processes and terms and conditions of employment including hire, promotion, transfer, demotion, training, benefits, compensation, job assignment, lay off and termination.

RBC Wealth Management provides reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled applicant or employee that will enable that individual to perform the essential functions of a job.

Investment and insurance products offered through RBC Wealth Management are not insured by the FDIC or any other federal government agency, are not deposits or other obligations of, or guaranteed by, a bank or any bank affiliate, and are subject to investment risks, including possible loss of the principal amount invested.