

Kanarys Webinar Series:

How ERGs Help Strengthen Belongingness In Times of Uncertainty



Kanarys



KanarysInc

Today's Featured Speaker



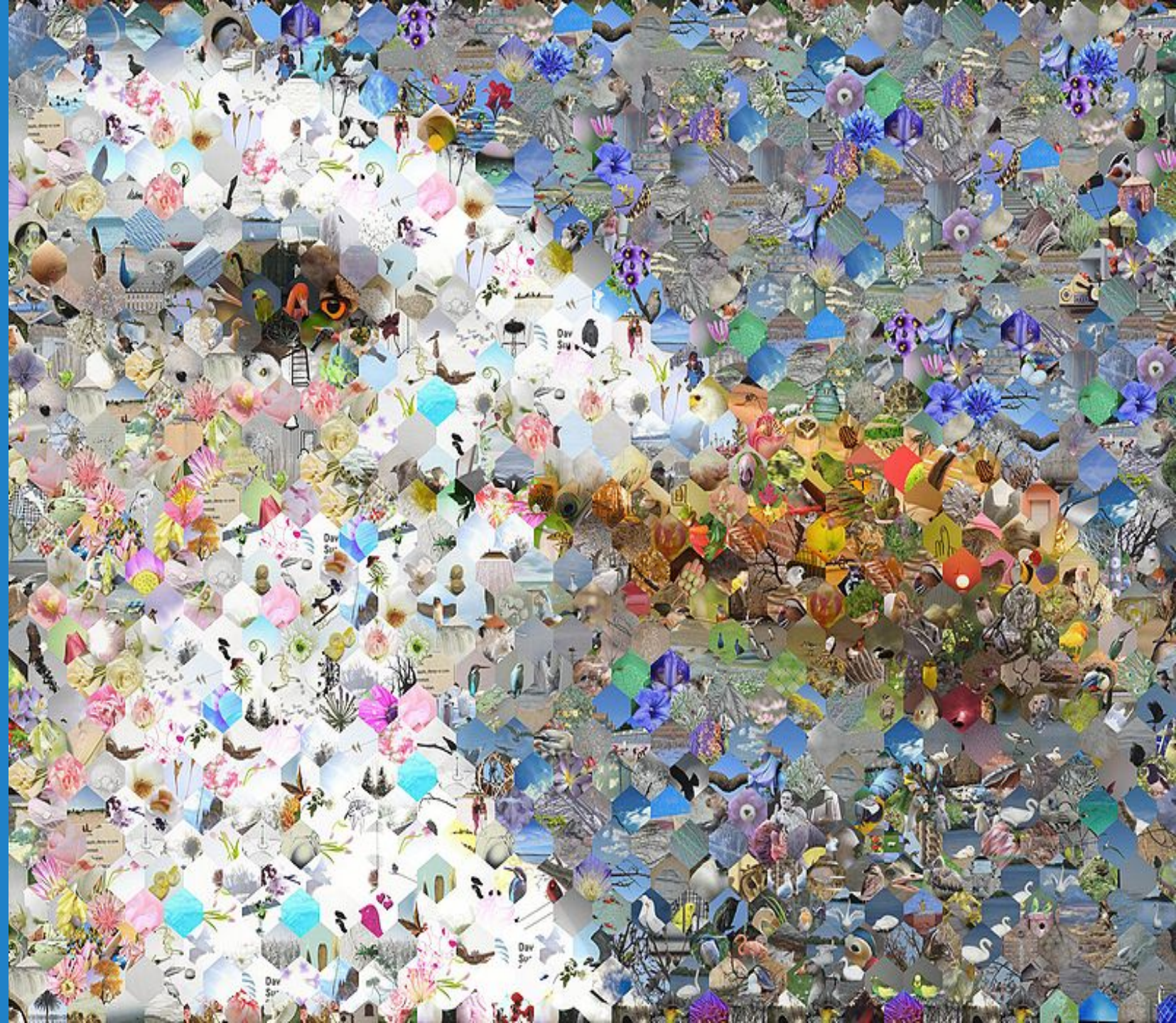
Supriya Jha

Global Head of Diversity, Inclusion,
and Belonging at Nasdaq

Belonging is the outcome of Inclusion truly working

Allows us all to...

