



DIVERSITY PROJECT



THE DIVERSITY PROJECT OVERVIEW

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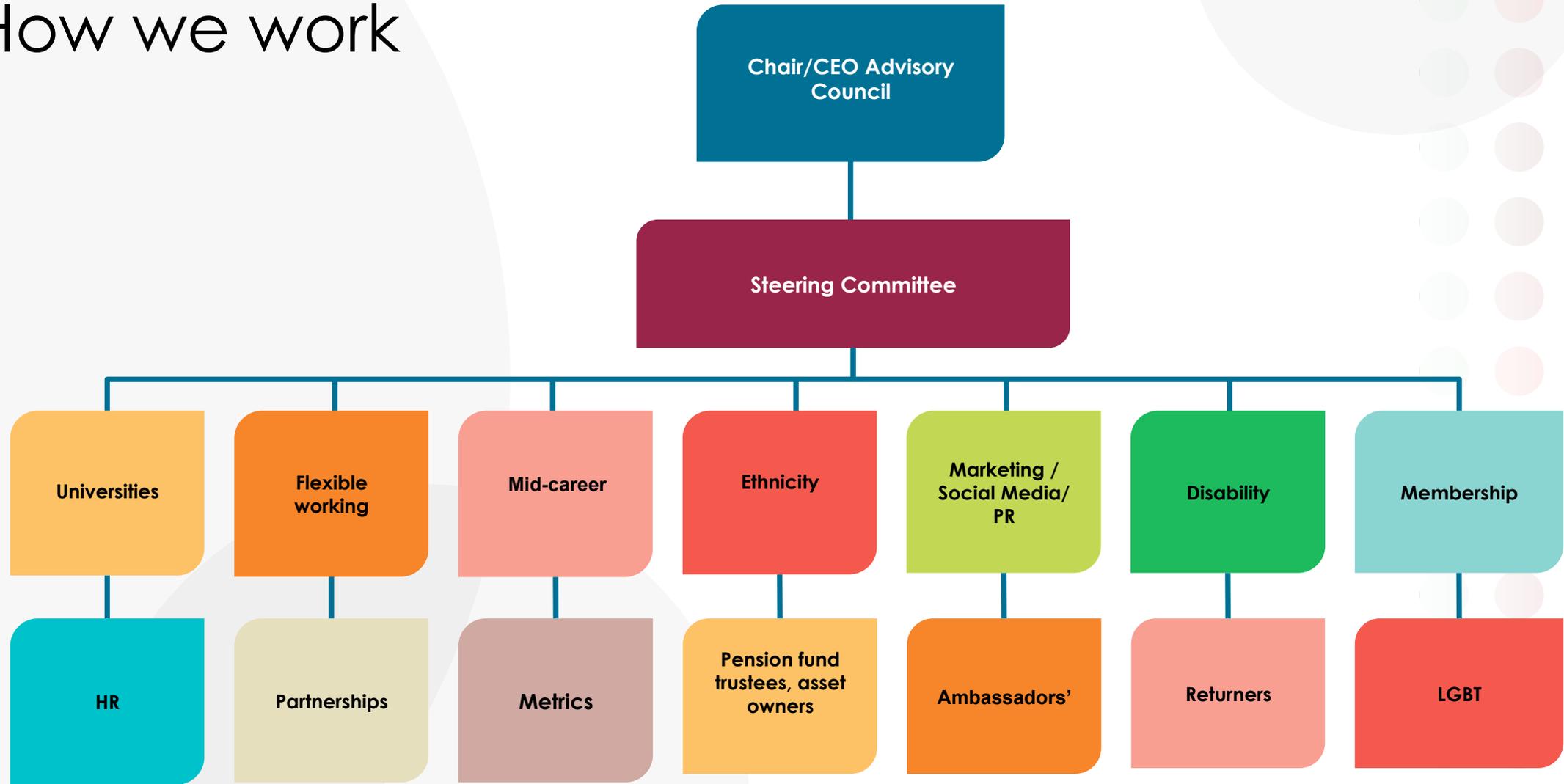
#buildingmomentum



The Diversity Project aims to...

- Create a truly diverse, inclusive UK investment and savings industry with the talent to deliver the best results for clients and reflect the society we serve
- Address diversity in its broadest sense
- Work collaboratively, providing cohesion, sharing what works and devising new programmes where there are gaps
- Deliver a joined-up approach across the whole investment profession
- Achieve significant improvement within 5 years

How we work



Building momentum - ways to get involved

- Businesses: declare your firm's support, provide volunteers, expertise and/or a donation to help fund our work (the DP is a community interest company)
- CEOs/Chairs: join the Advisory Council – leaders who advise the project and can represent their businesses
- Experienced managers willing to lead workstreams: join the Steering Committee
- At any level: participate in the workstreams
- Individuals with time and expertise: join the ambassadors programme, speak at schools, universities or business schools, mentor or host networking events
- Recent recruits: get involved in the marketing/attraction workstreams to tell your story and encourage others to join you!

Diversity Project supporters as at 1 September 2017

Asset management firms

Aberdeen Standard Investments	Investec Asset Management
Allianz Global Investors	LGIM
Amundi	M&G
Aviva Investors	MFS Int'l
BlackRock	Murano
Carmignac Gestion	Newton Investment Management
ColumbiaThreadneedle	Old Mutual
Fidelity International	Pictet
GSAM	Sandaire
HSBC Global Asset Management	Schroder Investment Management
Janus Henderson	SSgA
Jupiter AM	Wellington
InvescoPerpetual	

Consulting firms

Aon Hewitt
LCP
Mercer
Redington
Willis Towers Watson

Search firms

Bruin Financial
Buyside Club
Ocean Partnership
Sapphire Partners

Other groups/affiliates

BBC Pension Trust Ltd
CFA UK
CFA Institute
Goldsmiths, University of London
HT Financial Marketing
Investment2020
Investment Association
IIFoA
PLSA
PwC
FRC (associate member)

AUDIENCE RESPONSE QUESTION

What do you think is the single biggest impediment to greater progress on diversity in our industry?

- 1) Recruitment practices
- 2) Working practices
- 3) Promotion ladders
- 4) Culture
- 5) Image/ perceptions of the industry
- 6) Lack of commitment to change
- 7) Other