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PENSERRA

DEI

IN ACTION

ISSUE NO. 1

Q4

2022

Welcome:

what you should know & look for

We are happy you are here, and pleased to continue the discussion of a more inclusive world

Penserra's DEI committee was formed in 2019 with three goals in mind; foster an environment enabling staff to feel valued, respected, and safe, cultivate a diverse and inclusive staff, and strengthen Penserra's commitment to promoting diversity, fairness, and racial justice.



The DEI committee is committed to achieving these goals by promoting ideas, looking to engage in conversations with staff and trainings, develop policies that support staff, and explore ways incorporating racial justice and diversity in our community. With the release of this newsletter we hope to keep you updated on these efforts.

Penserra staff has been hard at work this year working with the community planning various events, giving back, and taking time to share their support. We are continuing to explore more ways we can give back to the community, while also engaging staff in positive ways.

Please look our for new issues at the beginning of each quarter.

LATINOS IN FINANCE STRENGTHEN

Penserra has been involved with Latino's in Finance for several years. LIF is dedicated to fostering career growth, relationships, and entry into the finance industry for Latinx professionals via networking, mentorship, and career access.

Continued on pg 2

THOUGHT PIECE: WFH

FOSTER

The Covid 19 pandemic introduced a new normal in the workplace and brought many workers back home. Companies determined WFH as a necessary step to protect their employees and ensure business continued smoothly as workers settled into a nearly two-year run being fully remote.

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On 9/17 LIF held their 14th annual Finance Bootcamp. Penserra CEO, George Madrigal was the keynote speaker. He shared about his background being a first generation immigrant, the history and success of his company, as well as the importance of risk taking in the financial world. George is pictured on the front cover with Danelis Padron, president of Latinos in Finance, at the event.

“Working with this organization has changed my life and helped me become a better person”

Francisco de Bocos, SVP of Investment Banking

Francisco de Bocos, SVP of Investment Banking at Penserra, has worked with Latino’s in Finance for the past 4 years, including direct involvement in the organization’s mentorship program. Francisco maintains relationships with numerous students, sharing vital career and relationship advice. Francisco says “Working with this organization has changed my life and helped me become a better person. Some of these kids see me as a friend, father figure or up to certain point, family, as we develop a close personal relationship. I always tell them this new relationship is for life and I am always here for them no matter what happens, I believe they feel supported in ways they never have before. It’s very rewarding to see their smiles as we go overcome their struggles.”

To learn more about Latinos in Finance and their mission, visit <http://www.latinosinfinance.org/>



NATIONAL HISPANIC HERITAGE MONTH: CULTIVATE

“Celebrating histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America”- hispanicheritagemonth.gov

National Hispanic Heritage month is observed from September 15-October 15. September 15 marks independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico and Chile celebrate their independence days on September 16th and 18th. Penserra, a Hispanic-owned Minority Business Enterprise (MBE), observes National Hispanic Heritage Month by recognizing the contributions of Hispanic and Latino Americans to the group’s heritage and culture. By celebrating the values of the Hispanic and Latino American community, Penserra honors its commitment to promote cultural diversity through its hiring practices and charitable responsibilities.

food for thought:

Latino-owned Restaurants to try near the office

Looking for a great lunch spot for your Penserra provided lunch? A brewery or taproom for an after work happy hour? Or a beautiful upscale dining experience with great drinks and excellent dishes. In honor of Hispanic Heritage Month here are some Hispanic owned places worth spotlighting near our offices that you should check out.

ORINDA OFFICE

Agave Uptown

(2135 Franklin St // Oakland)

Oaxacan-style food is made in-house daily with a strong focus on farm-raised ingredients and



handmade cooking. Growing up cooking in a close-knit community, Executive Chef Octavio Diaz’s strong family ties to Oaxaca heavily influence his vibrant cuisine.

Cafe Platano

(2042 University Ave // Berkeley)

The desire to bring Salvadoran culture and cuisine in a nice warm atmosphere to the heart of Lathrop, California. Now, Chef Nicolas & his brother Juan are stepping up to keep the authentic taste of El Salvador and Central America.

CHICAGO OFFICE

Casa Humilde Cervceria

(417 N Ashland Ave // Chicago)

Stashed in the sunny grounds of West Town microbrewery and barbecue mecca District Brew Yards, this cutting edge craft outfit is headed by Mexican-American brothers Javier and Jose Lopez.

Yvolina’s Tamales

(814 W 18th St // Chicago)

Yvolina wraps her masa creations in banana leaves



and fills them with rich mole and meats, as well as offering a variety of farm-fresh vegetarian options like kale, squash, and eggplant. She also makes spectacular drinks to wash it all down, from sweet, creamy horchata to refreshing kale-mango juice

NEW YORK CITY OFFICE

La Pulperia 44th HK

(623 9th Ave // New York)

La Pulperia, a restaurant featuring rustic Latin cuisine, opened on March 2, 2021 in the heart of Hell’s Kitchen. Named after the general stores found throughout South America, La Pulperia offers simple yet refined cuisine from the countries of Latin America with European influences from places like Italy and Spain.

NEWPORT OFFICE

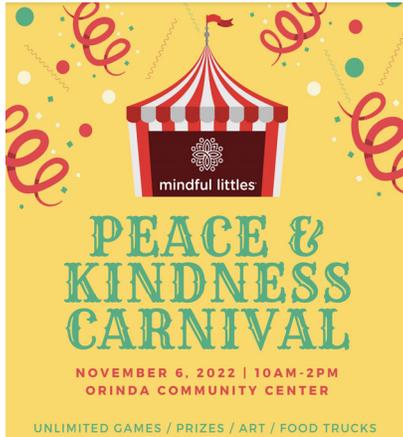
Pour Vida Tortillas & Taps

(215 S Anaheim Blvd // Anaheim)

Pour Vida is a chef-driven Latin American restaurant featuring rotating tap beers and fresh, grilled-to-order tortillas.