- Be our authentic selves
- Feel a sense of ownership and
- Desire to contribute to the success



10 Employee Networks at Nasdaq



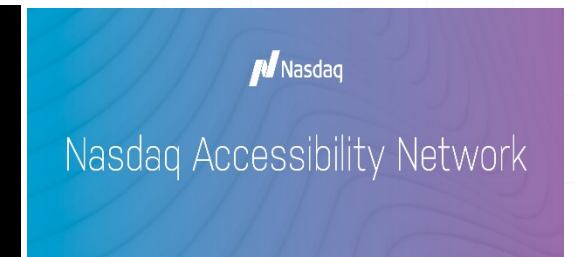
The **OPEN**
Out Proud Employees of Nasdaq



Veterans@Nasdaq



APAN
Asian Professionals at Nasdaq



Nasdaq Accessibility Network



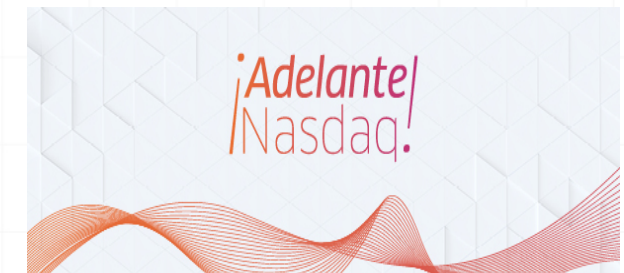
Women In Nasdaq
INSPIRING WOMEN



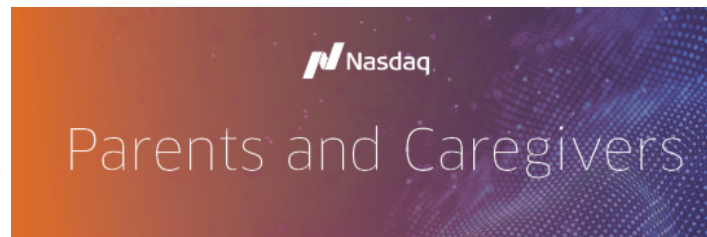
Global Green Team Community



GLOBE
GLOBAL LINK OF BLACK EMPLOYEES



Adelante!
Nasdaq.



Parents and Caregivers



Nasdaq Executive Assistants Network

In a normal year..

- Events ran for the networks by the networks
- In-person and largely site specific
- Very high levels of energy and local leader participation



The Pressure Of Uncertainty

Challenging home situations

Mental and Physical well
being

Isolation and disconnection

Pessimism, uncertainty,
anxiety



Flexibility, Resources

Lightness and mindfulness

Connections that listen

Trust, hope, focus on
positives

A Case In Point

The Planning Committee of the Parents and Caregivers@ Nasdaq Network



John Zecca - EVP - Executive Advisor



Daiva Brastaviciene



Dan Reynolds



Daniel Schwartz



Dyanne Rosado



Jason Gregoric



Krupa Pinto



Mandy McPhee



Michael Sobocienski



Sharon Sim

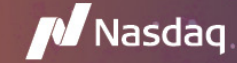


Simon Coombe



Smitha Krishnamurthy

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Parents and Caregivers

Came into being in February, 2020 – 100 members

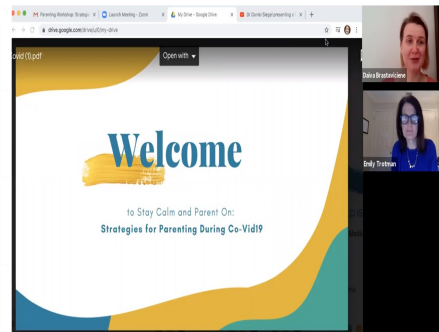
Welcome to the resource page for the Parents and Caregivers community.

This page serves as a hub of helpful information that we are receiving from members on various topics related to the health and well-being of our families. This page will continue to be updated as more resources are shared by the members of the network as this journey continues. Please remember that we are in this together and we will partner through all the difficulties!

