



THE DIVERSITY PROJECT

The Diversity Project is a cross-company initiative championing a truly diverse and inclusive UK investment and savings industry with the right talent to deliver the best possible financial outcomes for our clients, to reflect the society we serve and ultimately build more sustainable businesses. As of 2022, we have over 100 members united in making change, with an AUM of >£14 trillion and more than 70,000 employees represented.

EDUCATIONAL PROGRAMMES

The Diversity Project runs a number of educational programmes, some in collaboration with partners, covering key dimensions of D,E & I.

With many programmes underway or in the pipeline, the opportunities to make an impact and drive change in the industry are growing. Many of our programmes are looking for firms and individuals to share their talents to tackle key challenges. Get involved and help our programmes, whether through organisational support, becoming a mentor, participant or sponsor to any of the programmes.

The following is a summary of some of our current educational programmes, including what the programme is about, who it is aimed at and how to find more information.



Diversity Project Pathway

A bespoke programme to develop the female portfolio managers of the future.

Open to: women from participating Diversity Project member firms who are interested in becoming portfolio managers.

Want to get involved?

Get involved as a firm to be eligible to enrol women in your organisation to take part in the programme.

www.diversityproject.com/DP-Pathway
info@diversityproject.com



Investment Springboard

In partnership with upReach, the Investment Springboard helps university students looking to join the industry by exploring career options, develop employability skills, widen their professional network, and – ultimately – help them secure top ‘spring weeks’, summer internships and graduate jobs.

Open to: full-time undergraduates from any degree that are from under-represented backgrounds.

How can you get involved?

As a **firm** – sign up and provide internships and jobs. As an **individual** – become a mentor.

<https://upreach.org.uk/investment-springboard/>
info@diversityproject.com



The Cross-Company Returners Programme

In partnership with Women Returners, the programme targets returners and provides a fully supported route back to work within DP Member Firms via a six month returnship and supported hiring into permanent roles.

Open to: experienced professionals who have taken a career break of 18 months or more.

Want to get involved?

As a firm – sign up to take part in the cross company returners programme.

www.diversityproject.com/returners
info@diversityproject.com

EnCircle Mentoring



Hosting mentoring circles for minority professionals, led by senior ethnic minority professionals, who will share their experiences and discuss the tools required to navigate the barriers faced throughout their career.

Open to: Black professionals with 1-10 years experience

Want to get involved?
Sign-up to be a mentor

www.encirclementoring.com
admin@encirclementoring.com



Catalyst Programme

A multi-year education and training programme aimed at Year 12 & 13 students. Asset Managers and Investment Consultants provide skills sessions, mentoring, industry-insight days and bursaries for the sponsorship of students.

Open to: year 12 & 13 students

Want to get involved?

As a **firm** – sign up and run sessions and insight days. As an **individual** – become a mentor.

www.diversityproject.com/catalyst-education-programme/
cep@talkaboutblack.com



The Skills Workshop

An exciting six-month programme giving students insight, knowledge, and direction to start their career in the industry. In partnership with Clu, #TAB, CFA UK, Encircle Mentoring and Amplify.

Open to: anyone over 18

How can you get involved?

As a **firm** – sign up and provide internships and jobs. As an **individual** – become a mentor.

www.diversityproject.com/the-skills-workshop/
theskillsworkshop@talkaboutblack.com



Cross-Company Mentoring scheme

In partnership with CityHive, with #TAB and R&E workstreams.

Think tank and advocacy group working in partnership with companies to build an inclusive investment management industry and an equitable and sustainable society.

Open to: all our mentees will be ethnic minorities and/or female but can come from any job function in investment management.

Want to get involved?

As a firm – sign up to take part in the cross-company mentoring programme.

www.cityhivementoring.com/
contact@talkaboutblack.com



The Black Leaders Programme

The Diversity Project, in partnership with the Investment Association, aims to create opportunities to support Black talent in their development into leadership positions. This cross-industry Senior Black Talent Mentoring/Reverse mentoring Programme combines executive coaching, and 1-2-1 mentoring with c-suite professionals to create a genuinely safe space to discuss topics such as unconscious bias, privilege, the myth of meritocracy, in order to help set individual goals and champion talent.

Open to: Black professionals with 10+ years experience in the industry

Want to get involved?

As an individual – sign up to receive mentoring, or become a mentor.

www.theia.org/black-leaders-programme
contact@talkaboutblack.com



Mental Health First Aider

The Mental Health First Aider organisation provide mental health first aid training to individuals in order to increase awareness of mental health and provide the skills to be able to support others within our industry.

Open to: firms and individuals interested in Mental Health

Want to get involved?

As a **firm** – sign your line managers up to receive first aid training

As an **individual** – sign up to become a mental health first aider

Our Mental Health workstream can provide you with further information. Email us at info@diversityproject.com

<https://mhfaengland.org/>



British Sign Language

The Diversity Project is partnering with The Royal National Institute for the Deaf (RNID) to provide individuals with the opportunity to learn more about British Sign Language, non-visual signs, facial expressions and much more.

Open to: individuals at member firms that are interested in sign language.

Once we have enough people interested, we will run another course.

info@diversityproject.com

Follow us on social media:

LinkedIn: Diversity Project – Investment Industry

Twitter: @DiversityProj

Want to get involved with our educational programmes? Email us at info@diversityproject.com

To visit our website, resources and find out more about our educational programme, go to www.diversityproject.com and see how you can get involved

Get involved and help move the DEI dial on the diversity issue matters most to you and your company.