

SELF-ID CARD

Company name : STATE STREET

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

Self-identification is voluntary disclosure of one's diversity information in the Bank's system related to their gender and gender identity, ethnicity and race, sexual orientation and preferred pronouns, disability and veteran status.

Context

State Street Bank is committed to fostering an inclusive and equitable workplace where every employee can thrive. Self-Identification (Self-ID) is a critical tool that enables us to understand the diversity characteristics of our workforce and address potential barriers to inclusion.

Objectives

The goal of Self-ID is to gather diversity data to inform policies, programs, services, and initiatives that enhance inclusivity, and belonging. It also allows us to measure progress towards our diversity, equity and inclusion (DEI) strategic goals.

Approach

Employees are invited to voluntarily share their diversity characteristics through a confidential Self-ID process. The data is analyzed across regions to identify gaps, tailor initiatives and ensure alignment with DEI objectives. Participation is encouraged by emphasizing its positive impact on inclusivity, representation, and belonging.

Impact

Self-ID continues to help strengthen State Street Bank's ability to create inclusive employee programs and remove barriers to equity. It provides actionable insights, enhances employee engagement and supports our standing as an employer of choice committed to diversity.

« To do »

- Make the information gathered as aggregate anonymous statistics accessible to a strictly limited and restricted number of people in HR.
- Create a reference guide that clearly communicates how the information will be used and for which purposes.
- Offer the opportunity of "I prefer not to disclose" when building the various fields in the form so that the user can answer partially if they feel more comfortable to do so.
- Emphasize that filling out the Self-ID information is completely voluntary.
- Provide guidance for the users on how to fill out the form and how to remove their data if they decide to do so.
- Aggregate regionally the data gathered to identify groups and adjust the company's policies to better reflect the needs of these groups.
- In case of adopting at a global scale, be cautious of any legal restrictions (for instance, in countries where

homosexuality is illegal).

- Set up appropriate safety measures to avoid potential leaking of the information.

« Not to do »

- Do not force employees to complete the personal diversity details under Self-ID functionality.