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Empowering Success.
Together.

Beyond the Data: Focusing on Diversity, Equity & Inclusion to Drive Success

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Table of Contents

1 **Walking the Walk**
Outcomes from using a D&I Framework

2 **D&I Framework**
As introduced in the whitepaper, *Diversity & Inclusion in Investment Management: Expanding the Dimensions of Investment Diversification*

3 **Resources**
Build your knowledge base

Walking the Walk

Values

- At our core, we at BNY Mellon believe D&I is vital to success and is part of the core stated values that codify our culture (Passion for Excellence, Integrity, Strength in Diversity and Courage to Lead)
- BNY Mellon's Corporate Social Responsibility Report includes D&I goals and key performance indicators
- Leadership within Investor Solutions is dedicated to enhancing D&I within all aspects of investment manager research

Manager Research Team

- Manager research team (39%) are women or minorities
- Team's recent publication of: ***Diversity & Inclusion in Investment Management: Expanding the Dimensions of Investment Diversification*** highlights the importance of diversity and the approach taken by the Manager Research Team within investment due diligence

Application of D&I

- D&I Framework for Manager Research provides the building blocks necessary to address D&I objectives
- Approximately 25% of managers under research coverage have some diverse ownership representation, 11% are Substantially Diverse-Owned (>25%) while approximately 6% are considered Diverse-Owned IMs
- As of the end of calendar year 2020, our clients had approximately **\$1.1 billion invested with Diverse-Owned IMs**

Manager Research: D&I Framework



[Click here to access the whitepaper](#)

Manager Research D&I Framework (Paper Outline):

- Categorize and Define Diverse-Owned IMs
- Open-Door Policy for Diverse-Owned IMs
- Rooney Rule for Manager Searches
- Identify Coverage Gaps of Diverse-Owned IMs
- Attendance at D&I Conferences
- Research Report Integration
- Data Collection Integration
- Commitment to Finding Excellence

Phase I

- Categorize and Define Diverse-Owned IMs
- Open-Door Policy for Diverse-Owned IMs
- Rooney Rule for Manager Searches
- Attendance at D&I Conferences
- Research Report Integration
- Data Collection Integration
- Commitment to Finding Excellence

Phase II

- Identify Coverage Gaps of Diverse-Owned IMs
- Research Report Integration (D&I Factor Evaluation)

Resources to Deepen Your Knowledge

Explore these organizations to learn more and build your knowledge base

- National Association of Securities Professionals (www.nasphq.org)
- National Association of Investment Companies (www.naicpe.com)
- 100 Women in Finance (www.100women.org)
- Association of Asian American Investment Managers (www.aaaim.org)
- New America Alliance (www.naaonline.org)

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