MINDFUL LITTLES

Penserra has partnered with Mindful Littles, a non-profit organization located in Orinda, CA. Their mission is to “**restore connection by cultivation habits of compassion, starting with the youngest generations**”.



One of their biggest events is the Annual peace & Kindness Carnival happening November 6th. DEI committee members will be volunteering at this event and we have limited FREE tickets available to other Penserra employees to enjoy the event. Please bring your family, friends, and enjoy a day filled with games, art, food, and service projects. Donations from the carnival are used for service projects to give back to the youth of the local schools and community. In addition to community support, Mindful Littles also offers, internal corporate workshops that aims to foster inclusion & belonging.

Check back in the coming months for more information.

Please visit mindfullittles.org to read more about their organization.

Working From Home

The move home showcased the flexibility and resiliency of our workforce despite the challenges they faced. The move also opened the doors for many companies to expand on their DEI efforts in several unique ways.

WFH helped many workers to explore new career paths and allowed them to balance their life with family at home. Location is no longer a deal breaker for many working professionals, and this allows companies to diversify their workforce across the country. The talent pool has grown as many professionals will now accept work thousands of miles away from an office.

Women benefited from this more flexible arrangement as it became easier to have a family, raise children, and maintain their professional careers at the same time. It also helped many women to grow professionally as it bridged the gap between male and female workplace dynamics. Workers with physical disabilities also benefit from remote work as it becomes less challenging to commute to the work



place and find appropriate workplace accommodation for their disability. Without the concerns associated with a worker's disability, it allows them to be more productive, satisfied, and focused on their work. Lastly, workers from marginalized groups can feel more comfortable in their workspaces without the added pressure of presenting themselves in

a pleasing way to coworkers and managers. The reduced pressure on people belonging to marginalized groups allows them to contribute more meaningfully and maintain stronger boundaries between their work life and personal life.

Penserra has adopted a flexible hybrid work schedule. This has allowed our employees to maintain a healthy home life, but also supports the in-person relationships with colleagues on office days. The hybrid schedule has given our employees more autonomy and flexibility, while supporting several facets core to the Penserra DEI commitment.



5 Things to look out for Events, Reminders & Highlights

EMTRAIN: Unconscious Bias

Did you finish your Unconscious bias training? Penserra employees were required to participate in a 30minute unconscious bias training course provided by Emtrain. There is growing evidence to support that the mental associations we create and perceive about social groups negatively impacts our decision-making skills. It is imperative that we regularly hold ourselves accountable for these stereotypes and deconstruct our automatic thoughts to cultivate more conscious conclusions. A summary of this training can be reviewed on Emtrain's website.

Peace & Kindness Carnival Nov 6th

November 6th in Orinda, CA Hosted by Mindful Littles. Please reach out to HR for info on Tickets. Limited FREE tickets available

Virtual Wine Tasting Events

Penserra is looking to organize a virtual wine tasting with Madrigal Family Wineries in Calistoga (no relation). Look out for more information coming soon

Pre-natal Food Pantry Nov 11th

Hands on Bay Area event for Orinda employees. Limited spots available. Please reach out to DEI chairs for further information.

The Next Issue

Penserra's next issue of the DEI newsletter is set to be released Jan 2023

To read more about Penserra's efforts in DEI and updates on future events, please visit

Penserra.com or look back for the next issue of the DEI Newsletter

The Penserra Foundation

The Penserra Foundation, founded by Penserra CEO Jorge Madrigal, provides scholarships to graduating high school students who are first, second or third generation immigrants and who intend to pursue a course of study at an accredited college, or university that will lead to a career in education or business. Scholarships are awarded to individuals who have a 3.0 GPA or higher, have financial need, and have demonstrated through sports, community work, or their employment history ambition and a willingness to work hard in and out of school. In 2022, the Community Foundation of Mendocino County, firmly supported by the Penserra Foundation, awarded \$383,000 in scholarships to 92 students across Mendocino County. Congratulations to you all!

Orinda, CA (August 9, 2022) – Pictured here are the 2022 recipients of the Penserra Founder’s Scholarship: Victoria Hernandez, Carlos Leon and Leticia Lopez. Established in 2016, a total of nineteen Penserra Founder’s Scholarship recipients have not only received financial support but the vote of confidence that comes with being selected for a worthy scholarship.



inside next issue:

Q4 Highlights

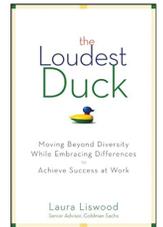
Black History Month

Thought Piece: Tough Conversations

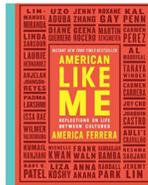
Community Events

Book Suggestions:

The Loudest Duck, written by Laura Liswood, urges leaders to recognize and appreciate strengths in differences. “Companies are ultimately looking for increased creativity, better ideas, and multiple perspectives, so they will in fact benefit from diversity. However, we will see that achieving this takes much more effort than merely assembling a workplace that looks like Noah’s ark.”



You can find this book for purchase at amazon or Barnes & Noble.



American Like Me is a collection of short stories about life between cultures. You can also find this book for purchase on amazon or Barnes & Noble.

PENSERRA

DEI Committee

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