“BNY Mellon is a proud advocate of LGBT+ equality and overall diversity in the workplace.

Our business is managing, growing and preserving assets. When it comes to our best asset – our people – we don’t leave performance to chance. It’s our people and distinctive BNY Mellon culture that enable us to achieve our aspirations and play a critical role in supporting a vibrant, global financial system.”

Yau Cheng
Global Head of Diversity and Inclusion
Charlie Scharf
Chairman & CEO

It’s heartening to see how far the business world has come over the past two decades. Coming out as LGBT+ in the workplace once entailed a fair amount of risk. Today, it’s a total non-issue for many, and they are able to bring their authentic selves to work every day, which benefits them and their employers. However, I am aware that the decision to come out is still fraught for some, and I am determined that an individual’s sexual orientation and gender identity will never be an issue at BNY Mellon.

Across this company, we embrace LGBT+ employees for who they are and what they bring to our company and our clients. And we tolerate nothing less. We know that our ability to attract and develop the best LGBT+ talent – and allow them to be who they are in the workplace – is just good business. It’s also the right thing to do.

Mitchell Harris
Investment Management CEO
PRISM Executive Sponsor

I’ve proudly served as global executive sponsor of PRISM since 2014, and it’s gratifying to report that since then we’ve grown the network by 25% to over 2,200 global members — expanding to 27 international chapters that include branches in India, Hong Kong and Brazil. Advocates across our business provide a powerful megaphone that helps amplify PRISM’s message of diversity and inclusiveness.

While much work remains to be done, here in the U.S., acceptance of LGBT+ rights has been one of the great civil rights successes of our time. Looking at our locations around the globe, our PRISM Ally program is especially important when we acknowledge the barriers and regional sensitivities that persist around the LGBT+ community. We do this work because embracing our truest selves, performing our best work, being the most generous stewards of our communities, and providing the most thoughtful counsel for our clients isn’t part of the job. It is the job.
David Cruikshank

Asia Pacific Chairman

Our PRISM Asia Pacific chapter promotes LGBT+ inclusiveness by participating in community events and engaging business leaders through industry forums. BNY Mellon’s Hong Kong employees and their friends and families joined the annual Pink Dot rally and Hong Kong Pride Parade, two of the region’s largest LGBT+ events. We were proud to sponsor Pink Dot, an outdoor carnival and a concert celebrating diversity and inclusion for the past five years. As a member of the Hong Kong LGBT+ Interbank Forum, BNY Mellon invited employees to march with more than 10,000 people in the Hong Kong Pride Parade, which promotes LGBT+ equal rights and anti-discrimination.

BNY Mellon senior managers and PRISM Hong Kong members also engaged with business leaders on LGBT+ equality at the Out Leadership Asia Summit. I emphasized the importance of equality and advocating for change from the top and in locations where the laws are less favorable toward the LGBT+ community. As senior leaders in the region, we should not settle for the status quo. We should take personal responsibility to drive change and set the tone to build a more inclusive environment for everyone.

As one of the top 50 ally executives dedicated to promote LGBT+ inclusion on the 2018 Financial Times OUTstanding list, Sammi Cho, Chief Executive of BNY Mellon’s Hong Kong Branch and the Asia Pacific Chief Administrative Officer, has driven notable efforts to raise the profile of LGBT+ professionals and their inclusion. Sammi’s leadership has driven the evolution of PRISM in Asia Pacific from an ally only network since its inception in 2014 to a fully inclusive LGBT+ network today.

PRISM fosters an open and supportive environment for LGBT+ employees.
Definition of Terms

**Ally** A person who is not LGBT+ but shows support for LGBT+ people and promotes equality in a variety of ways.

**Bisexual** A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

**Cisgender** Term that describes people who are not trans or gender-variant — in other words, those whose gender identities, presentations, and behavior “match” (according to the gender binary) their biological sex.

**Closeted** Describes an LGBT+ person who has not disclosed their sexual orientation or gender identity.

**Gay** A person who is emotionally, romantically or sexually attracted to members of the same gender.

**Gender Expression** the way in which people present their gender. It refers to external characteristics and behaviors that are socially defined as masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions.

**Gender Identity** is distinct from sexual orientation. It refers to a person's innate psychological identification as a woman or man, which may or may not correspond to the person's physical attributes or biological sex.

**Gender Transition** The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

**Homophobia** The fear and hatred of or discomfort with people who are attracted to members of the same sex.

**LGBT+** An umbrella term for lesbian, gay, bisexual, transgender and other sexual orientations and gender identities.

**Outing** Exposing someone's lesbian, gay, bisexual or transgender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

**Queer** A term people often use to express fluid identities and orientations. Often used interchangeably with “LGBT+.”

**Sexual Orientation** is used to refer to an individual's physical and/or emotional attraction to the same and/or opposite gender. “Heterosexual,” “bisexual” and “homosexual” are all sexual orientations. A person's sexual orientation is distinct from a person’s gender identity and expression.

**Transgender** An umbrella term for changes in gender identity and/or gender expression, which includes people who are transsexual, crossdressers or otherwise gender non-conforming. Not all people who consider themselves to be transgender undergo gender transitions.