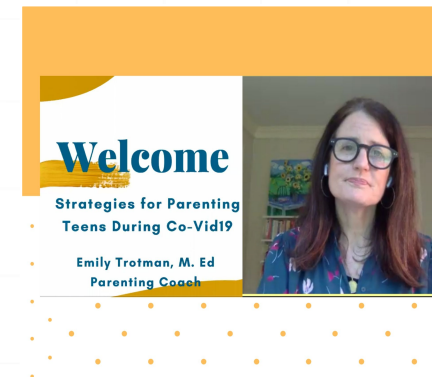
Health and well-being for kids

- 2019 Novel Coronavirus (COVID-19)
- Parent/Caregiver Guide to Helping Families Cope With the Coronavirus Disease 2019 (COVID-19)
- Coronavirus Disease-2019 (COVID-19) and Children
- Just For Kids: A Comic Exploring The New Coronavirus
- Helping children cope with stress during the 2019-nCoV outbreak

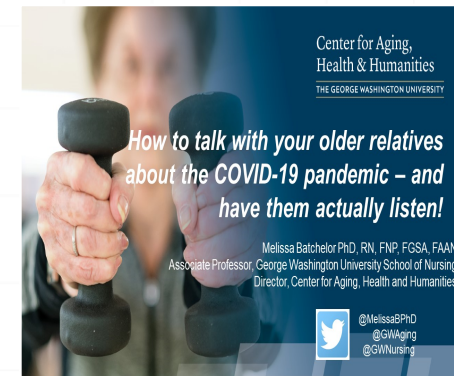
A Resource Hub (created within a week of remote work)



Strategies for parenting workshop (created within a week of remote work)



Parenting teens workshop (offered within a month)



Elderly care workshop ((offered within 1.5 months))

4 Swift Actions

1. Leadership commitment starting with the CEO addressing DIB as priority

2. A weekly newsletter that is offered to all employee network members – 30% of population

3. A community calendar that lists events for all at Nasdaq

4. A private and dedicated channel for each employee network serves as a safe space for conversations



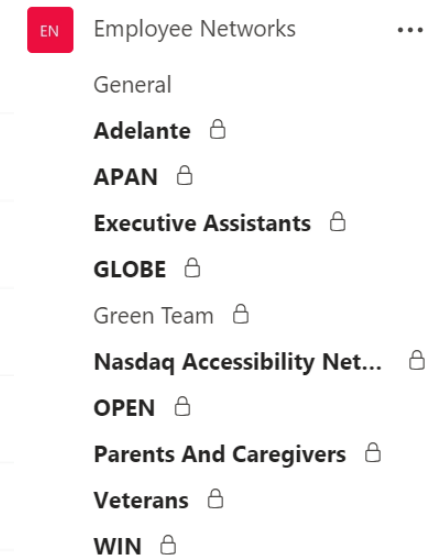
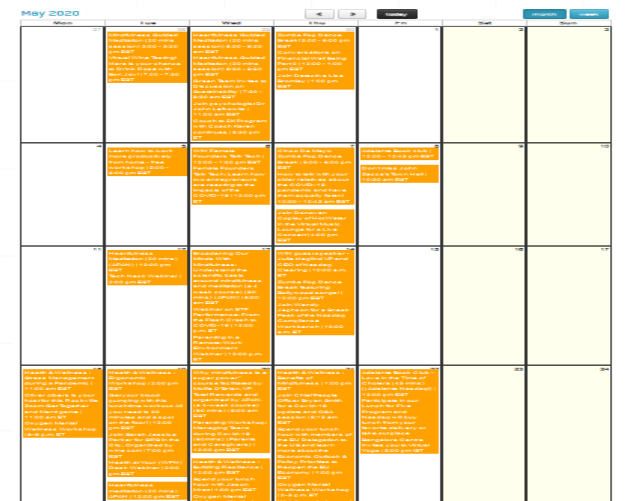
11 May 2020

Dear Employee Network members,

Presenting 5 events this week that are guaranteed to lift your spirits and enrich your minds. Please add the events to your calendar and make sure to join in and meet other colleagues!

Keeping us together!

The 10 Employee Networks at Nasdaq



Addressing current situation



A MESSAGE FROM

Adena Friedman

President & Chief Executive Officer



Love is a central theme and a heartfelt call

To: All Nasdaq Associates

May 31, 2020

Our Commitment to Equality for All

Nasdaq Team,

At the end of a heartbreaking week in America and for the world, I would like to share my thoughts and to emphasize the values we hold paramount.

