



Diversity & Inclusion

# Global Summit for Women

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# Distance Bias

*A preference for people or things closer in space or time than what's further away. Like other cognitive biases, distance bias enables us to make decisions faster but at the expense of getting the full picture.*

## Spectrum of Remoteness



### All Co-Located

*Pre-Pandemic*

- Traditional brick-and-mortar offices



### Geographically Distributed/Hybrid

*Synchrony Financial*

- 85% employees wanted to work from home full-time
- Remote-first mindset to offset distance bias and prevent employee disengagement



### Fully Remote Organizations (FROG)

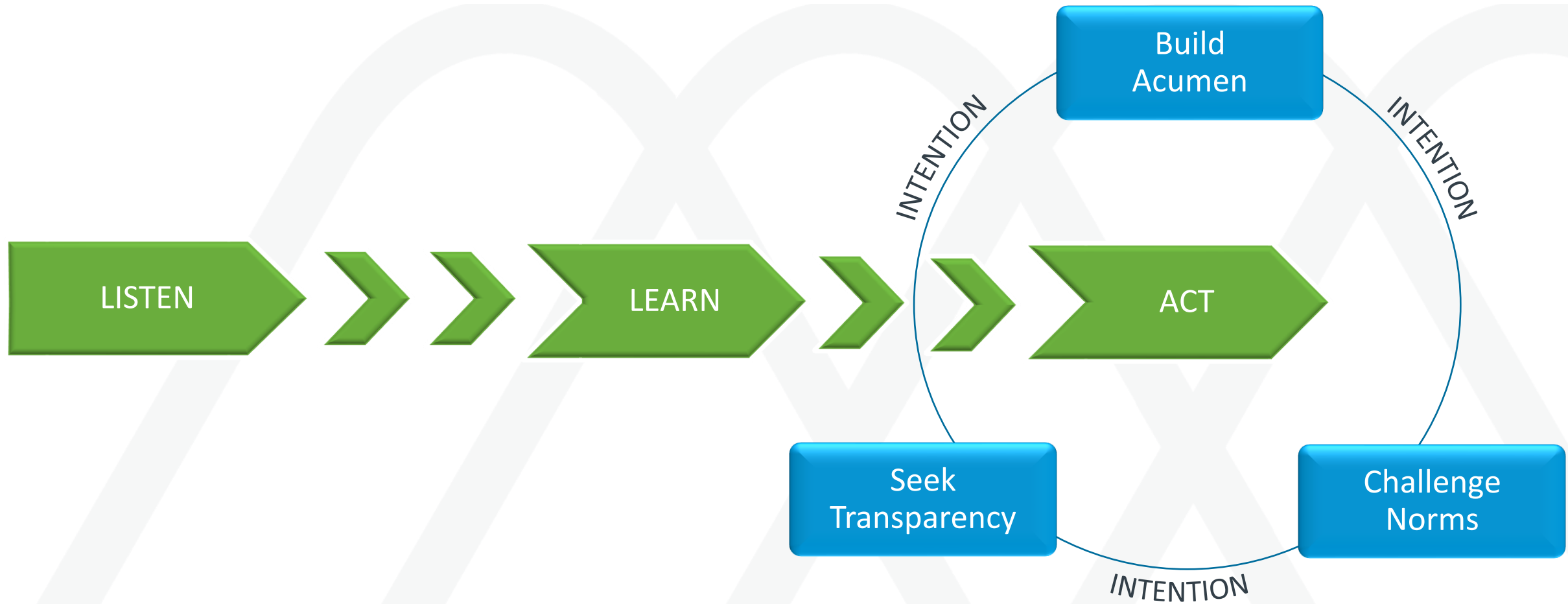
*Quora*

- 40% employees wanted to come back to the office
- Provision made for employees who want to be in the office



# Inclusion Framework

## PNC Enterprise Strategy

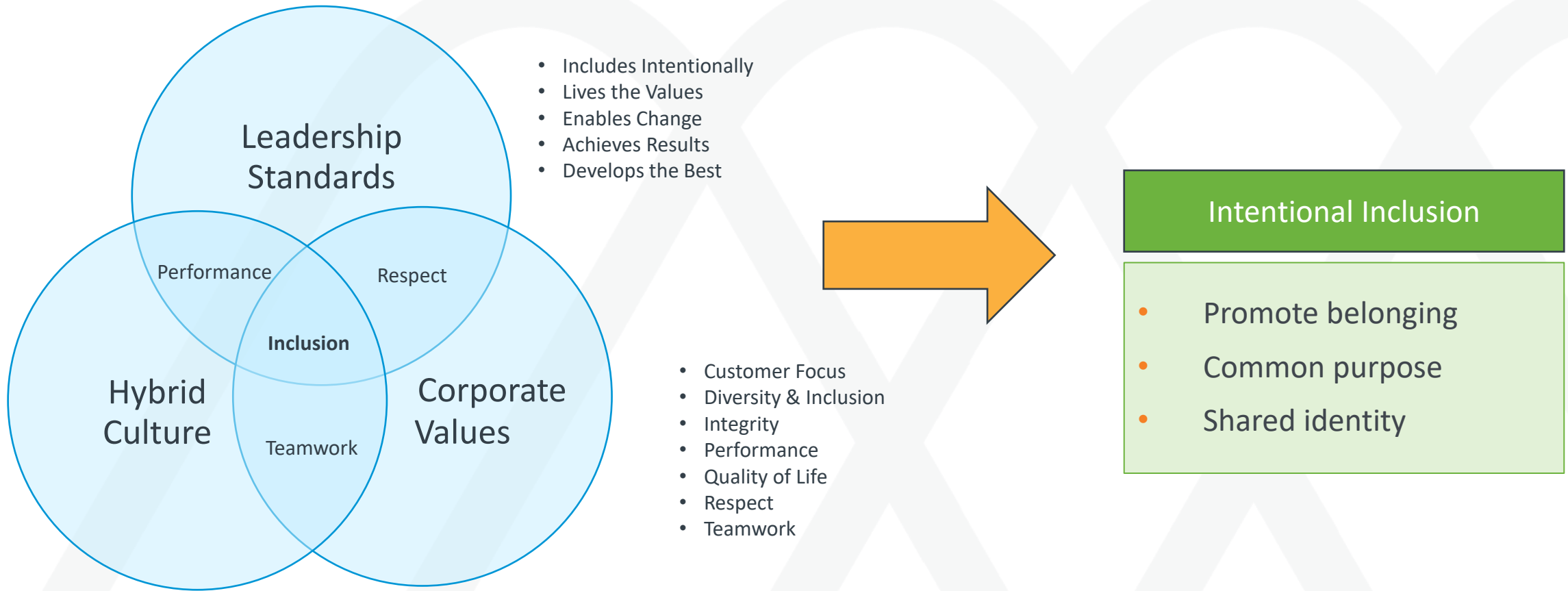


What makes us different is where we make a difference.



# How PNC Integrates Hybrid Work

## PNC Organizational Norms & Culture



What makes us different is where we make a difference.



# How to Mitigate Distance Bias

## *Leading With Intention*

### Technology Enablement

Video Conference Software

Virtual Whiteboarding Software

Virtual Polling Questions

### Communication & Engagement

Periodic Check-Ins

Proactively Invite Remote Employees Into Discussions

Hybrid Social Activities

### Talent Management

Consider Full Team For Assignments/Promotions

Performance Manage to KPI Metrics

Refine Employee Lifecycle Using Artificial Intelligence

