

Diversity and Inclusion

Diversity and Inclusion Journey

1889

Business

1889-August 24

In 1889, the opening of the first Canadian Bank in the West Indies, the Jamaican branch was recognized as the first foreign operation of a Canadian bank outside of the United States or the United Kingdom.

Scotiabank in Jamaica, A Century of Progress 1889-1989, pp 6.



Exterior of the Kingston, Jamaica Main Branch, 1909.



Newspaper Advertisement, Between 1889-1894.

1909

1909- April

In April 1909, Henry Alexander Lindo became Scotiabank's first Jamaican-born manager, in charge of the Port Maria Jamaican branch.

Scotiabank in Jamaica, A Century of Progress 1889-1989, pp 18.



Henry Alexander Lindo, 1926.

1920

visible minorities

In 1917, Leonard Murray began his career as a messenger which developed into a career working as one of the first blacks (perhaps the first) in a clerical post at the Scotiabank Jamaica Mandeville branch in 1920.

Scotiabank in Jamaica, A Century of Progress 1889-1989, pp 18.

visible minorities and Women

Miss Hilda Eaton joined Scotiabank Jamaica Black River branch in 1920 as the first woman accountant who also acted in the Manager's absence. She also was the first woman to own a car in Jamaica.

Scotiabank in Jamaica, A Century of Progress 1889-1989, pp 19.



Miss Hilda Eaton, [192-].

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1942

Women

The first woman supervisor in the bank, Dr. Lucy Ingram Morgan started working at Scotiabank as a clerk in the Statistical Department in 1942 to manage the later called Economics Department in 1955. Her title change to Supervisor came later in 1957. She was widely respected for her understanding of the Canadian Economy. She wrote the iron and steel study on behalf of the Royal Commission on Canadian Economic Prospects (the Gordon Commission),

(1) "Women in Banking: A Case Study of Scotiabank", Scotiabank Group Archives website, 2007.



1944

Women

World War II saw a rapid increase in women staff members in the branches. By 1944, 60% of Scotiabank staff were women. After the war, more women remained staff members than after World War I.

Prior to the Second World War, less than 100 women worked as Tellers compared with 500 women Tellers across Canada after the war.

"Women in Banking: A Case Study of Scotiabank" (printout from website)



Ladies from the General Office presenting a Mobile Tea Canteen to the Salvation Army for the war effort on June 25, 1941.



1950's

Women

Jocelyn Classy was hired as founding Editor of Scotiabanker, the bank's staff magazine.

"Women in Banking: A Case Study of Scotiabank" (printout from website)

Betty A. M. (Ratz) (King) Hearn, who later teamed up with Dr. Lucy Morgan, wrote the "Monthly Reports" that were distributed to staff and customers across the country and are still being referenced. Her interests and abilities led her to managing the bank's library and later launching the Scotiabank Archives, the first bank archives in Canada.

"Women in Banking: A Case Study of Scotiabank" (printout from website)



Ms. Betty A. M. (Ratz) (King) Hearn, 1951.



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1950's

Women

1953

- End of 1920 - 645 Women employed at BNS (30% of Total Staff)
- End of 1952 - 2,606 Women employed at BNS (49% of Total Staff)

"NEXT - The Lady Bank Manager?", The Bank of Nova Scotia Staff Magazine, Spring-Summer Issue, 1953.

1958

Miss Gladys A. Marcellus, appointed Accountant at Chesterville, Ontario. The first woman to receive such an appointment at Scotiabank in Canada.

The Bank of Nova Scotia Staff Magazine, May-June Issue 1958.



Gladys A. Marcellus, c. 1958.



1960's

Women



Doris C. Pretty, c. 1960.

"New Responsible Positions for BNS Women", The Bank of Nova Scotia Staff Magazine, November-December Issue 1960.



Shirley D. Giles, 1961.

Doris C. Pretty, Assistant Supervisor of staff, General Office, is the first female staff appointed by any Canadian bank. Doris C. Pretty is the first female staff to be appointed Assistant Supervisor by any Canadian bank.

1961

In 1961, Scotiabank was the first of the Canadian banks to appoint Gladys Marcellus of Ottawa and Shirley Gilles of Toronto as first ever women Branch Managers.

"Women in Banking: A Case Study of Scotiabank", Scotiabank Group Archives website, 2007.



Evelyn Essiembre, c. 1961.

