



# Vanguard®

## EMPLOYER DIVERSITY SPOTLIGHT

### WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

Vanguard emphasizes attracting talent with a variety of perspectives and retaining that talent through both inclusive leadership and a highly engaging culture. The Vanguard community is made up of unique crew members. Each crew member contributes distinct talents and experiences to the workforce, which stimulates creativity and problem-solving while fostering engagement in the workplace. This approach reinforces the value Vanguard has for crew members. When crew members believe they are valued, they bring enthusiasm and drive to what they do every day. That engagement translates to a great experience for both clients and crew. Fostering an inclusive atmosphere at work empowers crew members to share their talents and ideas where they can feel engaged in every aspect of their work. This culture of inclusion and engagement lays the foundation for career development. As crew members develop their skills and abilities, they're able to use them to build connections across the organization.

"For us truly to be great as a company in terms of both serving our clients and as a place to work, we need highly engaged and very effective crew members. Engagement happens when everyone, no matter who they are, feels deeply valued. Moreover, the broader our diversity, the greater our effectiveness will be—for there is true power in having the widest-possible array of perspectives."

-F. William McNabb, President and CEO

### DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

Growth and development are themes that resonate throughout Vanguard. Successful careers are created when crew members can build positive professional relationships and work in an engaging, inclusive environment. This happens as crew members perform their roles and take advantage of opportunities to connect and develop outside of their day-to-day work.

Crew members can choose to participate in a wide range of activities. Offering a comprehensive set of options allows crew members to collaborate in ways that are meaningful to them. The Vanguard Gives Back program sponsors many initiatives and opportunities for those dedicated to community service. Crew Resource Groups (or CRGs) help crew members build networks within Vanguard and develop a more inclusive culture. These are just two examples of the opportunities crew members have to connect with others. Each site offers local activities, events, and initiatives that engage crew and allow them to exhibit their skills and interests.

Cultivating an inclusive environment is an integral part of being a best place to work. Vanguard is committed to attracting, developing, and retaining the best people across all talent pools. This leads to better service for our clients' needs and ensures Vanguard's workforce continues to reflect our community and society at large.

Each of Vanguard's five Crew Resource Groups (CRGs) provide professional development, mentoring, and networking opportunities to create an engaging, inclusive environment for all crew members.

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### DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

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#### **Hispanic/Latino Organization for Leadership Advancement (HOLA)**

HOLA recognizes the importance of building connections and focuses their efforts on fostering a sense of community between Hispanic/Latino crew.

#### **Leadership and Engagement for Asian Professionals (LEAP)**

LEAP regularly builds awareness for Asian cultures and is the bridge between our Asian offices and Vanguard as a whole.

#### **Out Professionals Engagement Network (OPEN)**

OPEN continuously creates spaces within all of Vanguard to develop a supporting environment for lesbian, gay, bisexual, and transgender crew.

#### **Vanguard Black Professionals Network (VBPN)**

VBPN helps foster company culture by welcoming renowned speakers to campus and regularly holding networking opportunities for crew.

#### **Women's Initiative for Leadership Success (WILS)**

WILS dedicates efforts to provide countless professional and leadership development opportunities for both women and men at Vanguard.

### IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

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Each day, crew members work to make tomorrow better for Vanguard clients and the local community. A commitment like this can be fulfilled only when willing, talented individuals work together. As a global organization, the generosity and dedication of crew members make a difference in many communities around the world.

Through Vanguard Gives Back, crew members support their neighbors and communities by giving their time, talent, and treasure throughout the year. Each person gives back in a way that is personally meaningful and helps connect him or her with other crew members and nonprofit agencies.

The commitment to giving back is so important that all crew members receive one paid day off every year to help in their communities in any way, at any time or place they'd like. Volunteer Time Off (VTO) allows crew to lend a hand to causes they care about. Some help at animal shelters or clean a river bank. Others volunteer with colleagues as a team building exercise, such as sorting clothes or shelving food for a local agency.

## EMPLOYER DIVERSITY SPOTLIGHT

### WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

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**Vanguard careers website:**

[careers.vanguard.com/vgcareers/home/index.shtml](https://careers.vanguard.com/vgcareers/home/index.shtml)

**Client Relationship Specialist (Req# 121708)**

[careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS\\_HRAM.HRS\\_CE.GBL?&PAGE=HRS\\_CE\\_JOB\\_DTL&JobOpeningId=121708&SrcID=&JobSpec=](https://careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS_HRAM.HRS_CE.GBL?&PAGE=HRS_CE_JOB_DTL&JobOpeningId=121708&SrcID=&JobSpec=)

**Fund Financial Associate (Req# 121592)**

[careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS\\_HRAM.HRS\\_CE.GBL?&PAGE=HRS\\_CE\\_JOB\\_DTL&JobOpeningId=121592&SrcID=&JobSpec=](https://careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS_HRAM.HRS_CE.GBL?&PAGE=HRS_CE_JOB_DTL&JobOpeningId=121592&SrcID=&JobSpec=)

**Acceleration into the Financial Professional Program (Req# 121448)**

[careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS\\_HRAM.HRS\\_CE.GBL?&PAGE=HRS\\_CE\\_JOB\\_DTL&JobOpeningId=121448&SrcID=&JobSpec=](https://careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS_HRAM.HRS_CE.GBL?&PAGE=HRS_CE_JOB_DTL&JobOpeningId=121448&SrcID=&JobSpec=)

**Vanguard Accelerated Development Program (Req# 121451)**

[careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS\\_HRAM.HRS\\_CE.GBL?&PAGE=HRS\\_CE\\_JOB\\_DTL&JobOpeningId=121451&SrcID=&JobSpec=](https://careers.vanguard.com/psp/jobs/VGCAREERS/HRMS/c/HRS_HRAM.HRS_CE.GBL?&PAGE=HRS_CE_JOB_DTL&JobOpeningId=121451&SrcID=&JobSpec=)

**For more information on Vanguard co-op positions,  
Drexel co-op students can visit SCDCOnline.**