

Race and Ethnicity Workstream 5 Year Plan

- Establish a cross-company mentoring scheme for ethnically and racially diverse professionals within the investment management and savings industry. This scheme will look across the pipeline - early, mid-career and senior professionals, across all job roles. The aim will be to have 200 professionals mentored as part of the 5-year plan and for the programme to be positively rated by participants as being at least 8/10 at the end of Y2 from launch.
- Take action that supports career progression by developing a leadership programme for mid-career professionals to enable and empower them into senior roles within the investment management and savings industry. The aim will be to have 100 professionals attend this programme as part of the 5-year plan and for the programme to be positively rated by participants as being at least 8/10 at the end of Y2 from launch.
- Partner and co-create with similar groups and networks who are focused on race and ethnicity within the financial services industry. We would like to forge deep partnerships with at least two groups as part of the 5 year plan.
- To create a positive, solution focused, empowered and committed group who believe in the mission of the Race and Ethnicity workstream, ensuring representation from across a broad spectrum and firms and cultures/ethnicities.
- Develop an awareness in the industry of potential religious and culture “blockers” which can impact people from different ethnic and racial groups and establish a framework of addressing these.
- Work with industry to explore actionable ways in which we can address minority pay gap and lack of representation of diverse racial and ethnic groups within the investment management and savings industry.
- Create a safe space for courageous, meaningful and impactful conversations, discussions and roundtables around race and ethnicity that help solve the issues of underrepresentation, barriers and inclusion within investment and savings industry. We will ensure that we explore relevant and credible data which has academic weight and consider the development of an industry-wide survey as part of the 5 year plan.
- To have an established and well-recognised brand, social media and media presence. We will create and share material with the aim of increasing awareness, targeted at a broad audience, and provide practical assistance with regards to topics that impact those who are ethnically and racially diverse.

