

THE HISPANIC PROMISE SUMMIT 2021

MARCH 1ST

Zero Discrimination Day





Welcome to the first ever **Hispanic Promise Summit** taking place virtually on March 1st, 2021 - Zero Discrimination Day.

Through panel discussions, workshops and working groups, backers and signatories of the Hispanic Promise gather for the first time to:

- Share best practices, lessons learned, provide tools and showcase relevant initiatives to better understand and advance the Hispanic community in the workplace.
- Create community among the Hispanic Promise signatories and backers.
- Meet the multiple Hispanic organizations that can help to fulfill companies' DE&I objectives.
- Explore opportunities to leverage the Hispanic Star to accelerate progress.
- Discuss the future of the Hispanic Promise.

THE HISPANIC PROMISE

The Hispanic Promise is the first-of-its-kind national pledge to **prepare, hire, promote, retain and celebrate** Hispanics in the workplace. Launched at the World Economic Forum in 2019, the Hispanic Promise is a non-legally binding sign of intention, result of the joint effort of multiple Hispanic organizations as a call to action for business leaders and companies of Corporate America to create a more inclusive work environment for Hispanics.



THE HISPANIC PROMISE

I promise to create inclusive environments within the workplace and to take positive intentional actions to prepare, hire, promote, retain, and celebrate Hispanics as employees, customers and citizens.

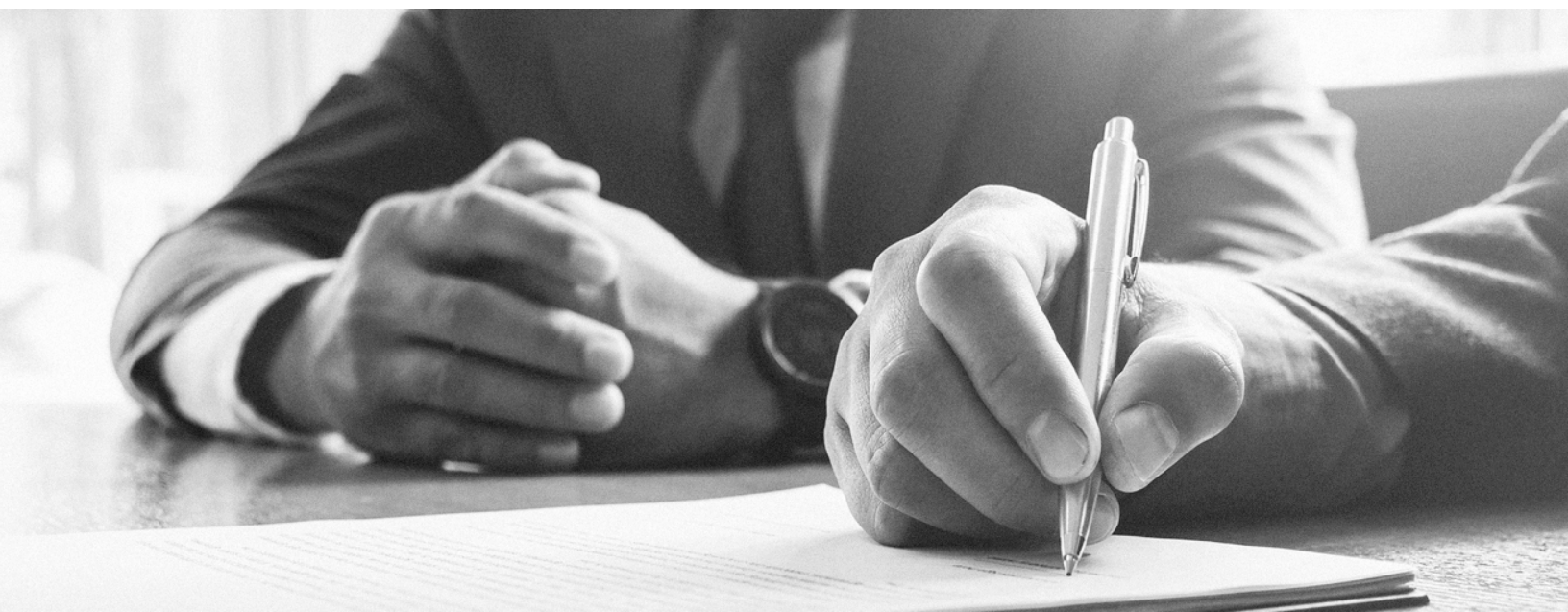
I aim to create or strengthen employee engagement, mentorship programs, employee or business resource groups, talent advancement and an inclusive company culture where employees feel they belong, are valued and have a voice.

I acknowledge the priorities selected by Hispanic Leaders under the Vision 2020, which include access to education, financial empowerment and improving the image of Hispanics.

As a result, I aim to increase the number of Hispanic employees in my company to better reflect the US population, increase Hispanic representation in all levels and all functions of my company, and assess the sentiment of Hispanics in my company.

BACKERS

The Hispanic Promise is backed by over 25 Hispanic organizations:



SIGNATORIES

To date, the **Hispanic Promise** has been signed by over 200 companies!

