



DIVERSITY PROJECT



Industry Survey – Where we stand today

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THE DIVERSITY PROJECT BENCHMARKING STUDY



DEMOGRAPHICS OVERVIEW

PARTICIPATION



3,755
INDIVIDUALS

FROM









24 ASSET
MANAGEMENT
FIRMS

INCL.



650
INVESTMENT
MANAGERS

		Investment Managers	Overall Sample	UK population
	Male	77%	57%	53% ¹
	Heterosexual	95%	93%	94% ²
	White British	81%	83%	89% ³
	Asian / Asian British	10%	9%	8% ³
	Black / African / Caribbean / Black British	1%	2%	3% ³
	Mixed / Multiple ethnic groups	5%	3%	1% ³
	Report a disability	4%	4%	11% ⁴
	51 – 60 years of age	12%	13%	12% ⁵
	Privately educated	38%	25%	7% ⁶
	Highest level of education is a Bachelor's degree	44%	45%	30% ⁷
	Highest level of education is a Master's degree	47%	26%	-



KEY INSIGHTS AND ACTIONS



1/ Promotion and hiring perceived to be exclusive



2/ Flexibility is the number one employee priority



3/ Line managers need to do more to support development



4/ The industry brand is stuck in a stereotype



KEY FINDINGS

Not being as well networked was ranked as the **top inhibitor to diversity** in the industry - individuals believe they need to be part of an exclusive network or club to succeed

Improving flexible working practices for men and women was rated as the **number one method to foster diversity** in the industry

Investment managers rated their **direct manager as delivering below their expectations** for every attribute surveyed

Individuals in the industry perceive a **lack of industry awareness and a negative perception** exists outside the industry



INDUSTRY ACTIONS

Support returners and experienced hires coming into the industry

Explore part time trading and fund management roles

Open up networks and development opportunities to people of different backgrounds

Reposition the image of the industry and showcase positive examples of diversity



ORGANISATION ACTIONS

Adopt more rigorous recruitment practices

Promote a holistic approach to flexibility

Help Portfolio Managers lead inclusively

Improve the organisation's image by being transparent about outcomes