

Community of Practice - Terms of Reference

Healthy and Inclusive Economies

Overview

A future-proof economy is one that is both **healthy and inclusive**—yet today's financial systems still exclude over 1.7 billion people from formal financial services, while environmental and economic shocks continue to expose vulnerabilities even in the most developed markets.

For financial institutions, the challenge is no longer about *why* they should engage, but rather *how* they can redefine their role in shaping economies that are **resilient, diverse, equitable, and accessible**—ensuring economic participation, financial well-being, and long-term stability.

Banks have the power to transform economies by embedding **Financial Health and Inclusion, Gender Equality and Women's Empowerment, Decent Work, Affordable Housing**, and more into their operations, products, and services. As the industry moves from ambition to action, banks are not only setting targets but also implementing solutions that drive meaningful, measurable impact. This shift is not just about corporate responsibility—it is about ensuring economic stability, unlocking new market opportunities, and future-proofing economies against crises.

The Healthy and Inclusive Economies Community of Practice aims to help PRB members in translating ambition into action on:

- **Strengthening economic resilience** by equipping individuals, businesses, and financial systems with the capacity to withstand and recover from crises, market disruptions, and environmental and economic shocks.
- **Promoting diversity** in financial markets by fostering a broad range of sectors, business models, and financial actors, ensuring inclusive and sustainable economic growth.
- **Advancing equity** by expanding fair access to finance, employment, and economic opportunities, while addressing structural barriers that limit participation in the economy.
- **Enhancing accessibility** to essential financial services, credit, infrastructure, and resources, enabling broader economic inclusion, stability, and long-term prosperity.

Participation enables banks to accelerate progress, exchange insights with peers, and stay ahead of evolving stakeholder and regulatory expectations—while contributing to future-proofing economies for sustainable, inclusive, and long-term growth.

The CoP will be divided in three tiers of engagement:

- TIER 1: Community of Learning (Plenary Tier)
- TIER 2: Thematic Implementation Labs (Specialized Tier)
- TIER 3: PRB Implementation Leading Innovations– Healthy & Inclusive Economies Track

Further explanation on the tiers is presented in the annex.

Purpose & Objectives	The Healthy and Inclusive Economies Community of Practice helps PRB signatories move from ambition to action—by supporting the implementation of SMART targets aligned with financial health and inclusion, gender equality, decent work, affordable housing, and other social impact themes. It does this by: • Facilitating peer exchange on implementation approaches, innovations, and challenges • Providing structured tools, case studies, and expert insights across a tiered engagement model • Supporting banks in identifying practical solutions that reflect their business models, geographies, and regulatory contexts • Recognizing visible progress and leadership
Membership & Participation	All PRB signatories are welcome to join the Community and participate in the different tiers. All tiers are voluntary and non-binding. In addition, a group of up to four actively engaged member banks will be invited every year to serve as advisors and help provide strategic guidance to shape the Community's annual priorities and learning agenda. To express interest in joining the Community, please contact laura.diazzea@un.org with your name, organization, and a brief description of your interest in the Community.
Engagement Methods & Activities	The Community is structured in three engagement tiers to meet banks where they are: from early learning to hands-on implementation support, to peer-recognized leadership. Each tier addresses common barriers to implementation while promoting visibility, legitimacy, and practical solutions. See annex for details. External experts may be invited to contribute to specific sessions when relevant to the topic.
Meeting Structure & Timeline	• Tier 1 meets 3 times per year in a plenary webinar format. • Tier 2 labs will convene for up to 3 sessions per challenge. The total number of challenges will vary per year. • Tier 3 does not have formal meetings but includes voluntary opportunities for spotlight sessions, technical contributions, or visibility moments (e.g. UNEP FI events).
Ways of working	To maintain transparency, integrity, and compliance with relevant laws and regulations, all Community activities will be subject to the PRB Ways of Working Policy, covering competition law, confidentiality and conflicts of interest and meeting procedures. This can share upon request.

Annex – Engagement Tiers

To accelerate implementation of the Principles for Responsible Banking (PRB) and deepen real-world impact, UNEP FI proposes a **three-tier engagement structure** for the Healthy & Inclusive Economies Community of Practice. Each tier is designed to meet banks where they are—while creating clear pathways to leadership, visibility, and transformation.

TIER 1: Community of Learning (Plenary Tier)	TIER 2: Thematic Implementation Labs (Specialized Tier)	TIER 3: PRB Implementation Leader – HIE Track
For: All PRB signatories Focus: Awareness, knowledge-sharing, and peer connection - Quarterly plenary sessions with expert inputs and PRB updates - Thematic insights via the PRB Newsletter, featuring tools, case studies, and research - Open space for peer learning - Opportunities to share progress, challenges, and needs - Access to the Knowledge Hub in the Member's Area	For: Up to 20 PRB signatory banks per lab (by application) Focus: Solving concrete implementation challenges - Time-bound and focused on specific challenges - High-trust, action-oriented format focused on real challenges - Participants commit to all sessions and active exchange - Labs may be global or regional, depending on thematic relevance	For: PRB signatories' initiatives recognized by peers and UNEP FI for notable implementation progress in Healthy & Inclusive Economies Purpose: To celebrate and elevate frontrunner initiatives from banks that have help to turn commitments into action—strengthening visibility, credibility, and peer inspiration across the community.
Frequency: 3 sessions per year Format: 60–90 min webinars with updates, guest speakers, and shared resources	Frequency: Up to 3 sessions per challenge. The total number of challenges addressed will vary per year. Format: 90–120 minute sessions every 2 weeks	Frequency: Ad hoc Format: Light-touch and flexible (e.g., event participation, short interviews, visibility content)
Outcome: Broad engagement, shared language, and increased alignment across the PRB community.	Outcome: Actionable targets, real implementation progress, and peer-supported learning. Key insights are shared back into the Community of Learning.	Outcome: Sector leadership recognition, strategic visibility, and influence on the evolving practice of responsible banking.