**Transphobia** The fear and hatred of, or discomfort with, transgender people.

**Transsexual** refers to a person who has changed, or is in the process of changing, their biological and/or legal sex to conform to their internal sense of gender identity. The term can also be used to describe people who, without undergoing medical treatment, identify and live their lives full-time as a member of the gender opposite their biological sex.
PRISM Mission Statement

BNY Mellon’s PRISM Network promotes an open and supportive environment for all lesbian, gay, bisexual, transgender, queer or questioning (LGBT+) employees and their allies. By fostering outreach to LGBT+ employees, PRISM contributes to the company’s role as a leading corporate citizen.

Many of us have to navigate between a world and culture we are comfortable with and an environment that may not always be so welcoming. Anyone who identifies with a minority group learns various ways of adapting to the realities of the environment around them. However, adapting is a coping mechanism and takes away from being authentic. At BNY Mellon, we don’t want our staff to just cope. We want them to thrive and grow in a diverse, inclusive environment. It is only through embracing our differences that we recognize our strengths.
Member Snapshot

27
Global Chapters

2200+
Total Global Members
as of October 2018

U.S. 1084
EMEA 731
LATAM 18
APAC 432
Our Journey

1998/1999
PRISM launches in the U.S.

2008/2009
PRISM launches various chapters in EMEA.

2014
PRISM launches in Hong Kong, Singapore and Australia.

2017
PRISM Ally launches in Pune and Chennai, India.
PRISM launches in Brazil.
Major LGBT+ Advancements

CANADA
Passed transgender protections bill, 2017

UNITED STATES
Legalized gay marriage by supreme court ruling, 2015

BRAZIL
Legalized same-sex marriage, 2013
IRELAND
Legalized gay marriage by popular vote, 2015

GERMANY
Legalized marriage equality, 2017

TAIWAN
Top court rules in favour of gay marriage, 2017

HONG KONG
Approved same-sex dependent visas, 2018

INDIA
Repealed the criminalization of homosexuality, 2018

AUSTRALIA
Legalized marriage equality, 2017
How do you lead by example to create a more inclusive environment for BNY Mellon employees? It is important that a market leading organization like BNY Mellon fosters and creates an environment where all employees feel welcome, respected and safe. As professionals, we spend more than 70% of our time at work. Coming to work should not fill one with dread but instead challenge, motivate and invigorate employees. As managers, we have to continually work towards increasing our knowledge about LGBT+ issues with a view to creating and fostering an inclusive environment within the teams we manage – that is where we start.

What has your personal journey been as an ally and LGBT+ leader? LGBT+ issues hit close to home for me more than 18 years ago when one of my closest friends at law school in India made the courageous decision to “come out” to her family. To say that it was a traumatic experience for her would be an understatement – she was disowned by her family and while she has reconciled with her mother last year, the experience will stay with her forever. Watching a friend go through that experience was very difficult, especially so when you realize that sometimes even with all the support in the world from your social network, what matters most to people is love and acceptance from your family – something a lot of us take for granted.

As managers, we have to continually work towards increasing our knowledge about LGBT+ issues with a view to creating and fostering an inclusive environment within the teams we manage.

What is the role of LGBT+ allies at BNY Mellon? The role of LGBT+ allies at BNY Mellon is to openly support LGBT+ issues, get involved in events whether as a volunteer, participant or speaker, educate yourself about issues that your LGBT+ colleagues may face and just be there for colleagues who may be struggling with a decision to “come out”.

Yvette Abel
Senior Managing Counsel
Singapore
How do you lead by example to create a more inclusive environment for BNY Mellon employees? As a manager, it is up to us to build an inclusive environment, identify career development and advancement to help employees achieve their full potential. It is our duty to explore new learnings, rethink unconscious bias, and examine our everyday actions even at the smallest level in an effort to drive progress and affect change.

Working for BNY Mellon, one of the world’s largest global financial institutions, we have the ability to move talent around the world and find the best opportunity for employees to thrive in. Limiting access to talent based on gender, equality, race, sexual orientation or gender identity is simply not in the best interest of the employee, nor the firm.

What motivates you to be involved with BNY Mellon’s PRISM network? Coming from a minority background, I know what it is like to not fit in, to be excluded, or profiled. Getting involved, being part of a community or a network even at the tiniest level helps to create change.

How have we progressed with LGBT+ issues? It is amazing to see the changing sentiment over the past few years, real progress has been made to ensure employees are able to come into an inclusive workplace and be treated equally regardless of gender, race, diversity – even more importantly to know everyone around you is committed to helping you succeed and realize your full potential.

What is the role of LGBT+ allies at BNY Mellon? It’s our role to advocate change in the workplace, in society, at home and break down the LGBT+ equality barriers which prevent individuals from maximizing their full strengths and achieving their goals. Every day, we should aim to do better, be better, and hold ourselves accountable.

