

# CFA Society VBA Netherlands

## Women in Investment Management (WIM) Initiative

### Charter – 2022

#### **Mission**

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The WIM committee promotes inclusion and gender diversity at every level in the investment management industry by empowering women to excel and enjoy working in this field.

#### **Focus**

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1. To offer a platform where CFA Society VBA Netherlands women can engage and learn from each other and external experts.
2. To promote and support career developments in investment management.

#### **Background**

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Multiple researches have shown that gender diversity in investment teams is beneficial for clients, the profession and the society at large. The investment management industry is currently dominated by men and the percentage of female CFA Society VBA Netherlands members is considerably lower. CFA Society VBA Netherlands has between 11% and 13% female members.

#### **Action Plan**

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##### ***EMPOWER WOMEN TO BE PART OF THE INVESTMENT INDUSTRY***

By creating a support network we aim to help women to join and excel in the investment industry. It is achieved in various ways, for example, by facilitating networking opportunities, mentoring programmes and host events to enhance different skill sets, such as negotiation techniques, time management, public speaking, etc.

##### ***Target Events/Activities:***

- Educational workshops focused on promoting development, leadership or career growth focused on women
- Networking events
- Inspirational events (panel discussions, story sharing)
- School visits and events organising
- Mentoring

#### **Membership**

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We aim to have 6 members in the WIM committee with diversity in background, age and CFA Society VBA Netherlands membership.

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Active participation in organising events or supporting the committee in other ways by the CFA Society VBA Netherlands female members will be welcomed.

**Members**

Tsveta Ivanova (Chair)

Marilu Ortega

Agnese Pavlovska

Jovita Ražauskaitė

Sponsor: Anisa Salomons

**Committee meetings**

The committee meets bi-weekly to discuss events, program and actions to be taken.

Every member is expected to spend on average 2 hours per week.

**Collaboration**

We welcome potential collaboration with other CFA Society VBA Netherlands committees (for example mentoring and education) and other groups, such as WIFS (Women in Financial Sector).