April 20, 1961

Evelyn Essiembre, is the first woman to be appointed Credit Officer at Scotiabank at the St. Catherine & Peel Branch in Montreal

"Important Appointments for Scotiabank Women", The Staff Magazine of Scotiabank, May-June Issue 1961.



1960's

Women



Hazel J. Faulkner, c. 1962.

Monday March 5, 1962

Hazel Faulkner became the bank's first woman accountant in southwestern Ontario

"Woman Takes Over Post of Bank Accountant Here", The Stratford (Ontario) Beacon-Herald, Tuesday, March 06, 1962.



Bette A. Wilson, c. 1963.

1963

Bette A. Wilson is the first woman Bank Manager in the Prairie Region (the 5th to receive such an appointment in Scotiabank).

"New Managers", The Staff Magazine of Scotiabank, July-August Issue 1963.



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1960's

Women

1967

In 1967, Scotiabank created the Women's Pension Fund which would later amalgamate into the Officer's Pension Fund, one of the first pension funds in North America.

"Women in Banking: A Case Study of Scotiabank", Scotiabank Group Archives website, 2007.



Staff of the Guelph, Ontario Main Branch (MET), December 1961

Scotiabank inaugurated its Women's Pension Fund that became the Officers' Pension Fund

"Women in Banking: A Case Study of Scotiabank" (printout from website)

Betty Hearn launched the Scotiabank Archives, the first bank archives in Canada.

"Women in Banking: A Case Study of Scotiabank" (printout from website)



1970's

Aboriginal People

January 1971

In 1971, Scotiabank opens a sub-branch in Standoff, Alberta, and becomes the first chartered bank in Canada to open an on-reserve branch. The Standoff, Alberta sub-branch operates out of the Lethbridge, Alberta full-branch.

E.O. Circular, 08 January 1971



E.O. Circular, 08 January 1971.



Women

February 1974

Mrs. G.R. Williams is appointed Scotiabank Jamaica's first female Manager.

"Women in the Bank", Scotia Bank Notes: Newsletter of The Bank of Nova Scotia Jamaica Ltd., Vol. 3 No. 1 February 1974.



1970's

Aboriginal People

1975

In 1975, Scotiabank was the first Canadian bank to open a full branch on a reserve, in The Pas, Manitoba.

"Serving the Aboriginal Market", Scotiabanker, October 1995, pp. 5-8



E.O. Circular, 18 August 1975.

Women



1976

Bank's first woman director appointed, Marie Wilson McCulloch Sanders, Q.C. President of A.E. Wilson and Company Ltd..

Scotiabank Group Archives Chronology, 1976.

Marie Wilson McCulloch Sanders, Q.C., 1976.



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1970's

Aboriginal People

1978

Scotiabank established the Department of Indian and Inuit Financial Services. By 2005, the Bank had 4 on-reserve branches, and a network of 22 Aboriginal Banking Centres.

*Chief General Manager Circular, 16 May 1978.
"Branch marks a Scotiabank first", ScotiaNews,
October 2005.*



1990's

Persons With Disabilities

1990-May

The Scotiability Fund was introduced in May to help defray the cost of purchasing equipment that may be required to help employees with disabilities do their jobs such as special equipment for those who are deaf or hard of hearing.

1990 Employee Annual Report, "Year in Review"

Persons With Disabilities

1990-June

Scotiabank supported National Access Awareness Week during the second week in June. To help create awareness at the branch level, NAAW posters were distributed to those branches that are already accessible to disabled persons. Staff at EO in Toronto watched video presentations explaining the integration of persons with disabilities into society.

1990 Employee Annual Report, "Year in Review"



1990's

Aboriginal People

Saskatoon, 1991

"Breaking the barriers to native people" – In Regina, nearly 50% of those looking for work are native people. Yet, until recently, very few applied to the Bank for a job. "A lot of native people are intimidated by the banking industry," says Rick Yakabowich, Manager, Personnel for Saskatchewan Provincial Officer. Today that's changing thanks to an innovative training program supported by Scotiabank. The six-month program is offered through a local business college and includes a two-month work placement in Regina branches. Says Rick, "We want to show native people that they're welcome at Scotiabank – both as employees and customers." Two of the 4 students in this program have been hired at Scotiabank.

1991 Employee Annual Report, "Employment Equity" p. 9

Persons With Disabilities

December 1993

866-JOBS launched job opportunities for the hearing impaired using the telephone device for the deaf to announce job vacancies.

