



**Ebony A. Thomas**  
**SVP, ESG and Public Policy Executive**

Ebony Thomas is the Racial Equality and Economic Opportunity Initiatives Executive, responsible for delivering Bank of America's \$1.25B, five-year initiative to accelerate work to help drive racial equality and economic opportunity for people and communities of color. She works to identify and build partnerships with internal and external community leaders, business leaders, local elected officials and others in the communities we serve to drive economic opportunity and upward mobility through programmatic initiatives.

Ebony previously held roles as a Global Human Resources Executive leading teams in Enterprise Diversity Recruiting Strategy and Market and Site HR. In these roles, Ebony was responsible for the planning, coordination and execution of Market-Site HR capabilities to ensure consistent standards and governance for the HR activities occurring across our 92 market, including market talent planning and development, engagement and diversity and inclusion.

In addition to her executive career, Ebony serves as a board member at Central Piedmont Community College (CPC). She is also a member of the Board of Visitors for the School of Business at Howard University in Washington, DC. Her service to these organizations are rooted in Ebony's commitment to transform approaches to student achievement, career success and improving generational socio-economic status in underserved communities.

Ebony Thomas is a proud graduate of North Carolina A&T State University where she holds a BA degree in English and History. She lives in Charlotte with her three children, Evan, Croix and Ellis.