

# BNY MELLON PEOPLE REPORT 2016 - LEAD

**Gabriela Parcella, Chairman, President and Chief Executive Officer, Mellon Capital Management, BNY Mellon**  
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BNY Mellon has a really long history of firsts, and from where I sit within one of the investment boutiques, it's actually been quite amazing, all the different accomplishments we've had.

Mellon Capital was one of the first indexing firms, one of the first asset allocators, and that really puts us ahead of a lot of our competition.

BNY Mellon is making a lot of investments in innovative technologies.

BNY Mellon has found a lot of ways to engage in the FinTech community, and that's giving us a lot of opportunities to really change the way that we look at the whole investment process.

And we're seeing more and more ways of employees being able to connect to each other and create new ideas and innovative ways of doing business. And it's really exciting to see within Investment Management there is a culture of innovation and entrepreneurship that's really built into the multi-boutique model.

We live and work in a global economy, and in order to succeed and be competitive, we have to be diverse. We have to have diversity of ideas. We have to have diversity of perspectives.

We live diversity and inclusion; we don't just talk about it. And personally, as a Latina senior leader, I feel an obligation and a responsibility to make sure that we have more diversity among our senior leaders.

If you aren't able to show recruits that you have senior diverse talent, you're not going to be able to get the best people to join the firm.

It's really important in my experience to give people that support as they're working their way through.



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