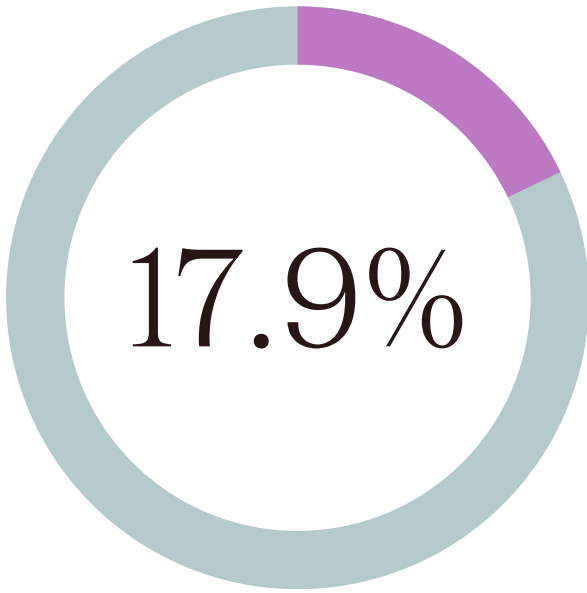
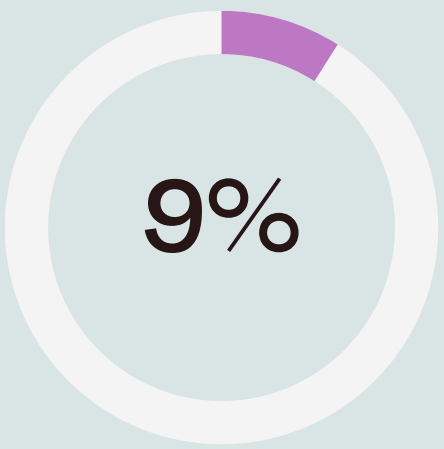


Diversity Resources



The percentage of private equity employees that are women.

Percentage of private equity managing partners that are women:

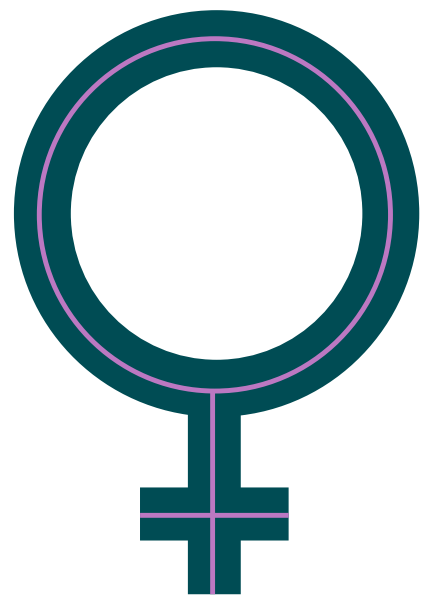


Women are absent in senior positions and the boardroom.

Female representation drops as positions become more senior. Women in private equity are primarily analysts, with women making up 29% of analysts on investment teams. That number drops to 24% for women associates. The percentage of women continues to drop as the roles become more advanced, and women only make up 19% of senior associates. The number has a small uptick as women make up 20% of principals, vice presidents and investment directors. The number then declines again for the roles of partner, managing director and operating partner with the percentages being 13%, 9% and 3% respectively.

Representation in the workplace matters.

Representation matters because each person has different lived experiences. With a diverse team comes diverse perspectives, and without those different ideas and perspectives a company or firm cannot be great. It is shown that inclusion boots performance. Representation in the workplace not only helps a team be great, but it also creates space for the underrepresented to feel seen.



1. Source: Private Equity International: Slow Progress for Women in Private Equity.

Representation Matters

Women are underrepresented in the finance industry. This resource guide has resources to understand the importance of representation in the workplace, and to encourage the diversification of finance teams in the male-dominated industry.

How do I find/recruit a woman?

- Look at non-traditional backgrounds
- Be aware of your own biases when reviewing resumes (people tend to recruit people that are similar to them and look similar to them)
- Be intentional (reach out to organizations that support women in business, or other foundations and programs such as Toigo & PEWIN²)
- Understand how women & men look at job descriptions differently
- Join LinkedIn pages for women in finance to connect with

How do I support women in the workplace?

- Give women credit
- Allow women an equal opportunity to speak without being interrupted
- Give women equal opportunities, promotions and raises
- Treat women fairly and as professionals
- Take harassment and assault claims seriously
- Do not discriminate against pregnant women or mothers
- Understand that everyone has biases, but it is your job to challenge them
- Listen to women's needs and support them

What training or actions can be taken?

Harvard Business Review published an article on what types of corporate training actually works to educate and encourage change in attitudes. Perspective-taking & goal setting were shown to be effective in encouraging positive attitudes and behaviors to marginalized people in the workplace.³

Another article on Business News Daily recommends extending training over time to consistently remind people to challenge their biases.⁴

What next steps should I take?

- Hire women
- Train your team using the tips above
- Allow women to fill leadership and advanced positions and roles
- Hire diversity experts and coordinators
- Develop policies and initiatives
- Get support from all levels of the team to encourage diversity

2. Source: Private Equity International: Slow Progress for Women in Private Equity.

3. Source: Harvard Business Review: Two Types of Diversity Training that Really Work.

4. Source: Business News Daily: How to create a diversity training program.