



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.

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WHAT YOU CAN DO NOW

Assess and upgrade your recruiting program. Several US business schools have significantly increased the percentage of women students thanks to improved recruiting practices. Consider adding a mentorship program with women who are leaders in the investment management industry to encourage the study of finance.

Encourage women—not just those in a business or finance specialty—to consider finance and investments as a career. Tap into our toolkit and reach out to your local CFA Institute member society for volunteers to share their stories and career advice.

Increase and utilize scholarships for women in finance. At CFA Institute, we offer the Women's Scholarship Program. For more information, send an email to scholarshipsforwomen@cfainstitute.org.

Engage with the CFA Institute Research Challenge. Professors can sponsor a CFA Institute Research Challenge team and specifically encourage women students to join.

Create classroom environments that are inviting to both men and women finance students. Enlist professors to serve as role models, offer encouragement and recognition, and dispel the notion that finance is only for men.

Join or start an organization that supports gender diversity in the investment management industry.

Conduct and check out research on the reasons behind the lack of women at institutions, and share research reports among your peer institutions and with organizations focused on gender diversity.