



Diversity, Equity and Inclusion (DE&I) Committee

Charter – valid as of 01/01/2024

Mission

The Diversity, Equity and Inclusion (DE&I) Committee encourages inclusion and diversity at every level in the investment management industry by promoting different groups of individuals, including, but not limited to, people of diverse races, ethnicities, nationalities, religions, abilities, gender, and sexual orientation as well as those with diverse educational and professional backgrounds, experiences, skills and expertise.

Focus

- To accelerate change in the investment management ("IM") industry and offer a platform where different groups of DE&I can engage and learn from each other and external experts;
- To promote and support career developments of the DE&I community in IM industry, either separately or in collaboration with other CFA Society Committees;
- To lead by example and increase the diversity of the IM industry by promoting it at universities and via partnerships with professional groups that foster such goals.

Background

Multiple researches have shown that DE&I is beneficial for clients, the profession and the society at large. According to Garner's research, "75% of organizations with frontline decision-making teams reflecting a diverse and inclusive culture will exceed their financial targets. And gender-diverse and inclusive teams outperformed gender-homogeneous, less inclusive teams by 50%, on average."¹ Clearly, D&I aspect positively contributes to the businesses.

Additionally, DE&I is on the agenda for many companies. 76% of European organisations have publicly declared their commitment to D&I². However, according to the same PwC research, only a small percentage of D&I programs reach the highest level of maturity. For instance, the investment management industry in the Netherlands currently lacks diversity, in various forms and at different career stages. Therefore, our DE&I Committee aims to actively contribute to the positive changes in this field through our activities.

¹ <https://www.gartner.com/smarterwithgartner/diversity-and-inclusion-build-high-performance-teams>

² <https://www.pwc.com/gx/en/services/people-organisation/global-diversity-and-inclusion-survey/european-report.pdf>

Structure and Action Plan

The DE&I Committee is one of a few committees formed on a voluntary basis under the umbrella of CFA Society Netherlands. The Committee started as Women in Investment Management (WIM) Committee in 2018, and after a COVID-19 break reinstated its activity in May 2022. Due to the changing market environment and growing importance of different diversity groups as well as their added value to the profession and the society at large, the Committee rebranded to DE&I Committee in January 2024.

The initial set-up of DE&I Committee currently has two working groups that build upon the existing structure as follows:

- Women in Investment Management (WIM)
- Student and Young Professionals Empowerment (SYPE)

Such structure may be amended from year to year based on market needs and feedback we will receive.

The Committee focuses on the following activities:

- Educational workshops mainly focused on soft skills, leadership or career growth
- Networking events
- Inspirational events (panel discussions, story sharing)
- Increasing collaboration with educational institutions

We aim to measure such efforts by setting up our own Committee to accommodate for diversity, by the diversity in attendance and speakers of our events, and by asking for feedback to continuously improve.

The DE&I Committee is constantly expanding and searching for new members who on a voluntary basis would actively participate in the organisation's activities and represent a diverse range of society and help to reach our goals.

Membership

We are open all year long for potential members of the Committee. An acceptance of a new member will be determined by the seats available in particular areas of expertise, depending on the expansion of the DE&I sub-committees and community. New members should be CFA/RBA charterholders, CFA/RBA candidates, or show an intention to obtain CFA/RBA membership status.

Members 2024

Jovita Ražauskaitė, CFA (Co-Chair)

Agnese Pavlovska, CFA (Co-Chair)

Codruta (Cody) Martian

Rasha Zakkak, CFA

Marilu Ortega, CFA

Anastasia Medianovska, CFA

Aghakarim Orujov, CFA

Carole El Makdessi, Passed Level III

Sponsor: Noortje Draper (on behalf of the Board of CFA Society Netherlands)

Committee meetings

The committee meets bi-weekly to discuss events, programs and actions to be taken. The actual dates/times/locations of the meeting are determined by the members themselves, allowing for flexibility and efficient use of time. Every member is expected to spend on average 2 hours per week on the activities of DE&I Committee.

Collaborations and Sponsorships

We welcome potential collaboration with other CFA committees and other industry groups/organisations with similar affinities to our Committee. The collaborations can take place in the Netherlands and abroad.

We are also actively seeking and welcome sponsorships which would help us and our sponsors to realize DE&I goals in the investment industry.

Contacts

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LinkedIn: <https://www.linkedin.com/company/diversity-equity-and-inclusion-committee-dei/?viewAsMember=true>