



Remit and role of the Advisory Council

Membership: The Advisory Council (AC) is made up of CEOs or equivalent (C-suite representatives) of the member firms of the Diversity Project (DP). Members can send substitutes, but these should be of appropriate seniority.

Goals: The AC is committed to ensuring the success of the DP by the provision of support, access, advice, strategic input, and commitment by all its members to the Steering Committee (SC) and workstreams as appropriate. The AC is also responsible for ensuring that the outputs of the DP and its workstreams is acted upon within their organisations, as appropriate.

- Provide high level oversight, support and strategic input
- Define success metrics for the DP
- Consider resourcing aligned to our initiatives
- Promote diversity and inclusion and act as representatives for the DP internally within their organisations and externally via the press, social media, etc.
- Ensure that their firms are appropriately represented on the SC and workstreams
- Ensure that the work of the DP is shared within their organisations and acted upon
- Lead by example – acting as an inclusive leader
- Ensure that their firm participates in the DP's Goals & Progress Online Tool
- Consider making progress towards the DP's 5-year goals on gender, ethnicity and social mobility
- Some AC members may choose to act as an Executive Sponsor for a workstream. This involves regular meetings with the workstream, providing a sounding board, but also acting as an advocate for the work of the workstream both internally within the DP and externally

Meetings and time commitment: Meetings are held every quarter and last 1.5 hours. In addition, members should allow time for liaison within their own firms around the initiatives discussed. Members should commit to attending three out of every four meetings.