

On the occasion of the 50th anniversary of the Stonewall Uprising in NYC, the birth of the modern gay rights movement, Deutsche Bank reflects on its history of grant making and advocacy in support of LGBTQI equality.

Deutsche Bank is proud to join colleagues, clients and communities in celebrating this milestone in LGBTQI history. Our longstanding commitment to LGBTQI issues stems from our broader commitment as a firm to diversity and inclusion, one of our core values.

This timeline presents highlights from our history of grants and advocacy initiatives across the bank—led by Diversity & Inclusion, dbPride, Corporate Social Responsibility Americas, and several employees who serve as nonprofit board members for LGBTQI organizations.

■ Grants □ Advocacy

2001	Rainbow Group Americas (RGA) is officially launched as an LGBTQI Employee Resource Group <i>Prior to RGA, LGBTQI employees convened under legacy Bankers Trust since 1997.</i>
2003	Human Rights Campaign (HRC) recognizes Deutsche Bank, after scoring a perfect 100 on HRC's annual Corporate Equality Index (CEI), as one of the world's Best Places to Work for LGBTQI Equality <i>Today, Deutsche Bank has received a perfect CEI score for 16 consecutive years.</i>
2005	The Foundation makes its first grant to the Gay Men's Health Crisis in support of AIDS Walk NYC <i>As of 2019, Deutsche Bank and its employees have participated in 10 NYC AIDS Walks.</i>
2007	Rainbow Group Americas is the first Employee Resource Group to ring the NYSE closing bell
2010	CSR Americas announces philanthropic response to LGBTQI hate crimes <i>The Foundation immediately responds to a spike in violence against LGBTQI individuals with a series of grants, including to the Anti-Violence Project (AVP) to support community awareness, organizing, and rapid response to incidents of violence, and to the Gay, Lesbian, and Straight Education Network (GLSEN) to provide outreach and training for school staff to promote safer schools for LGBTQI youth.</i>
2011	Deutsche Bank hosts the first-ever LGBTQI leadership summit "Out on the Street" for the Wall Street banking community <i>Challenging the banking industry's conservative history, senior leaders discuss how to attract and retain top talent from the LGBTQI community.</i>
2012	Deutsche Bank officially launches Ally program to advance LGBTQI inclusion
	Rainbow Group Americas rebrands as dbPride Americas
2013	CSR launches <i>Born to Be</i> <i>Our global education strategy breaks down barriers to opportunity and supports inclusive and innovative educational environments for all.</i>
	Americas employees elect Anti-Violence Project, as nominated by a NYC colleague, as the regional winner of the Deutsche Bank Global Volunteer Award
2014	dbPride expands to Deutsche Bank's Jacksonville and Cary offices
	CSR launches <i>Born to Be</i> in the Americas with the Anti-Violence Project <i>The Foundation supports AVP's education and outreach services in underserved NYC neighborhoods with high rates of reported violence against LGBTQI youth. The partnership also features an ad campaign—the first of its kind by a financial services company—that tells the inspiring stories of 5 LGBTQI youth to help make the city a safer, more affirming place. The ads appear in bus shelters and phone kiosks in all five boroughs where they are viewed an estimated 18 million times.</i>
2015	West End Residences receives a CSR Americas grant for its True Colors supportive housing project <i>Working towards permanent housing opportunities for homeless LGBTQI youth, a pre-development model is created for this 31-unit residential building with on-site supportive services in the Bronx.</i>
	Deutsche Bank Americas Foundation supports the Ali Forney Center (AFC) <i>AFC provides comprehensive services and housing for homeless LGBTQI youth in NYC. The grant allows the Emergency Shelter Program to serve 200 new clients and offer educational and career readiness programs.</i>
2016	Deutsche Bank is honored at the 20th Annual Courage Awards for its partnership with AVP
	dbPride Americas organizes the first-ever Transgender Economic Empowerment Forum <i>The event is headlined by Chirlane McCray, the First Lady of NYC, and actress Laverne Cox.</i>
	Deutsche Bank freezes plans to create 250 new jobs in Cary, North Carolina <i>The announcement takes a firm stance against the state's new discriminatory transgender bathroom law.</i>
2017	Deutsche Bank joins Out & Equal Workplace Summit in Orlando, Florida, to promote LGBTQI best practices in the workplace
	Deutsche Bank joins the NYC Pride March for the first time alongside clients, employees, and their families
	CSR Americas partners with Leslie-Lohman Museum, the world's only cultural institution dedicated to LGBTQI art <i>The Foundation, as a founding partner, provides a grant which helps develop educational programming for low-income LGBTQI students, allies, and their teachers that will foster community and dialogue.</i>
2018	Jon Tilli, Chair of dbPride Americas, is honored by the Leslie-Lohman Museum for his LGBTQI advocacy <i>His work includes organizing the first-ever Transgender Economic Empowerment Forum with panel discussions on the transgender military ban, LGBTQI veterans, and issues facing LGBTQI people of color.</i>
	The Foundation expands its philanthropic support in Jacksonville, where 60% of homeless youth identify as LGBTQI <i>The Foundation provides inaugural funding for the Jacksonville Area Sexual Minority Youth Network (JASMYN)'s new Safety Net Resource Center, which supports homeless youth and helps them access stable housing. The bank also supports JASMYN's community events, including Strides for Pride and the Coming Out Day Breakfast, and several employees provide ongoing pro bono and nonprofit board service.</i>
	The Financial Times OUTstanding Lists recognize three Deutsche Bank employees as Role Models for their advocacy on LGBTQI workplace inclusion
2019	Deutsche Bank hosts its Powering Progress competition for US college students <i>Students compete to design a project in support of LGBTQI communities.</i>
	Stonewall 50 <i>To mark the 50th anniversary of Stonewall, the Foundation continues its support for Heritage of Pride. The grant will support several NYC Pride and WorldPride events, which celebrate the diverse LGBTQI community and promote legislation for equal rights.</i>
	In honor of the International Day Against Homophobia, Transphobia, and Biphobia (IDAHOTB), soccer legend Abby Wambach joins 300+ colleagues and community partners in Jacksonville to discuss LGBTQI equality
2019	In opposition of discriminatory bathroom policies for transgender students, Deutsche Bank signs amicus brief <i>Adams v. The School Board of St. Johns County, Florida</i>
	Deutsche Bank hosts the panel "Art after Stonewall: Lessons from the Liberation Movement" at Frieze Art Fair <i>Three artists discuss how this pivotal moment for the gay rights movement impacted the art world.</i>
	In partnership with Deutsche Bank, Leslie-Lohman Museum will commission a mobile art installation at the NYC Pride March <i>QUEER ICONS, a series of portraits by Gabriel Garcia Roman, will highlight queer and transgender persons of color who are underrepresented within the LGBTQI rights movement.</i>