Any other message you want to leave us with? It is an amazing feeling to be able to come to work in an inclusive environment where you will be treated equally regardless of your gender, race, diversity, sexual orientation or gender identity, even more so to know everyone around you is committed to helping you succeed and realize your full potential. It is empowering.
Hans Brown
Asia Pacific Head of Technology
Singapore

How do you lead by example to create a more inclusive environment for BNY Mellon employees? I look to my own experiences coming from a multiracial family, asking myself the question, “What support would I have needed when I was discovering my own sense of identity?”, and making sure that I demonstrate it visibly. Teams and organizations have to use more than words, they have to use actions and behaviors that make people feel valued, acknowledged and respected for what they bring.

What motivates you to be involved with BNY Mellon’s PRISM network? I like being a part of something that supports more than the mainstream – I grew up all over the world and have an appreciation for how myopic that society at wide can be and how rewarding it is when you open your eyes to the wealth of diversity around us and how it makes us better people. For me, it’s more than taking part at work, you need to take part everywhere you are.

How have we progressed with LGBT+ issues? As a company, I can see the more visible support and efforts globally and locally to recognize the importance of diversity and inclusion and how it affects the bottom line. At the last town hall where Charlie spent a good 20 minutes detailing how important it is to focus on measurable achievements to promote diversity and inclusion was really inspiring and a signal that it is firmly on the agenda of the company.

What is the role of LGBT+ allies at BNY Mellon? Creating an environment where it is okay to be LGBT+ and “out” at work and proactively checking in with your team to make sure that they are all being treated equally irrespective of status.

Any other message you want to leave us with? Get involved in PRISM or PRISM Ally – making a difference starts with you!
Shamus Cahill  
Managing Counsel  
Hong Kong

How do you lead by example to create a more inclusive environment for BNY Mellon employees? I think it is important to ensure that LGBT+ employees, like me, who are out at BNY Mellon are respected and feel comfortable and proud in the work place so they not only enjoy coming to work but feel confident and perform their jobs at their best. I also think it is important for those LGBT+ employees at BNY Mellon who are not out to see this LGBT+ inclusive environment in action, such as BNY Mellon sponsoring Pink Dot Hong Kong (Hong Kong’s largest outdoor LGBT+ event) and the Community Business Hong Kong LGBT+ Employee Index.

I was extremely proud when BNY Mellon publically supported the same-sex dependent visa case in Hong Kong.

What motivates you to be involved with BNY Mellon’s PRISM network? The PRISM team in Hong Kong and Asia Pacific may be small but it has been a fantastic experience for me to not only to meet and work with other LGBT+ and ally employees from all backgrounds and business levels in Asia Pacific, London and the U.S. but also it has been a great opportunity to meet other banks and LGBT+ groups and NGOs who work with the LGBT+ community.

What has your personal journey been as an ally and LGBT+ leader? I grew up in a loving Catholic family on a dairy farm in south east Queensland, Australia. However it was still one of the most difficult things I have ever done in my life when I came out to my parents and introduced my Australian Chinese partner (currently of 12 years) who happened to be Buddhist and vegetarian! Whilst I am lucky to have very supportive parents, at the time I was very lucky to have fantastic and supportive managers who were LGBT+ as well as allies and kept checking-in with me to see I was okay. I am forever grateful to have that support then and this is what drives me now to be out at BNY Mellon as well as being an LGBT+ leader so other employees who may experience similar issues with coming out know that it is okay to be LGBT+ and proud.

How have we progressed with LGBT+ issues? I remember moving to Hong Kong in 2011 for my partner’s job and I had to leave Hong Kong every three months because I didn’t have a job and I couldn’t get a dependent visa because I was a same-sex spouse. However, I was extremely proud when BNY Mellon publically supported the same-sex dependent visa case in Hong Kong, which ultimately led to the Hong Kong Department of Immigration changing its policy in 2018 and allowing same-sex spouses to be granted dependent visas in Hong Kong!

What is the role of LGBT+ allies at BNY Mellon? I think the role of LGBT+ allies at BNY Mellon is to not only publically support and get involved in LGBT+ issues and the community but to also support and let other employees know it is okay to be LGBT+ and out at work.

Any other message you want to leave us with? Get involved in PRISM or PRISM Ally – it’s a fantastic and diverse group of people and we are a very social bunch!
Janet Chan
Asia Pacific Head of Diversity & Inclusion
Hong Kong

How do you lead by example to create a more inclusive environment for BNY Mellon employees? I strongly believe inclusion is key to unleashing the power of diverse talents. As Asia Pacific Head of Diversity & Inclusion, I work with leaders and colleagues across the region to foster an environment where unique perspectives are valued. Recently we invited employees to participate in an Inclusive Leadership workshop where they discussed what it means to be inclusive and worked through a number of business case scenarios. People were highly engaged and gained insights by sharing and learning from each other. Employees feel a sense of belonging when their contributions are valued. Encouraging more interactions and discussions across teams helps promote collaboration and fuel innovation.

What motivates you to be involved with BNY Mellon’s PRISM network? Employees can bring their best selves to work when they don’t feel the pressure to conform or cover their identities. Our PRISM network encourages an open and supportive environment for LGBT+. It’s a wonderful network to meet and work with LGBT+ and ally employees. Through the network, I’ve learned a lot about issues and challenges LGBT+ individuals face across the region. I believe we can all do our part to understand different perspectives and advocate for fairness and inclusion.

