



Capital  
Markets

**PATHWAYS**  
Diversity Award Program

# Program Guidelines for the *RBC Capital Markets Pathways Diversity Award Program - Canada*

## Objective and Summary

RBC Capital Markets is committed to fostering inclusion and workplace diversity. The *RBC Capital Markets Pathways Diversity Award Program* in Canada aims to identify, hire, grow, and retain outstanding undergraduate students who identify as Black and/or as an Indigenous (First Nations, Inuit, Métis) person of Canada studying full-time at a Canadian university or college and who are passionate about pursuing a full-time career in Capital Markets.

Select applicants will advance to interviews, and successful candidates will earn a C\$10,000 financial award, executive sponsorship, and an offer to join the Global Investment Banking or Global Markets Summer Analyst Program in Calgary, Montreal, Toronto, or Vancouver.

What's in it for you?

- **Offer of Paid Employment** - Join RBC Capital Markets in Global Markets or Investment Banking as a 2024 Summer Analyst; office locations include Toronto, Montreal, Calgary, and Vancouver.
- **Financial Award** - Awards available in the amount of C\$10,000.
- **Networking Opportunities** - Ongoing opportunities for training and exposure to the organization and industry with a peer network of driven, ambitious young professionals.
- **Sponsorship & Coaching** - Senior leadership and summer mentor insight, support, and guidance.

## Eligibility Requirements

**Please read the following eligibility requirements and application instructions carefully before applying; incomplete applications will not be accepted.**

- You are an undergraduate student enrolled full-time at a Canadian college or university;
- You will graduate between December 2024 and June 2025;
- You self-identify as Black and/or an Indigenous (First Nations, Inuit, Métis) person of Canada;
- You have a strong academic record, varied extra-curricular participation, and a genuine interest in pursuing a career in finance upon graduation;
- You are available to join a full-time summer internship program running May to August 2024; and
- You are a Canadian Citizen, permanent resident of Canada, or are legally eligible to work in Canada for any employer up to and including August 2024.

*\*This opportunity is open to eligible students from all academic programs; STEAM (Science, Technology, Engineering, Arts, and Math) students are encouraged to apply.*

**Note: Proof of eligibility to work in Canada will be required from recipients at the time of awarding.**



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## Application Process & Requirements

To submit an award application:

1. Visit <https://www.rbccm.com/en/careers/pathways.page> and select the link to apply for the *RBC Capital Markets Pathways Diversity Award Program - Canada*. Follow the prompts to create an account and an application for the award through the Scholarship Partners Canada by Universities Canada portal.
2. Submit your completed award application including the three (3) required documents listed below through the Universities Canada portal **no later than 11:59 pm ET on Sunday, February 26, 2023:**
  - a. *Your updated, one-page PDF resume including your cumulative GPA.*
  - b. *Your one-page cover letter detailing your interest in a career in Investment Banking or Global Markets with RBC Capital Markets.*
  - c. *Your official or unofficial academic transcripts of any post-secondary semesters completed to date. If it is not possible to receive an official transcript by the application deadline, please include an unofficial transcript.*
3. Once submitted, award applications and required documents will be reviewed by Universities Canada to ensure all requirements have been met. You will receive acknowledgement by email following processing by Universities Canada.  
You are responsible for ensuring that your completed application has been received and accepted by monitoring your application status through the portal at the following link:  
<https://portal.scholarshippartners.ca/welcome/RBCCM/>

**Note: Please add [awards@univcan.ca](mailto:awards@univcan.ca) to the safe senders in your junk email options to continue to receive important messages from Scholarship Partners Canada by Universities Canada.**

## Selection Process & Notification of Results

**Application deadline: Sunday, February 26, 2023, 11:59 pm ET**

We appreciate all student interest and application submissions for our awards. The applicant review and selection processes are highly competitive.

Select applicants will advance to first round interviews; select first round candidates will advance to final round interviews. \*

*\*In 2023, we anticipate all interviews will be virtual; however, should we host in-person interviews, any pre-approved travel costs will be covered by RBC Capital Markets.*

## Award Payments

Successful candidates will join the 2024 Summer Analyst Program in Investment Banking or Global Markets; the C\$10,000 financial award will be paid to each successful candidate by RBC Capital Markets at the start of their summer internship.



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## Program Administration

Scholarship Partners Canada, a division of Universities Canada, administers the application process for this award program on behalf of RBC Capital Markets. Universities Canada's mandate is to facilitate the development of public policy on higher education and to encourage cooperation among universities and governments, industry, communities, and institutions in other countries. Universities Canada is associated with leading firms in nearly every sector of the economy through its provision of scholarship services and management of more than 130 different scholarship and award programs on behalf of corporations, government agencies and private foundations throughout North America. For additional information, please visit [www.univcan.ca](http://www.univcan.ca).