

Executive Network

November 8, 2022

Ebony Thomas, President, Bank of America Charitable Foundation

- Ebony is the chief strategist for how Bank of America philanthropically supports its communities and addresses society's challenges
 - Focus on economic mobility and racial equality in health, jobs, small businesses, and housing
 - In 2021, the Foundation provided \$370 million in philanthropic investments to drive economic mobility in communities they serve
 - Responsible for Bank of America's global volunteer program, open to more than 200,000 employees
- She's responsible for delivering Bank of America's \$1.25 billion, five-year commitment to accelerate work that addresses barriers to economic mobility for people and communities of color
 - Leads the bank's recently announced collaboration with the American Heart Association, the American Diabetes Association, the American Cancer Society, and the University of Michigan School of Public Health to improve health outcomes in communities of color.
- Ebony has been at Bank of America since 2013 and joined the ESG leadership team in 2020
 - Held leadership roles in Global Human Resources, including governance responsibility for talent planning, development, engagement, and diversity & inclusion across the bank's 92 U.S. markets.
- She's a committed community leader, board member, and Mom
 - Serves as a board member at Central Piedmont Community College (CPCC), Disability:IN, and Leading on Opportunity
 - Member of the Board of Visitors for the School of Business at Howard University and North Carolina A&T State University
 - Mom to three children, Evan, Croix, and Ellis

Trends for 2023

- CSR leaders can set their efforts apart by having a point of view and not just writing checks, as well as leading in spaces where others have not.
- CSR leaders have a role in ensuring that organizations and communities are rowing in the same direction. We serve a unique role as catalysts and collaborators to move issues forward.
- Data should lead our conversations and efforts and it's important to listen to the voice of our customers, communities, and employees as we make decisions.
- Allow your value-system as an organization to guide the work you are doing – define what “woke” and ESG mean to your organization and stand by it.
- Agility, nimbleness, forward-focus, and inclusive leadership are key skills for CSR leaders to be effective in 2023.
- The end user should tell your CSR story and it should focus on what your work does for the people and the community, not on the dollar amount.
- We must meet the increased demand for social impact from the workforce.

Predictions for 2023

- Greater ESG standardization as well as impacts for the SEC rulings
- Storytelling that leads with impact & data instead of dollars
- Greater emphasis on climate change and corporate role in the conversation
- Greater connection between climate change & health
- Amplified employee engagement
- CSR being included in total rewards messaging through HR and Talent teams
- Budgets will be flat to down
- Greater appetite for in-person volunteering balanced against providing volunteer opportunities for all work locations (in-office, remote, hybrid, etc.)
- ESG will continue to grow and require more staff and focus



What Do You Think?

Your feedback on the November Executive Network session will help us as we plan for future sessions.



Up Next



January 17, 2023



1:00-2:00 PM ET



2nd Tuesday of every other month