What has your personal journey been as an ally and LGBT+ leader? I have friends and colleagues that have come out and it’s great to know they feel comfortable to be open. I hope we can continue to build an inclusive environment while celebrating our differences.

How have we progressed with LGBT+ issues? Asia Pacific is evolving rapidly and we are witnessing significant changes in many countries across the region. From the recent Supreme Court ruling in India to decriminalize homosexual behavior to Japan’s passing an ordinance to ban discrimination against LGBT+, progress is being made. Here in Hong Kong, we celebrated the change in immigration policy to recognize same-sex partners to be granted dependent visas.

What is the role of LGBT+ allies at BNY Mellon? The role of an ally is to show support and advocate for equality. It can be a simple gesture to show I care or speak up to advocate for change. Each of us can contribute to cultivate an inclusive environment where everyone deserves to be treated with fairness, dignity and respect.

Employees can bring their best selves to work when they don’t feel the pressure to conform or cover their identity.

Any other message you want to leave us with? There are lots of research studies that demonstrate the business case for diversity and inclusion. We need diverse talents to bring in diverse perspectives that fuel creative thinking and innovative solutions. Creating a diverse and inclusive workplace is not only the right thing to do, it’s a business imperative to drive progress, performance and growth.
How do you lead by example to create a more inclusive environment for BNY Mellon employees? To me, it is all about leading by example! I try to take any opportunities to sponsor, participate in, and support any LGBT+ issues and initiatives I possibly can. The more we raise awareness, the more we make it an everyday “occurrence”, the stronger and more inclusive our environment will be.

What motivates you to be involved with BNY Mellon’s PRISM network? I had a strong connection to the LGBT+ community when I started my career many years ago. I wanted to continue the journey when I joined BNY Mellon. I saw a strong LGBT+ community being built in the financial sector and knew that we had to be part of the growing movement.

What has your personal journey been as an ally and LGBT+ leader? My journey as an ally started when I first started my career. At that time, I was a shy graduate in a management training program trying to find her way around the big, scary corporate world. Luckily, a fellow trainee reached out to help me navigate. I knew there was something kind and genuine about him! He and I became the best of friends, especially, after he came out a few months later. He told me that he knew what I was facing, being relatively new to the country, culture and corporate environment. The obstacles he and I had to overcome were slightly different but similar in many ways. Without his help, I know I would not have had the courage to build confidence, and ultimately become who I am today. As an LGBT+ leader, I am hoping to share my experience with as many as possible.

How have we progressed with LGBT+ issues? Hong Kong has come a long way. Within BNY Mellon Hong Kong, I feel that we have made huge progress. We have engaged in many internal and external events which help to promote awareness in inclusion.

What is the role of LGBT+ allies at BNY Mellon? An ally has to be supportive, first and foremost! With time, an ally should expand to understand the real issues, raise awareness within the firm, and participate in events.

Any other message you want to leave us with? Get involved! Sign up for PRISM Ally. You will meet fantastic people who are not only talented but really, really FUN!
How do you lead by example to create a more inclusive environment for BNY Mellon employees? As the Asia Pacific General Counsel, I have a diverse team of lawyers across the region from various backgrounds and cultures. I encourage my team to get involved in diversity and inclusion initiatives for Asia Pacific including PRISM, as an open and more inclusive BNY Mellon environment fosters better productivity and performance from the legal team. I think it is also important for me as part of Asia Pacific senior management to show public support for PRISM initiatives such as the continued BNY Mellon sponsorship of Pink Dot Hong Kong and participation with other Hong Kong senior executives in Out Leadership (the world’s largest LGBT+ business network).

What motivates you to be involved with BNY Mellon’s PRISM network? Some members of my team are part of the LGBT+ community and are greatly valued not only as lawyers but by the BNY Mellon business at large. I think it is important to acknowledge and support them not only as lawyers and in their continued career development, but to also ensure they feel comfortable, open and confident in the workplace regarding who they really are. Anything I can do at the senior level to support my team in the workplace and other BNY Mellon employees is always a good thing.

What has your personal journey been as an ally and LGBT+ leader? Outside of my activities at work, my wife and I are involved in the music and fashion industries in Hong Kong, where we work with and have very close friends and colleagues who are part of the LGBT+ community. These colleagues and friends not only contribute to the creative core of the music and fashion world, but are also an essential part of the Hong Kong community at large and should have the same rights and benefits that my wife and I enjoy. This is something that also continues to drive me to be a BNY Mellon PRISM Ally.

How have we progressed with LGBT+ issues? When I first started working at BNY Mellon, there were no diversity and inclusion initiatives let alone any PRISM chapter in Hong Kong or Asia Pacific. However, I am very proud that we have come a long way with rolling out PRISM in Hong Kong and the region as well as the Asia Pacific legal team’s involvement behind the scenes regarding BNY Mellon’s public support of the same-sex dependent visa case in Hong Kong, which led to the Hong Kong Department of Immigration changing its policy to allow same-sex spouses to be granted dependent visas!

What is the role of LGBT+ allies at BNY Mellon? As part of senior management, I think I have an important role to play as an ally to ensure that our LGBT+ employees are publicly supported and feel comfortable and confident in the workplace.

