

FOR IMMEDIATE RELEASE**Columbia Bank Launches Bank-Wide Diversity, Equity and Inclusion Groups to Support Workplace and New Jersey Communities**

(FAIR LAWN, NJ APRIL 14, 2022) — Columbia Bank has reinforced its commitment to advance its diverse equitable and inclusive workplace, and celebrate a unique New Jersey community, by launching eight company-wide Diversity, Equity and Inclusion Employee (DEI) Resource Groups. Each of the groups will host events yearly, with the goal of increasing awareness and building empathy in the neighborhoods the Bank serves. Planned celebrations include: Dress for Success Clothing Drive, March of Dimes Walk, Holi Festivity, Inclusion Day Picnic, Autism Awareness Teddy Bear Drive, Memorial Day Commemoration, Juneteenth Event, Pride Month celebrations and much more.

The Eight Diversity, Equity and Inclusion Resource Groups are as follows:

Asian American and Pacific Islander Employee Resource Group

Black Employee Resource Group

Differently Disabled Employee Resource Group

Hispanic Employee Resource Group

LGBTQ+ Employee Resource Group

Veterans Employee Resource Group

Women's Employee Resource Group

Young Professionals (F.A.C.E.) Employee Resource Group

By implementing the DEI Groups and events, Columbia Bank has embedded diversity and inclusion into the everyday workings of the organization and the company culture. Said Alycia Banks, Senior Vice President Learning and Diversity Officer of Columbia Bank, "The goal of our Employee Resource Groups was to elevate our workforce by ensuring that every individual knows and feels they are welcome and valued at Columbia Bank, by creating a work environment that is equitable and inclusive of all individuals. The unique thoughts and ideas derived from each person in our organization, their various backgrounds, ethnicities, races and cultures makes us stronger as a whole. Our Employee Resource Groups help support our team members and ensure they can thrive personally and professionally." Banks added, "We want to build on that camaraderie and bring the momentum to New Jersey communities and celebrate the beauty of each individual at town-wide events."



Columbia Bank's Diversity, Equity and Inclusion Resource Group's Holi Celebration. Image Courtesy of Columbia Bank.

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Columbia Bank's LGBTQ+ Employee Resource Group's Pride Celebration. Image Courtesy of Columbia Bank.

About Columbia Bank

Founded in 1927 and headquartered in Fair Lawn, NJ, Columbia Bank has 62 full-service branch networks spanning the state of New Jersey, an asset base of approximately \$9.1 billion. Columbia Bank offers a full suite of consumer and commercial products, including online and mobile banking, localized lending centers as well as title, investment and wealth management services. For more information about Columbia Bank's complete line of products and services, visit www.ColumbiaBankOnline.com. Follow Columbia Bank on: Facebook, Instagram, Twitter, YouTube & Linked In.

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