



The Results of our Goals and Progress Tool

2022 Reporting

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DP Board Member and Global MD, LGBT Great



A journey of 1000 miles involves
lots of small steps



Why are we doing this together?

To inspire and motivate a focus towards the 5-year goals

To provide a joined-up approach across all member firms

To highlight overall success and future areas of focus

To track and monitor our progress collaboratively



The Goals and Progress Tool enables us to measure impact



71 Members Reported in 2022



AUM:

£13.87 trillion

AUM represented

£2.14 trillion

Largest AUM

£195 billion

Average AUM

70,200

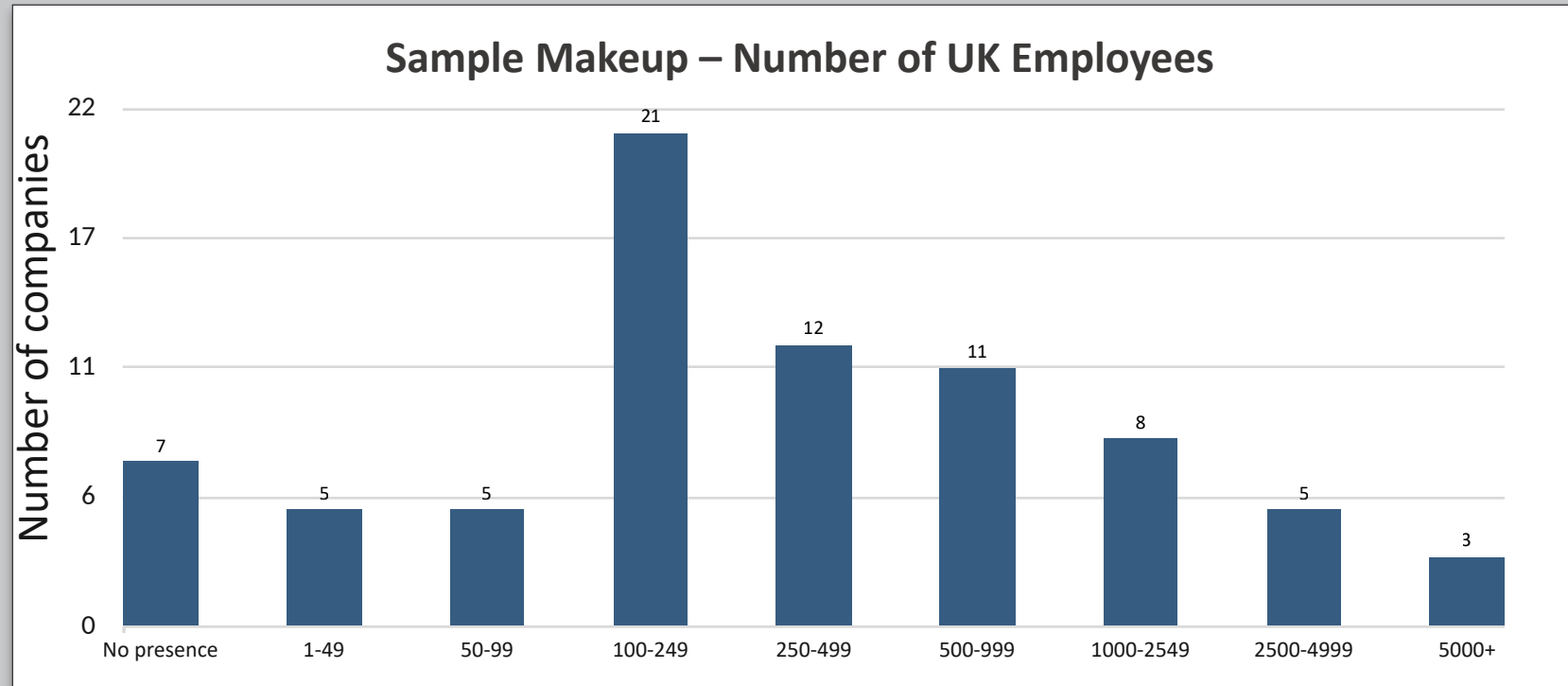
Employees represented

10,191

Largest firm represented

1,004

Average firm size



Gender – Where are we now?