Any other message you want to leave us with? I think it is important to recognize and support ally and PRISM initiatives at BNY Mellon as we all have family, friends or colleagues who are part of the LGBT+ community and who form a big part of our working and personal lives.
Douglas Hymas

Country Executive, Japan
Tokyo

How do you lead by example to create a more inclusive environment for BNY Mellon employees? As Country Head for Japan, I am committed to ensuring that our office environment is free of unnecessary barriers to our employees bringing their best selves to work each day. I believe that people want to be part of a successful team to which they can contribute their unique talents and be fairly recognized. To acculturate our values, and especially inclusiveness, we managers must practice what we preach. Studies show that from an early age we learn to take our cues more from the behavior of leaders than merely from their words alone. A measurable step we’ve taken in Japan since 2014 when I joined the firm is to challenge all managers to participate in at least one ERG. Of course, this does not guarantee results within a particular ERG, but it does demonstrate a high level of commitment from our senior managers that confirms to all staff that we are committed to our stated values.

What motivates you to be involved with BNY Mellon’s PRISM network? A few years ago I visited a high school friend who struggles with a debilitating illness. He is in a long-term relationship with a man who has sacrificed for and takes excellent care of him. I was meeting the partner for the first time, and after eventually gaining his trust, I asked how the two of them financed the expensive medical treatments. Gradually, the partner shared details of his employment and eventually disclosed to me that he fears discrimination – even termination – at his workplace, should his lifestyle be discovered. He exerts much effort covering up his sexual identity, and he intentionally limits his performance to avoid attracting attention. I was saddened to see this talented, giving person sacrificing success at work to keep his employment secure and to protect his home life. I was also shocked to realize that despite modern legal protections and society’s recent openness to non-traditional lifestyles, such pockets of vulnerability like his, even if only perceived, still exist. This experience along with a few others helped deepen my resolve to support the values espoused by PRISM. It also taught me that empathy isn’t enough; proactive effort is still needed to replace fear and vulnerability with understanding and inclusiveness.

The atmosphere for LGBT+ has improved on many levels.

How have we progressed with LGBT+ issues? The atmosphere for LGBT+ has improved on many levels, thanks to the efforts of our PRISM colleagues, our senior management and the many individuals who dedicate themselves to making a difference. But the change must occur within each person, one by one, and achieving a permanent and thorough change will take more time and effort.

What is the role of LGBT+ allies at BNY Mellon? LGBT+ allies fill two important roles: 1) they set an example of inclusiveness, thereby raising expectations for appropriate behavior; and 2) they offer a warm hand of friendship and support to our LGBT+ colleagues. Becoming an LGBT+ ally is one of the best ways to support the LGBT+ community in the firm and to expand the success of the effort.

Any other message you want to leave us with? Change here occurs one by one, and often in small groups or even one-on-one, and often away from the spotlight. In addition to supporting large events, look for opportunities to connect with others personally. Not everyone will change quickly, of course, but patient persistence and mutual respect will eventually win over most good people.
Mimi Le
Chief Risk Officer, Australia Branch
Sydney

How have we progressed with LGBT+ issues? Before Australia changed the definition of marriage to include same-sex couples in December 2017, BNY Mellon signed an open letter joining other Australian business leaders in expressing support for marriage equality. This publicly affirmed BNY Mellon’s commitment to equality. I believe it also sent a clear signal to current and prospective employees, clients, peers and the government that our LGBT+ employees should have the same human rights and opportunities. At the time of our signing, we were the only foreign bank in Australia to sign the open letter.

What has your personal journey been as an ally and LGBT+ leader? Discrimination against LGBT+ was always a very abstract concept for me until a friend’s older brother came out when we were young adults. To witness the ostracization from his family and workplace was both heartbreaking and alarming. As a cisgender woman, it also never occurred to me the amount of exhausting self-censorship that a LGBT+ colleague would have to endure until they felt ‘safe’ to talk about their partner and family life. It is therefore, critical for BNY Mellon to have LGBT+ Leaders and allies.

Any other message you want to leave us with? Creating an inclusive culture allows our employees to be their authentic selves at work. Without the additional burden of masking their true selves, individuals can be confident, comfortable and successful.
What motivates you to be involved with BNY Mellon’s PRISM network? The opportunity to help make BNY Mellon and Hong Kong more inclusive and open communities is what motivates me to be involved in PRISM. The Asia Pacific and global PRISM teams are hugely passionate, and over the last few years, our work has had a noticeable impact. Building personal connections with my coworkers across various departments and locations has also been very motivating, as we drive PRISM initiatives forward.

How have we progressed with LGBT+ issues? When I first started work at BNY Mellon, I was hesitant to disclose my orientation to colleagues at the bank, and most of my friends in Hong Kong took a similarly conservative approach. But through LGBT+ supportive initiatives like Pink Dot, gay pride days, and related educational sessions, I’ve seen the open mindedness and compassion of our staff firsthand. Momentum is building across Asia Pacific: India has repealed laws that discriminated against gay people and Hong Kong has won the right to dependent visas for same-sex spouses. Change is happening all around us. It’s a very exciting time to be a part of the movement.

