

Terms of Reference:

Diversity & Women in Investment Management (WIM) Committee

Effective Date:

November 2020

Purpose:

1. Create an intentional approach for diversity and inclusion as an industry imperative
2. Embark on a project to address and understand the stark shortfall of the number of women in the investment industry
3. Increase the number of women who join the profession and earn their CFA charter; retain greater number of women in the profession and increase the number of women in senior roles.
4. Support initiatives to enhance diversity and broad-based transformation in the finance and investment industry

Tasks:

1. **Data and measurement:**
 - a. Baseline demographics Survey:
 - Obtain, compile and maintain the current race and gender statistics within CFA Society South Africa – **this to be completed in collaboration with Membership Committee**
2. **Strategy:**
 - a. Outline a multi-year holistic strategy to achieve improved female metrics across all categories across areas - joiners; charter holders; senior decision-makers.
3. **Leverage peer learnings:**
 - a. Investigate further programmes run by CFAI that could be leveraged into SA****
4. **Awareness, Recognition, Intervention and Support**

Awareness:

 - a. Propose job shadow programmes for scholars/learners for people of colour and women*
 - b. Promote scholarships for women (Institute and others)***
 - c. Launch the CFAI Young Women in Finance programme in South Africa – aim to complete part 1 during 2021 (being the training component)

Recognition:

 - a. Investigate what type of study could be run to benchmark firms who support women in investment management*
 - b. Introduce awards to recognise firms that high in the benchmarking study or an alternative measurement for recognition of women CFA charterholders*

Intervention & Support:

 - a. Host at least two personal development events focused on promoting a session of belonging and boosting workplace confidence**
 - b. Investigate the introduction of a low maintenance mentorship matching portal/platform through the CFA SA website*
 - c. Obtain more information to introducing the CFAI Experimental Partners Diversity Programme in SA* and ****

*Collaborate with Employer Outreach Sub-com

**Collaborate with Program Events sub-com

***Collaborate with University Outreach and Career Services Sub-com

****Collaborate with Institute Engagements Sub-com

2020 Measurable KPIs:

1. Support launch of CFA SA Baseline Demographics Survey by ensuring gender and race aspects are included
2. Ensure recognition for women charterholders is included in annual recognition event
3. Host 2 diversity & inclusion (race/gender) specific events during 2021
4. Launch job shadow programme
5. Launch part 1 of CFAI Young Women in Finance programme
6. Obtain more information to introducing the CFAI Experimental Partners Diversity Programme in SA and liaise with at least 3 possible employer partners in this regard

Committee Structure & Operations:

1 – Chair

Delphine Govender

2 – Committee Members

Raazia Ganie

Lungile Luvuno

Jennifer Henry (by virtue of Pillar Chair)

3 – Volunteers

Volunteers to be canvassed for once projects are finalised.

4 – Meeting Frequency (at least 2 p.a.)

1. 1 mini-strategy session (Oct/Nov 2020)
2. Sub-committee strategy update meeting: end Jan; end April; end June; end October
3. Several ad-hoc meetings, based on projects in progress

5 – Preferred Board Feedback Dates (select 4 in order of preference)

May

September

November

Feb