Goal Adoption

Almost 50%

Member firms have committed to one or more.

21%

Members are committed to achieving a 50:50 split in entry level recruitment.

10%

Members said they would commit to all 3 goals within 12 months.

Support members adopt the goals

Data Disclosure

27.2%

Average Mean Salary Gap.

64

Members are reporting on their gender pay gap. Just 69% do this externally.

15%

Members said that they do not have a plan to close their gender pay gap yet.

Closing the Gender Pay Gap planning

Actions

93%

Members have taken some action(s) to improve gender in the last 12 months.

5.7

The number of actions that members are taking.

48%

School leaver and graduate hires were women.

Develop a pipeline of female fund managers

Strategy Goals

- To reduce the Gender Pay Gap by one third from 2019 figures on average
- To achieve 20% female fund managers
- 50:50 male:female ratio in school leaver and graduate recruitment

Which of these requires the most attention in my firm?

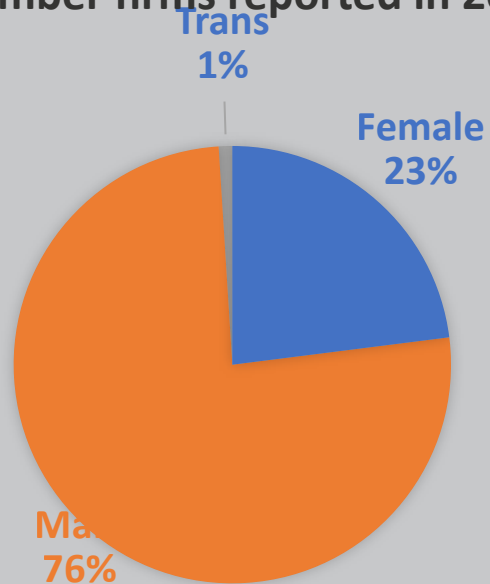


Gender Balance



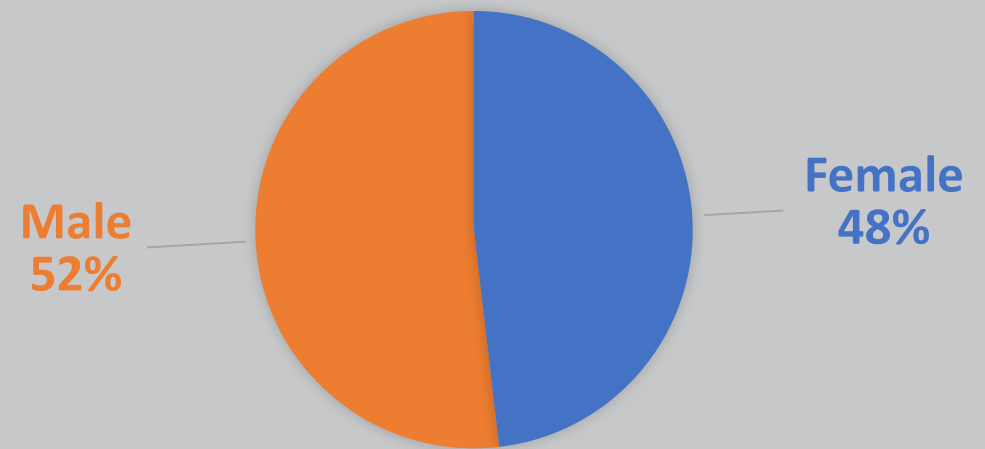
Fund Manager Gender Balance

65 member firms reported in 2022



50:50 Balance in School Leaver Graduate Recruitment

61 members reported in 2022



The Gender Pay Gap



**Gender Pay Gap –
Average Salary (%)**

28%

Average salary gap

**Gender Pay Gap –
Mean Salary (%)**

27.2%

Average mean salary gap

**Gender Bonus Gap –
Mean Bonus (%)**

61.6%

Average bonus gap



Where have members been focussing?

