



CFA Institute

WOMEN IN INVESTMENT MANAGEMENT



Effecting Change,
Making a Difference

The CFA Institute Women in Investment Management initiative is focused on improving investor outcomes by encouraging diversity in the investment management profession.

Sound investing mandates diversification, yet it is remarkably absent from team construction across all spectrums of the profession.

As the largest global association of investment professionals, CFA Institute is in a unique position to raise awareness and drive change.

Effecting Change, Making a Difference

WHAT YOU CAN DO NOW

Determine a baseline of gender diversity. Analyze your firm's gender representation at all levels. Are women well represented at all levels of your firm?

Recruit beyond traditional networks. Require search firms to produce credible women candidates for top positions. Include women as interviewers or on nominating committees. Set targets for recruiting women and the percentage of women in senior roles.

Sponsor, mentor, and ensure the visibility of women. Mentor and sponsor young women managers, provide opportunities that help them develop their skills, and offer the visibility they need to advance—not only internally but also externally with clients.

Promote and retain more women. As individuals progress to more senior levels in financial organizations, their assessments are more qualitative, which leads to a bias: Those in leadership tend to hire and promote individuals who are more like themselves. Develop strategies and tools to overcome these biases and significantly impact your firm's ability to promote women.

Promote the CFA® Program as a cost-effective, flexible option for career success. Encourage women to learn more about the Women's Scholarship Program offered by CFA Institute. For more information, send an email to scholarshipsforwomen@cfainstitute.org.