

CAPE COD 5

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At Cape Cod 5, we're about diversity, equity and inclusion.



At Cape Cod 5, diversity, equity and inclusion are cross-cutting issues that are incorporated into the company's strategic planning and major goals. As a forward-thinking organization, having

a woman at the helm is tangible evidence of its commitment to diversity that permeates all of its work. CEO Dorothy Savarese joined the Cape Cod 5 team in 1993 as a commercial lender, and in 2005 became CEO. Today, 69% of Cape Cod 5's entire workforce are women. "It is the result of purposeful efforts. None of this just happens. One of the things we recognize is everyone brings their own unique skills to the table. Women, men, people of color and different gender identifications bring certain skills. Some of the characteristics that are ascribed to women are not necessarily owned by them uniquely, but they're really characteristic of an effective modern organization: collaboration, team-building, communication, multitasking and inclusion. We feel that getting different perspectives is so important," Savarese says.

Cape Cod 5 collaborates across four efforts to ensure diversity is embedded in all aspects of the company. These efforts include setting and executing goals, assembling the leadership team and engaging employees, serving its customers and supporting the community. "This is empirical; this is not a nice to have," Savarese comments. Named one of the top 100 women-led businesses by the Boston Globe and the Commonwealth Institute for the seventh time, and one of the top places to work by the Globe for the third time, this is undoubtedly a positive and successful work environment. When it comes to its



employees, the company prioritizes recruitment, compensation, benefits, work schedules and learning and development opportunities.

Deeply committed to community engagement, Cape Cod 5 is able to focus on assisting minorities, women, and persons of low and moderate income. From the Cape Cod Women's Coalition, to Independence House to WE CAN, Cape Cod 5 supports organizations with a mission to empower women. Without accessible childcare, women and people of color in particular face roadblocks that prevent them from advancing in their careers. Recognizing that women continue to face challenges in the workplace, last month Cape Cod 5 announced its participation in the Massachusetts Business Coalition for Early Childhood Education.

As a leader, Dorothy Savarese promotes collaboration and commitment to the company's values. "I've tried to model and promulgate mentoring, collaboration and a commitment to diversity and inclusion. I know that I am where I am because of the wonderful mentors that advocated for me. These things, to me, have been hallmarks of my leadership style, but they're also hallmarks of our organization." Since the beginning of her career, Savarese credits Cape Cod 5 with investing in her and offering flexibility that is so important with women in regards to retaining talent. In Savarese's time as CEO, Cape Cod 5 has increased its assets from \$1.4 billion to over \$4 billion. "We've come a long way. Now we have 550 employees that I get to work with. They're so fabulous and I am so proud of them all," she shares.

Cape Cod 5's mission of "enriching lives" is the very foundation of its values, including fairness, mutual respect, and the highest ethical standards and trustworthiness. Moving forward, Cape Cod 5 is continuing a positive change-focused innovative mindset to consistently improve its culture and meet the needs of its customers and community. "We build these things into our goals, we hold ourselves accountable, we measure ourselves and we move forward," Savarese says.

All photos were taken pre-pandemic.

FOCUS on women in business