Please specify what action(s) have been taken in the last 12 months

5.7



Race & Ethnicity – Where are we now?



Goal Adoption

30%

Member firms are committed to 90% goal.

29%

Member firms are planning to commit in the next 12 months.

36%

Member firms do not intend to commit to the 90% goal.

Support for members to adopt 90% goal

Data Disclosure

34

Members are currently able to report on this data only.

78%

The average disclosure rate for those members who reported.

9

Members have achieved the goal.

Help members collect race and ethnicity data

Actions

Over 90%

Members have taken some action(s) to improve race and ethnicity DE&I in the last 12 months

95%

Members reported to have taken multiple actions.

4.8%

Members said that they have no intention to take action in the next 12 months

Develop talent and succession planning

Strategy Goal

- To achieve a 90% race and ethnicity diversity data disclosure rate within two years, to provide a basis for additional targets to be set, on average across all members

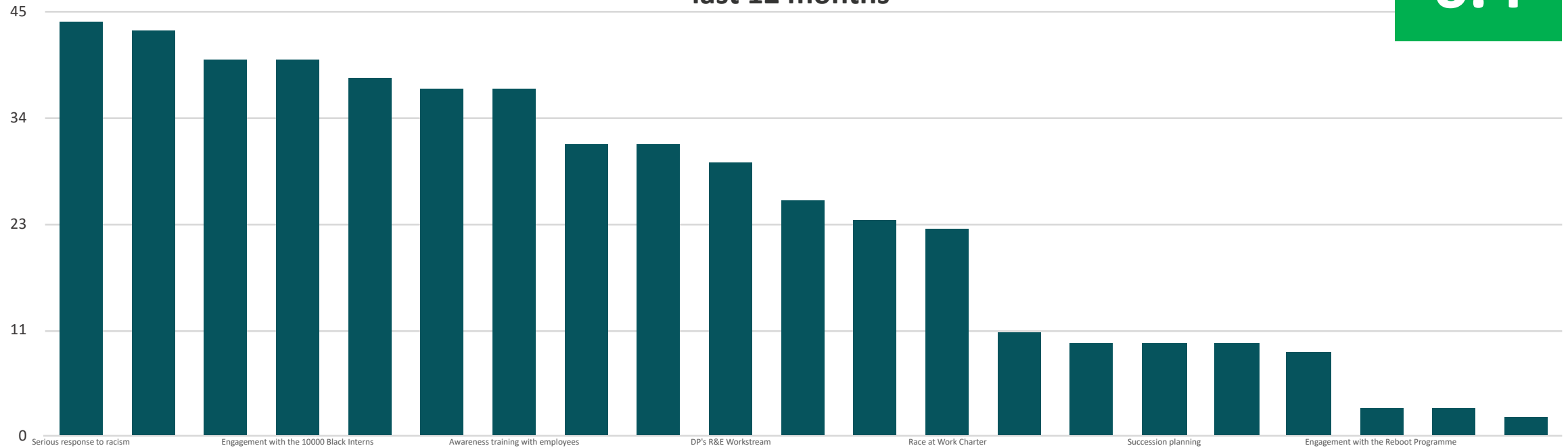
Which of these requires the most attention in my firm?



Where have members been focussing?

Please specify what action(s) have been taken in the last 12 months

6.4



Social Mobility – Where are we now?



Goal Adoption

Over 50%

Member firms have committed to one or more of the goals.

63

Members are engaged on an entry level recruitment programme.

10.8%

Members have no intention to commit to the goals in the next 12 months.

Support for members to adopt the goals

Data Disclosure

22%

Members capture and monitor SM diversity data.