It is impossible to see and read about George Floyd in Minnesota and Ahmaud Arbery in Georgia, and the far too many events that have occurred, without feeling a sense of shock, anger, and grief. The incident in New York involving Christian Cooper is also a terrible reminder of the racism that so many must endure on a regular basis. Many in our Nasdaq community are deeply affected by these incidents, and I want you to know that I am feeling this sadness and frustration along with you.

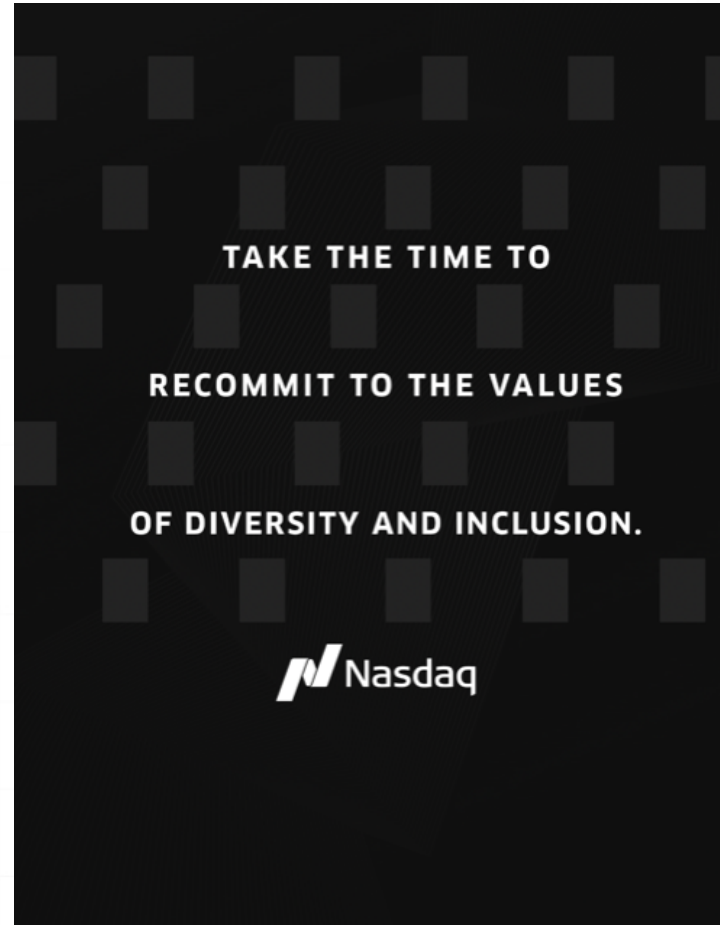
Of all the emotions that come from events like this, the one we must fight to avoid is helplessness. We have built our company around a culture of respect, and we believe to our core that our diversity is our strength. We each have a responsibility to live by this creed every day, in our jobs and in our communities.

There is no easy answer to the intolerance in our society. ~~The best that each of us can do is to live our lives filled with what Dr. Martin Luther King, Jr. called~~ "the redemptive power of love." It may feel like the individual contributions we can make are small, but if our efforts to "flatten the curve" these past months have shown us anything, it is that even the small steps we take for the greater good together can yield immensely positive results for many others.

Let's all take the time this weekend to reflect and recommit ourselves to the values of diversity and inclusion, to look out for each other, and to live with empathy and respect for all.