What is the role of LGBT+ allies at BNY Mellon? LGBT+ allies are essential to the work of PRISM. An LGBT+ ally is someone who is supportive, open-minded, and willing to talk and listen about making BNY Mellon a more inclusive workplace. When a straight ally gives their time to support PRISM, they broadcast a message that it’s “okay to be gay” and that LGBT+ people have your respect and acceptance. This message has a multiplying effect by encouraging others to join. For any people who may have a negative perception or understanding of LGBT+ people, your support helps push them to re-evaluate their presumptions. It is the mass support of allies that enables us to change hearts and minds together.

Any other message you want to leave us with? Get involved with PRISM! Join our email distributions, and reach out to your chapter leaders. I promise, you won’t regret it.
Rebecca Terner Lentchner
Asia Pacific Head of Government Relations and Public Policy
Hong Kong

More employees are participating in PRISM/PRISM Ally events and I believe this trend will only accelerate going forward.

How do you lead by example to create a more inclusive environment for BNY Mellon employees? I make a conscious effort to decorate my personal space with pride flags to ensure I am a visible ally and to encourage opportunities for casual engagement on LGBT+ issues. I also hope this will signal a safe space for LGBT+ colleagues. Additionally, I take every opportunity to champion diversity and inclusion – in government relations, client engagement and in internal meetings.

What motivates you to be involved with BNY Mellon’s PRISM network? I want BNY Mellon to be the company of choice for the best talent across the world. Having an active and prominent LGBT+ strategy and community will benefit the entire organization. On a personal note, when I bring my daughters to work, I want them to see/know BNY Mellon’s commitment to the LGBT+ community. They expect that from the best companies in the world.

What has your personal journey been as an ally and LGBT+ leader? As an activist for women’s equality in the workplace for 30+ years, I am acutely aware of the power and advantage strong allies make when promoting organizational and societal change. I have also had an amazing LGBT+ role model who leads by example. He paved the way for and supported my commitment to being the best ally I can be. These foundational experiences have led me to speak up for LGBT+ inclusion and challenge discrimination as an ally. I am also committed to bring a strong female voice to the LGBT+ table, where there at times can be an acute lack of out, senior female leaders.

How have we progressed with LGBT+ issues? As more governments across the globe are removing barriers and proving protections for LGBT+ people, there has been more comfort and appetite for active networks like PRISM. We are certainly seeing this across Asia. More employees are participating in PRISM/PRISM Ally events and I believe this trend will only accelerate going forward. I will certainly look forward to meeting BNY Mellon’s first out female/transgender executive in Asia.

What is the role of LGBT+ allies at BNY Mellon? To show up, stand up and amplify the messages of the LGBT+ community at BNY Mellon. Together we need to end homophobia and discrimination and promote an inclusive culture for the benefit of us all.

Any other message you want to leave us with? Join PRISM/PRISM Allies today!
How do you lead by example to create a more inclusive environment for BNY Mellon employees? By being active, involved, and vocal with your team and peers so that your support for an inclusive environment is clear to all.

What motivates you to be involved with BNY Mellon’s PRISM network? I'm motivated by friends and relatives who are part of the LGBT+ community. Representing Singapore has added extra motivation for me, given the prohibited laws within the nation, which is a greater challenge.

What has your personal journey been as an ally and LGBT+ leader? It’s easy to be an ally, I can’t say there’s been a journey, but I have seen the cultural changes during my lifetime. During my youth, society was far less open and inclusive as it is today, but it’s a continual journey for me personally to really understand LGBT+ challenges.

How have we progressed with LGBT+ issues? Definitely progressed, but still a ways to go. Go to a town hall and ask everyone who is female to raise their hands (many will go up)... then ask is anyone from India (hands raise)... then ask is anyone LGBT+... (hmm). We’re not there yet.

What is the role of LGBT+ allies at BNY Mellon? To help get there. I’d like to help lead that change and see more hands get proudly raised.
Mark Nelligan  
Head of Pershing and Alternative Investment Services, Asia Pacific  
Singapore

How do you lead by example to create a more inclusive environment for BNY Mellon employees? As diversity & inclusion (D&I) lead in Singapore, I have regularly attended and promoted PRISM events, including the annual Pink Dot rally. I have also attended, whenever possible, the Interbank Forum calls and meetings, which bring together LGBT+ staff and supporters from banks in Singapore. I believe it is an important part of my role to not only provide the guidance to, but to be seen actively promoting, PRISM.

What motivates you to be involved with BNY Mellon's PRISM network? I firmly believe that being inclusive is not only the right thing to do, it also makes for good teamwork and business decisions. When asked to lead D&I Singapore a few years ago, I immediately agreed to it, as I saw the opportunity to help shape our thinking towards a more inclusive workforce in Singapore, especially with some of the legal and social challenges faced by LGBT+ staff.

What has your personal journey been as an ally and LGBT+ leader? I was inspired by the previous Singapore PRISM lead. He came out publicly at one of the very first PRISM Singapore events, which in turn resulted in several others doing so. This provided the catalyst for a very active period for PRISM Singapore with participation from both LGBT+ staff and allies and, as a result, I developed a greater appreciation of the challenges and issues of the LGBT+ community in this country. This occurred at a time when one of my teenage godchildren was struggling with his own sexual identity. The experience with PRISM helped me support him, and his parents and siblings, as we all ventured down this very personal journey.