866-jobs Brochure.



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1990's

Women

1993

In July 1993, a special independent task force was appointed by Scotiabank President Peter Godsoe to identify why so few women held upper management positions and to find a way to improve the situation.

Head of task force Barb Mason stated, "The advancement of women is really about equality of opportunity. The task force is aiming to remove the barriers that have made it difficult for women to even be considered for advancement – historical attitudes, entrenched personal values and beliefs, and structural processes".

"Women in Banking: A Case Study of Scotiabank", Scotiabank Group Archives

website, 2007.



Task Force members seated, from left: Barbara Mason, Peter Godsoe, Wayne MacDonald and Mary Jo Field. Standing: Marjory Guthrie, Sabi Mannan, Sylvia Chominski, Mark Greenstein and Mary Anne Chambers. Not available for photo: Ken Christou, Bill Lorne and John Young.

Task Force on the Advancement of Women, Scotiabanker, October 1993.



1990's

Aboriginal People

1996

Scotiabankers and their families joined in the Champion of Champions Pow Wow, an annual celebration of the living heritage of Canada's native people, at the Six Nations Reserve near Brantford, Ontario.

BNS 1996 Annual Report.

October 29-30, 1996

Scotiabank worked in partnership with CESO Aboriginal Services and the Ontario Region of DIAND to present the Scotiabank First Nations Business Planning and Budgeting Workshop, which was attended by First Nations economic development officers, band administrators and entrepreneurs. This workshop was the first in a series Scotiabank is presenting to First Nations across the country.

"Scotiabank First Nations workshop: a two-way commitment to success." Contact, Vol14, November 1996.



Contact, Volume 14, November 1996 newsletter published by the Canadian Council for Aboriginal Business in partnership with The Bank of Nova Scotia.



1990's

Aboriginal People

Winter 1995

The Aboriginal Banking Services Brochure is the first material produced by Scotiabank geared directly to the Aboriginal market. The package, which includes six standalone inserts covering more than 20 products, is a tool for sales calls and proposals.

The Inner Circle, Aboriginal Banking: An EO update. Vol 1, No. 1 Winter 1996

Winter 1996

Scotiabank's Aboriginal Banking, Canadian Commercial Banking Department launches a new Aboriginal Banking newsletter called The Inner Circle.



The Inner Circle, Volume 1, Number 1, Winter 1996.



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1990's

Aboriginal People

October 1998

Scotiabank launches a new Aboriginal Banking customer newsletter called The Current Beat

The Inner Circle, October 1998.

2000's

Persons With Disabilities

2003, Q1

Recruiters of all business lines converge in Toronto to learn about recruitment and retention of persons with disabilities at the first ever Employability Forum. Opportunity for job-ready candidates to network with Scotiabank recruiters.

Scotiabank Group Archives Chronology, 2003.

Women

2003, Q2

Scotiabank the exclusive financial services sponsor of the Women in Leadership Foundation, an organization dedicated to promoting the advancement of women in leadership.

Scotiabank Group Archives Chronology, 2003.

July 30

Scotiabank welcomed senior executive women to a meeting in Toronto, where favourable results of an Environics survey were released stating 70% of Canadians feel they have achieved a manageable work-life balance. The Bank is committed to working closely with employees to find creative solutions that help them with their work-life balance.

Scotiabank Group Archives Chronology, 2003.

2000's

Women



ScotiaNews, December 2004.

Nov 2004

Four Scotiabank executive Vice-Presidents – Deborah Alexander, General Counsel and Secretary; Alberta Cefis, Retail Lending Services; Sylvia Chrominska, Human Resources; and Peggy Mulligan, Systems & Operations – were named on the Top 100 list of Canada's Most Powerful Women, developed by the Women's Executive Network and the

University of Western Ontario's Richard Ivey School of Business. This was the highest representation from any single organization.

Scotiabank Group Archives Chronology, 2004.

2004, Q2

Formalized programs such as mentoring and networking programs have begun to support the advancement of women to senior leadership roles in the Bank.

Scotiabank Group Archives Chronology, 2004.

visible minorities and Aboriginal People

2004, Q2

Canadian Business named Scotiabank as one of the top employers for minorities and Aboriginal peoples, among all federally-regulated companies in Canada.

Scotiabank Group Archives Chronology, 2004.