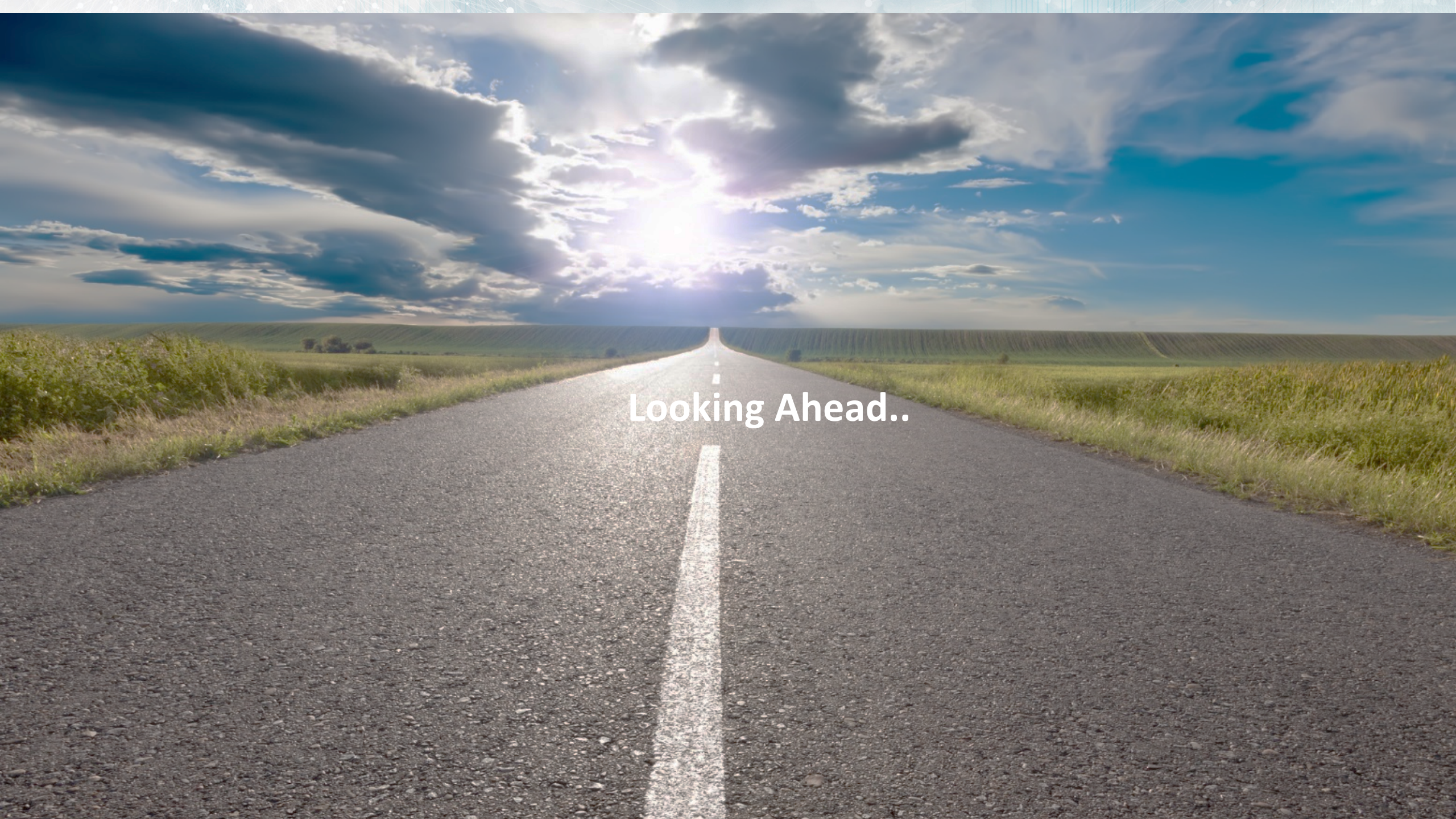
With gratitude,
Adena

We are there for each other..



3 Actions you could pledge support to:

1. Educating ourselves on what an ally can do
2. Inclusive and empathetic behavior within and outside the firm
3. Inclusive hiring and advancement



Looking Ahead..

Suggestions for DIB Leaders



1. Increase the sense of 'community' by including across the globe
2. Be present as leaders and urge others to realize the need and power of the moment
3. Accelerate action and institutionalize change

Invictus by [William Ernest Henley](#) (1875)

Out of the night that covers me
Black as the pit from pole to pole,
I thank whatever gods may be
For my unconquerable soul.

In the fell clutch of circumstance,
I have not winced nor cried aloud.
Under the bludgeonings of chance
My head is bloody, but unbowed.

Beyond this place of wrath and tears
Looms but the Horror of the shade,
And yet the menace of the years
Finds, and shall find, me unafraid.

It matters not how strait the gate,
How charged with punishments the scroll,
I am the master of my fate:
I am the captain of my soul.



[Nelson Mandela](#), while incarcerated at [Robben Island](#) prison, recited the poem to other prisoners and was empowered by its message of self-mastery



Thank you for joining!



www.linkedin.com/company/kanarysinc/