Questions

Parental occupation and school type attended the most frequently captured.

Barriers

A recommended central framework and the right technology systems.

Support to collect socio-economic data

Actions

75%

Members are engaged on an early careers recruitment programme.

236

Hires made with candidates from a state school.

20%

Members who reported, are currently able to collect and monitor state school data.

Embed social mobility across the full talent management cycle

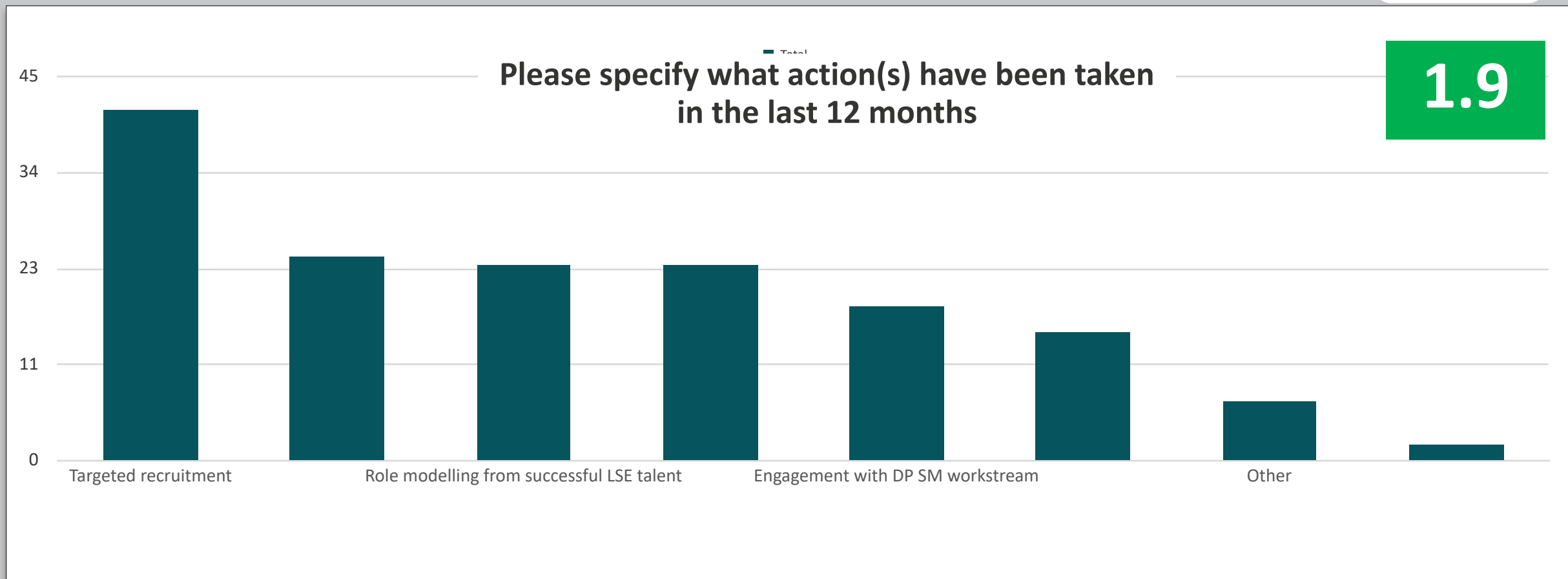
Strategy Goals

- To collect socio-economic data for employees to track entry and progression
- To support one, or more, socio-economic school leaver / graduate recruiting programmes
- For 80% of interns and graduates to have attended state school for the duration of their secondary education (ages 11-16) on average across all member firms

Which of these requires the most attention in my firm?






Where have members been focussing?



Three calls to action



-  **Share:** The findings from 2022 with your stakeholders
-  **Feedback:** Which goal will your firm focus on in 2023?
-  **Join:** Our taskforce to impact inclusion

Email: info@diversityproject.com

