



Diversity  
Project  
NORTH AMERICA

**UPDATED AS OF JANUARY 2024**

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## Diversity Project North America Committees

Impactful participation, meaningful contribution.

Nicsa's Diversity Project North America committees are at the heart of our mission to connect all facets of the global asset management industry in order to develop, share, and advance leading practices. Our thought leadership programs are driven largely *by members for members*.

The Diversity Project North America seeks to drive measurable change for our member firms, and for the industry as a whole. We offer content aimed at developing and sharing tested practices and benchmarks so that, together, we can evolve toward a more inclusive asset management industry with positive business results.

### **DIVERSITY PROJECT NORTH AMERICA COMMITTEES**

- **CEO Advisory Council:** sets the strategic direction for the Project
- **Executive:** ensures the committee work aligns with CEO Advisory Council objectives
- **Benchmarking:** identifies metrics and standards
- **DEI Perception Study:** explores insights on the perception of progress through the Project's DEI Survey and Study
- **Education Engagement & Outreach:** attracts diverse talent to the industry
- **Fearless Leadership Symposium:** drives content & speaker selection for annual event
- **Industry Engagement & Events:** shares findings, ideas and training to drive action and inclusive leadership
- **"Next" Practices:** shares forward-looking ideas to help firms build bold programs that advance equitable opportunity and support business results
- **Rising Stars:** supports the selection, implementation, and promotion of the annual Rising Stars, a career development program for diverse leadership

Committee membership is open to all employees of member firms, providing an excellent opportunity for all divisions, all departments and all levels of management to participate in the development of industry solutions. To join, contact **Justine Phoenix** at [jphoenix@nicsa.org](mailto:jphoenix@nicsa.org).

*Updated Semi Annually.*

## Diversity Project Committee Descriptions

### **Diversity Project North America Governance Committees**

Advisory Council and Executive committee members facilitate decision-making by completing necessary research of ideas and to make recommendations to the Diversity Project as a whole.

#### **CEO Advisory Council**

**Meeting Frequency:** Quarterly

Key focus areas include setting strategic direction for the Diversity Project North America. This group of industry leaders meets quarterly to review committee progress as well as consider new business initiatives.

**Executive Committee** | Open only to sponsors of committees

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#### **Benchmarking Committee**

**Meeting Frequency:** Monthly

With an understanding of the importance of metrics with respect to diversity and inclusion, this committee serves as a resource for the Diversity Project to identify and understand industry measurements and metrics of DEI standards such as gender, generation, race/ethnicity and education. The committee also identifies other organizations where there is a potential to align around key metrics.

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#### **DEI Perception Study Committee**

**Meeting Frequency:** Monthly

This committee explores insights on the perception of progress and presents actionable tips on how to advance DEI within organizations through the Project's DEI Survey and Study.

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#### **Education Engagement & Outreach Committee**

**Meeting Frequency:** Monthly

This committee's efforts will be focused on attracting early career, diverse talent to the industry. The goal of the committee will be to establish partnerships, feeders and frameworks with colleges and universities to focus on building a pipeline of diverse talent. Initial focus will be to create relationships with high schools, colleges and universities to provide access for member firms to participate.

## Diversity Project Committee Descriptions

### **Fearless Leadership Symposium**

**Meeting Frequency:** Weekly (September-June)

This Committee is responsible for driving content development and speaker identification for the annual Fearless Leadership Symposium which is held every June. The Fearless Leadership Symposium will bring together senior business executives across a broad spectrum of asset management firms to examine the current state of diversity and inclusion and create an aggressive path forward.

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### **Industry Engagement & Events Committee**

**Meeting Frequency:** Monthly

The mission of the committee is to amplify the message of the Diversity Project by expanding and solidifying the brand, mission and message to both the members and the industry through content and events. Focus areas are twofold: to leverage and distribute content generated by the Diversity Project committees and member firms through various digital media channels, as well as to plan and host Diversity Project events that center on diversity, equity and inclusion topics in the form of roundtables, webinar or town halls.

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### **“Next” Practices Committee**

**Meeting Frequency:** Monthly

“Next practices” are forward looking ideas meant to spark important dialogue about business results and long-term industry sustainability. They can be individual practices, leadership techniques, and/or broad business programs that move the needle on DEI in the global asset and wealth management industry.

The mission of the committee is to advance industry DEI practices and to establish the Diversity Project North America as a resource on a variety of DEI programs and initiatives. The Committee drives this mission by (1) fostering collaboration around best practices; (2) sharing member-firm information on best practices; and (3) creating content that provides guidance on the development of DEI initiatives and programs.

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### **Rising Stars Committee**

**Meeting Frequency:** Monthly

This committee will focus on Nicsa’s Diversity Project North America Rising Star program serving as an advisory group to support existing program priorities and review proposed changes to the program and activities. The committee will work to create and develop a structured alumni network for the Rising Star community to focus engagement with Nicsa and each other more formally.