



G O N G  
COMMUNICATIONS

## HOW DOES YOUR FIRM STACK UP FOR DIVERSITY & INCLUSION (D&I)?

ARE YOU STRIDING PURPOSEFULLY TOWARDS AN ENLIGHTENED NEW ESG FRONTIER OR DUCKING FROM VIEW BECAUSE YOUR TEAM AND YOUR INVESTMENTS DON'T BEAR CLOSE SCRUTINY?

JOIN US FOR BREAKFAST TO DEBATE WHETHER D&I IS THE NEW ESG FOR FUND MANAGERS.

The latest FRC corporate governance code, calls for a focus on workplace culture and diversity, listing visible characteristics (like gender) alongside others that aren't apparent in a team photo (like cognitive diversity or social mobility). Organisational psychologists counsel for well led teams with different perspectives and experiences to spur innovation and productivity, finding new angles and new market opportunities.

In November, our panel Chair Toby Mitchenall, senior editor at Private Equity International, noted the growing commercial imperative of workplace diversity when he reported that two leading asset managers were passed up for a \$50m allocation by the Chicago Teachers' Pension Fund with a deficit in diversity cited as a contributing factor.

Is this investor interest in D&I criteria comparable to the rise in demand for ESG strategies over the past six years? And is D&I set to become a non-negotiable part of manager selection?

Join us on 26<sup>th</sup> March for a panel discussion that will tackle some of the D&I issues that firms are currently navigating:

- What kind of culture and reputation will attract (and retain) 'diverse' talent to your brand?
- Inclusive leadership – what is it and why do you need it?
- How do you build a people-first culture without losing productivity?
- How to get credit for diversity if you can't see it?
- Is there enough 'diversity' to go around?

Our panellists include Deborah Gilshan, ESG Investment Director of Aberdeen Standard, and Founder, 100% Club, Amy Clarke, co-founder and Partner at Tribe Impact Capital and Andrew Brown, Head of Private Equity Research at Willis Towers Watson.

08.30AM-10AM, TUESDAY, 26TH MARCH 2019

DEVONSHIRE CLUB, 4-5 DEVONSHIRE SQUARE, EC2M 4YD

(1 minute from Liverpool Street Station)

RSVP

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## OUR PANELLISTS

### CHAIR - TOBY MITCHENALL

SENIOR EDITOR FOR PRIVATE EQUITY AT PEI MEDIA

Toby Mitchenall is the Senior Editor for private equity at PEI Media. He is responsible for and regular contributor to the private equity coverage across Private Equity International, Secondaries Investor and private funds management and is based in PEI's London office.

### DEBORAH GILSHAN

ESG INVESTMENT DIRECTOR, ABERDEEN STANDARD INVESTMENTS

Deborah is an Investment Director in the environmental, social and governance (ESG) team at Aberdeen Standard Investments. She has 18 years of experience specialising in corporate governance, diversity, culture, sustainability and market policy work to improve the rights of shareholders. Deborah co-chairs the UK Investor Group of the 30% Club which she has helped to build into a powerful global coalition of 33 investors with assets under management of £11 trillion. These investors are publicly committed to using their shareholder rights to improve diversity and achieve better gender balance in UK public companies. In 2011, Deborah founded The 100% Club, a UK based network for professional women.

### ANDREW BROWN

HEAD OF PRIVATE EQUITY RESEARCH AT WILLIS TOWERS WATSON

Andrew is focused mostly on private equity research for European and US managers but does some work in frontier markets and energy as well. In addition, he advises European corporate pension plans on their private equity programmes. He has over fifteen years of private equity research experience.

### AMY CLARKE

CO-FOUNDER, TRIBE IMPACT CAPITAL

Amy co-founded Tribe Impact Capital as an impact wealth management firm and a B Corp, to manage private and institutional wealth for financial return, values alignment and positive impact. Tribe works with like-minded clients impassioned to use their wealth to manifest the positive social, environmental and economic changes in the world they wish to see in line with their own financial needs.

Amy has over 24 years' experience in sustainable business, social capital management, and impact advisory and investing in consultancy, charity and industry. She has held several senior positions heading up sustainability and corporate responsibility teams at Bank of America Merrill Lynch and Microsoft as well as the Private Client practice at CAF.