35 Fundacion	Bristol-Myers Squibb	Ericsson
5xminority, Inc	Capital Plus Financial	Ernst & Young
Accelerated Growth	Cargill	Estée Lauder
Accu-praisals	CHI HEALTH	Ethnic Technologies
Ache	Cien+	Evans Food Group
Adalitika	Closerlook	Fernandez Law PLLC
Adidas	Closerlook	Fig Factor Media LLC
Aflac	Coeur Mining	Finhabits
AGANAR Media	Colgate-Palmolive	Flagstar
Airbnb	Comarka	Fortress Therapeutics
Ally	Condé Nast	General Mills
Alumni Society	Contabi Alliance	Goldmark Property
American Family Insurance	Contigo Wellness	Management
AmMore	Creative Builds	Great Pacific Securities
Ancestry	CTR Factor	Grey
Apalon	CuriousCheck LLC	Guardian News & Media LLC
APC Collective	Cy-Fair Federal Credit	Guerrero Media
APCO Worldwide	Union	Half Full Life
Ask Applications	Daily Burn	Hall & Evans
ASNO	DCAProSearch	HCode Media
AT&T	Dentons	Hispanic Executive
Atos	Dentsu Aegis Network	Hispanoamerica News
Aura	Diane von Furstenberg	Horizon Media
Austin Trauma Therapy Center	Dieste	HP
Avocados from Mexico	Dipper	Hyperfluent
AzTech Innovation	Diversified Search	IBM
Bank of America	Dree Technologies	Ignite Consulting
Beam Suntory	Duran Law Offices	iHeart
Berkshire Bank	Easy Consulting	IKEA
Best Care Diagnostics	Edelman	IMC Health
BlackRock	Egon Zehnder	IMM Latino
Blancarte	El Pollo Loco	Ingredion
Bloomberg	Elevink	Innovative Consultants
Blue Shield of California	Eli Lilly and Company	International
Bluewater Grill	Emerson	Inroads
BMO	Encantos Media Studio	Intersection
Boston ScientificA	Equanimity Foundation	iTranslate

Johnson & Johnson	Chamber of Commerce	Spanish Public Media
Juniper	NRG	Foundation
Justworks	NY Hispanic Cosmetology &	Splunk
KIND	Beauty Chamber of Commerce	Stanley Black & Decker
KPMG	One Island, One Heart, Inc.	Surety One
KSA Martial Academy	OpcionYO	Sykes
Kuriyama	P&G	Syringa Property
La Familia Pawn & Jewelry	Palo Alto Networks	Management, Inc.
La Mega Media	Paybook	Tech Data
Lara Media Services	Penserra	Techqueria
Latin Podcast Academy	Pepsico	Telemundo Kansas City
Latina LOVE movement	Per Scholas	Teltech
Latinas in Tech	Pfizer	The Happy Cactus
Latino Factor	PGA of America	Thoughtworks
Latino Leaders Magazine	Pinnacle	TMI Consulting
Latino Professionals	Procopio	Trailo
Latinos in I-O Psychology	Prudential	Transdiaspora Network
LATV	Qualcomm	Truist
Liberty Mutual	Quigley Simpson	TTEC
Limeade	Radical Partners	Tupperware
Link America LLC	Rancho Santa Fe Medical	TV Azteca
LinkedIn	Group	Twitter
Lyft	Reed Smith	ULTA
Mars, Incorporated	Repasar	Unilever
Medtronic	Republica Havas	University Houston-Clear
Merrill Lynch	Rising Storm Music	Lake
Microsoft	Roanoke Spanish	University School of
Midwest Business	S&P Global	Milwaukee
Administrators Association	SagamoreHill Broadcasting	Urbander
(MBAA) International	Salesforce	USBank
Missouri State University	Santander USA	VamosPay
Mosaic Group	SAP	VR Americas
Motel6	Samar Group	VZP Digital
Myschool.fund	SAS	Walo
NASDAQ	Save the Children	Wicked Bionic
Nation Waste	SEIA	Wyndham Hotels & Resorts
Nationwide	Servicing Solutions	YUM!
Navy	Siemens	Zeno
Nextdoor	SKDK	
NGL Media	Sodexo	
Nielsen	Sophiola	
Northern Virginia Hispanic	Southern Company	

(As of february 23, 2021)



Bringing America's economy back requires confidence.

That's why we've developed technology to create safer indoor environments across America, in factories, offices, schools and hospitals. From monitoring occupancy to purifying the air, our technology is making the next step humanly possible.

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NEXT STEPS

While signing a pledge is often step one to making a commitment and changing culture, we want to ensure that this pledge, resource, and community of the Hispanic Promise is strengthened and elevated. The Hispanic Promise began as a pledge but will continue to grow as a tool and resource, **becoming a seal that showcases the collaborative effort of Hispanic organizations and corporate America** sitting at the same table, working together to advance and elevate the experiences of Hispanics as employees and consumers, a true win-win for all involved. While adding metrics and resources is a daunting task, we believe it is an important step in the collaborative effort to truly advance the experience, development, and representation of Hispanics in the workplace.

Today marked the first step in a strategic process to add depth and support to the Hispanic Promise.

Over the next few months, we will gather a core group of leaders and partner with a third-party strategist to review today's insights and develop the strategic framework that will encompass the Hispanic Promise 2.0.



We aim to launch the Hispanic Promise 2.0 at the Hispanic Leadership Summit in *December*.

It is our intention to make this a collaborative effort to develop a Hispanic Promise 2.0 that is effective for companies, organizations, and for the Hispanic workforce, current and future.

We invite champion companies to join us in this process. I encourage you to reach out to **info@weareallhuman.org** if you're interested in getting involved.

We look forward to your participation in this process and to working together to advance and elevate the Hispanic Promise, preparing, hiring, promoting, retaining and celebrating Hispanics in the workplace.

PARTNERS THAT HAVE MADE THE HISPANIC PROMISE SUMMIT POSSIBLE.

GOLD



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THANK YOU FOR BEING PART OF THE

HISPANIC PROMISE SUMMIT

Advancing Inclusion For Hispanics