How have we progressed with LGBT+ issues? BNY Mellon has certainly made significant progress in terms of recognition of LGBT+ issues, raising the profile thereof, and providing a supportive network around our LGBT+ employees. When I first joined the company in 2002, there was no mention of diversity and inclusion let alone LGBT+ issues.

What is the role of LGBT+ allies at BNY Mellon? One of the key factors for our former PRISM lead deciding to come out publicly when he did was the support of his immediate colleagues. It is very important for any minority group to know they have such support, especially in Singapore, where there are still significant social and legal challenges. At the same time, we need to recognise there are others who may not necessarily share the same views. As allies, it is as important to reach out to these colleagues, engage them in the discussion and help them better understand our LGBT+ community. Inclusiveness is for everyone.

Any other message you want to leave us with? Celebrating diversity in itself means nothing if by doing so we alienate others – we must strive towards inclusive diversity!
How do you lead by example to create a more inclusive environment for BNY Mellon employees? I believe in setting a safe and inclusive environment through our love and respect for each other, our actions and words should always reflect that mindset and we must encourage each other around us to adopt an inclusive and diverse culture through interactions at work and at social events.

What motivates you to be involved with BNY Mellon’s PRISM network? I believe everyone should be treated equally and with respect and love. My motivation is always to ensure that, in interacting with everyone, I would be a positive influence in their lives and I would always leave a place better than I have found it.

What has your personal journey been as an ally and LGBT+ leader? I had many LGBT+ friends throughout my school days and later in my working life whom I choose to walk with them, eat with them and hang around with them showing support and build lifetime friendship.

How have we progressed with LGBT+ issues? BNY Mellon is one of the most inspiring firms for diversity and inclusion.

What is the role of LGBT+ allies at BNY Mellon? To create awareness, a diverse environment and an equal, inclusive and safe place for everyone to work in.

Any other message you want to leave us with? You have all our support and that of many other supporters, our firm continues to promote diversity and inclusiveness to create a fair, safe and conducive place for everyone to work.

We must encourage each other around us to adopt an inclusive and diverse culture through interactions at work and at social events.
How do you lead by example to create a more inclusive environment for BNY Mellon employees? Diversity in a country like India is a reality, however, it is important for us to foster a workplace culture to ensure that all of the diversity that walks through our doors feels respected and has a sense of belonging. As a leader, it is my responsibility to walk the talk and along with my team, be role models. Inclusion needs to be experienced, first-hand. And, whilst we make every effort structuring inclusive policies and practices, it is equally important that we lead with our actions that are visible within our communities. This could include engaging our employees from day one, working on both conscious and unconscious bias, developing key competencies and bring them to life every day.

India as a country has been behind. It needs companies like ours who truly believe in the importance of recognizing and respecting all sections of community.

What motivates you to be involved with BNY Mellon's PRISM network? India as a country has been behind on this aspect - from cultural orientation, to awareness and progressive regulations. It needs companies like ours and folks who truly believe in the importance of recognizing and respecting all sections of community. We have a passionate PRISM Ally network here at BNY Mellon India that is focused on sensitizing the larger employee base to be more accepting of the LGBT+ community and as a sponsor, I have supported the group to create impact both within the company and be a voice in society.

How have we progressed with LGBT+ issues? India has taken a progressive step forward in terms of recent court ruling on Section 377 of the Indian Penal Code, decriminalizing homosexuality. This is a key step and presents all of us in this region an opportunity to take larger strides.

What is the role of LGBT+ allies at BNY Mellon? We started a PRISM Ally group last year with the primary intention to create more awareness within our workforce, present a platform for our employees to learn, come together, support and most importantly, ally.

Any other message you want to leave us with? All of us have a choice – to lead or be led. I choose to lead. What do you?
Jono Stubbs
Global Senior HR Director & Head of HR EMEA
London

How do you lead by example to create a more inclusive environment for BNY Mellon employees? For some time now I have been positively challenged to share my story and to show up as a leader who happens to be gay. The phrase ‘I am what I am’ comes to mind and like most LGBT+ people I was someone who endured the odd requirement to ‘come out’ at the age of 19. However, I went ‘back in’ for a period of time, so I can attest to the freedom that being your authentic self brings to your daily life when you are finally able to be yourself. Whilst I do not wear my identification as gay on my sleeve, it is certainly who I am and I’m happy to state it, to own it and support others who may not be there yet on their journey.

I can attest to the freedom that being your authentic self brings.

What motivates you to be involved with BNY Mellon’s PRISM network? As Global Co-Chair of PRISM, I am clear that we have a great opportunity to promote who we are, what our goals are and what a difference we can make. Our ally network is increasing and we want and need to attract more employees to the table and to share in our inclusion story. I know from experience that, by me being present and out, someone has found their journey to come out easier because of the contact with me and the example I am setting. That makes it worth it and is motivation enough for sure!

