

Academy Securities Celebrates Black History Month

Last year to celebrate Black History Month, [Academy Securities](#) highlighted [Janie Mines](#), who was the first black woman to graduate from the [United States Naval Academy](#). Janie is an incredible member of our team and over the past year has participated in discussions/events with our clients that resulted in some truly impactful dialogue around DE&I issues in the workplace today. Recently, Janie has represented our firm over 50 times in one-on-one bespoke meetings with DE&I teams, broader presentations, conferences, and other special events. The primary focus of these engagements was to allow Janie to tell her story and expand upon the lessons she learned during her journey. Her insight and story of overcoming adversity to become the success that she is today is an inspiring one and resonates with our clients.

These direct client engagements included meetings with large financial institutions, industrial firms, technology and media companies, utilities, private equity, and government sponsored entities. In these meetings, Janie was able to focus the conversation on the needs of the institution and provide her perspective on best practices to the DE&I team leaders that were in attendance so that they could continue to refine and enhance their own DE&I programs.

In addition, Janie participated in several conferences such as the Bond Buyer National Outlook Conference and the 12th Annual Veterans on Wall Street (VOWS) Symposium. At the Bond Buyer Conference, her contributions to the Q&A portion of the event allowed her to incorporate key messages from her story and provide helpful perspective on the state of DE&I. At the VOWS Symposium, an event that Academy Securities has supported in the past, she was able to drive home key messages in the discussion around high-priority issues related to veterans transitioning into the civilian workforce.

Finally, Janie has been front and center at Academy's own Geopolitical Summit in Annapolis, MD. This is an event that we hold annually where we bring together thought leaders from a variety of institutions to engage in panel discussions on the key themes affecting geopolitics, ESG, and DE&I.

The common denominator in all of these engagements is Janie's commitment to helping the organizations that she meets with improve upon their DE&I programs by incorporating key lessons that she has learned throughout her career.

At Academy Securities, our entire firm is committed to instigating social impact by addressing the challenges facing the men and women who have served our country. Much like the Armed Forces, Academy Securities is a diverse organization, and we believe that engaging with our customers can help highlight the importance of supporting individuals from different backgrounds and giving them the opportunity to thrive in the civilian workforce.

We are pleased to highlight Janie and our other Black/African American teammates once again during Black History Month. We also look forward to recognizing all team members during the upcoming Heritage Months throughout the year and believe that diversity is the key to having a successful team.

