Believe in being #DifferentTogether

Fidelity’s new affinity groups are self-organized groups of employees with common interests in areas such as race, ethnicity, gender or sexual orientation, or who share similar interests based on similar sets of experiences who come together to create a positive and inclusive workplace for all employees.

**DEVELOP**
- **RECRUIT**: At Fidelity, we believe diversity and inclusion mean having a diverse perspective and innovating, helping to drive results. At Fidelity, we think broadly about how to support and promote diverse perspectives not only at our firm, but across the financial services industry. Diversity is not a box to check. Making an impact on diverse representation requires commitment and action at every level.
- **CUSTOMER VALUE**: Our Office of Customer Accessibility is focused on ensuring all customers are treated with kindness, compassion, and respect. Fidelity is committed to ensuring all customers have access to our products and services through programs like Fidelity Boundless. We are also dedicated to improving the customer experience for people with disabilities by ensuring accessibility for everyone.
- **COLLABORATE**: With industry partnerships, we help the entire organization increase diversity and inclusion in the following areas:
  - **Supplier Diversity**: Fidelity set a goal to spend 25% of ERG-related spend with minority-owned businesses.
  - **30% Club**: Fidelity strives to increase the percentage of women participating in leadership roles to 30% by 2021.
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**Inclusivity**

At Fidelity, we think broadly about how to support and promote diverse perspectives not only at our firm, but across the financial services industry and beyond. We’ve committed to learning and exploring in this space.

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**Fidelity believes in, and is committed to, fair and equitable treatment for every associate and customer, and to creating a safe and respectful environment, in which everyone is treated with kindness, compassion and respect.”**

-Chairman and CEO of Fidelity Investments, 2019