What has your personal journey been as an ally and LGBT+ leader? I have a great family, and I know they love me. But, that did not make the experience of coming out in a Christian home easy. The reality was that I could see their hurt and their disappointment, and in the late 1980’s being gay was not an easy road in the UK. Roll the clock forward 30 years and I’ve been with my partner for 12 years, my family has embraced him for all of that time and it is as if it has always been that way. That being said, having made the decision to be out at work only in 2005, I am eager to lead by example, to show that you can still be successful and fulfilled if you are gay and that it is ok to seek help and support from those of us who did it some time ago. I have been so humbled by those who have asked for my help, who have enquired about my experience and who have embraced me for the value I offer – all because I am out, a member of PRISM and in a Leadership role that provides that opportunity so readily.

How have we progressed with LGBT+ issues? As with any employer, we are learning and evolving. We do not get it right all the time but we are certainly listening and making a difference. We have seen membership of PRISM grow over 85% in 2018, which is a testament to our hiring practices and to our members and ally network who work to show how inclusive BNY Mellon is. As we move forward, we have work to do in the transgender community to better understand what challenges are encountered in the workplace and to better equip ourselves to attract, support and retain transgender employees. We know, too, that we need to refresh our goals and aspirations to lead by example in the industry, community and with clients we serve. We are an inclusive employer, we need to do a better job at showing it!

What is the role of LGBT+ allies at BNY Mellon? Our ally network is incredibly important as we demonstrate PRISM is not just for the gays! As I have learnt more about the ally network our Indian chapter comes to mind where the ally network has been unbelievably successful and has enabled progress in a country which was struggling to catch up with others on LGBT+ rights. It is fantastic that despite the risk of identifying as an ally that until the law changed being an ally was the place to be!

Any other message you want to leave us with? #WhyWouldn’tYou?
How do you lead by example to create a more inclusive environment for BNY Mellon employees? As leaders, both for BNY Mellon and in our communities, we need to proactively support and demonstrate inclusion of our LGBT+ staff. For example, at town halls and my management meetings I include updates on PRISM and diversity and inclusion activities. As the diversity and inclusion lead in Australia, I send out invitations to all Australian staff for LGBT+ events arranged by our partner firms such as OUT Leadership and Pride in Diversity so everyone can see our senior management supporting our LGBT+ community.

What motivates you to be involved with BNY Mellon's PRISM network? It appalled me that equal marriage rights for all were still not granted in Australia and, as an ally, I helped in writing letters of support and campaigning for the “Yes” vote to marriage equality. The plebiscite in Australia demonstrated the overwhelming majority of people supported marriage equality, leading to the eventual passing of the marriage equality Bill on December 7 last year. Sadly, the struggle for equal rights is not over as religious groups in Australia are still campaigning for a right to discriminate against the LGBT+ community on religious grounds.

What is the role of LGBT+ allies at BNY Mellon? Allies need to actively demonstrate that discrimination in the workplace is not acceptable. Allies can help everyone develop greater understanding of LGBT+ issues and concerns.

In conjunction with Pride in Diversity, I recently arranged an LGBT+ awareness training in the Australia office. Not only did I learn more about being a better ally, but staff who attended were pleased that they were able to ask questions in a safe environment that they had otherwise been uncomfortable to ask.

Any other message you want to leave us with? Making the workplace a safe and productive environment for not just our LGBT+ colleagues, but for all staff, is something we are all responsible for.
Asia Pacific PRISM Engagement

2014
PRISM launches in Asia Pacific

2014
Member of HK LGBT+ InterBank network

2014 - 2017
LGBT+ Movie Nights

2014 - 2018
Gay Pride March

2015 - 2018
Pink Dot Sponsorship

2017
Seminar by Professor Kenji Yoshino on Covering

2018
Advocacy for same-sex dependent visas

Asia Pacific Recognition

Sammi Cho named Top 50 Ally Executives
*Financial Times* and OUTstanding’s 2018 Leading LGBT+ and Ally Executives

Sammi Cho named LGBT+ Ally Award finalist
2018 Community Business LGBT+ Ally Award

BNY Mellon named Top 12 Employers for LGBT+ inclusion
Community Business Hong Kong LGBT+ Inclusion 2017 Index
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<th>Awards</th>
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<td>Best Employer for LGBT+ Asian Employees</td>
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<td>Gold Award for Hong Kong LGBT+ Inclusion Index</td>
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<td>ACR Health - Pink Sneaker Award (Cody Gilkeson)</td>
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<td>Asia Society</td>
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<td>Financial Times and OUTstanding’s 2016 Leading LGBT+ and Ally Executives, and LGBT+ Future Leaders (Michael Cole-Fontayn, Dan Crisp, Dario Parente, Jessica de Kramer)</td>
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<td>Financial Times and OUTstanding’s 2015 Leading 100 LGBT+ Executives (Dan Crisp)</td>
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<td>#Awesome100</td>
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<td>Collaboration of the Year (Manchester Office)</td>
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<td>Cornerstone of Equality Award (Joanne Jaxtimer)</td>
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<td>Diversity Corporation of the Year</td>
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<td>Best LGBT+ Lawyers Under 40 (Jamil French)</td>
<td>National LGBT+ Bar Association</td>
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