



Diversity, Equity, & Inclusion Code for the Investment Profession

Diversity, equity, and inclusion (DEI) are crucial elements in the future of the investment industry and success of investment organisations. To help foster a commitment to create better investment outcomes and working environments in the investment industry, CFA Institute has developed a voluntary DEI Code.



Building a more inclusive investment industry

A core aspect of the CFA Institute and CFA Society Australia mission is to develop and administer codes, best practice guidelines, and standards that guide the investment industry and help ensure all investment professionals place client interests first.

The DEI Code was developed by a highly diverse group comprised of academia, investment professionals as well as CFA Institute members, leadership and DEI practitioners. The Code reflects CFA Institute's belief that organisations with an inclusive culture that champions diversity and equity will not only lead to better investor outcomes but also an overall advancement in building a resilient investment industry.

The DEI Code was further reviewed and adapted specifically for our region with input from a Working Group of leading Australian employers in the investment industry.

Commit to improving DEI in your organisation

The DEI Code helps organisations to clearly demonstrate their commitment to improving DEI programs within their workplace and across the wider investment industry.

CFA Institute is asking investment firms to look critically at their organisations and commit to making sustained change that will result in better investment outcomes for clients, better working environments for employees, and generate a cycle of positive change for future generations. The scope of the DEI Code is directly applicable to the workplace, where signatories have direct agency and where they have influence as investors.

As signatories, organisations demonstrate commitment to the six principles of the DEI Code and recognise the economic, business and moral imperative of DEI through action and example.

Objectives of the DEI Code

1. Meet the industry where it is. Define the current state.

2. Define key principles for firms to implement. Drive improvement from a realistic foundation.

3. Provide a metrics-based reporting framework. Produce meaningful results.

DEI Code Principles

The six core principles central to the DEI Code will drive greater diversity, equity, and inclusion efforts in a meaningful and measurable way.

Implementing the DEI Code

The DEI Code is designed to enable accelerated change in investment organisations of any size. The DEI Code Implementation Guidance has ideas and strategies from foundational and simple to more complex for signatories with mature DEI practice.

A variety of recommended implementation strategies have been developed for each principle so that signatories can choose the mix appropriate for their institution. CFA Institute understands that not all organisations have the same capacity or start from the same place, but the expectation is that all signatories to the DEI Code will commit to real change, have stimulating conversations, and make the necessary investment of resources.

Organisations must focus on the most impactful initiatives for their own circumstances.

Signatories will be held accountable and must meet the following foundational reporting requirements within the first two years of onboarding:

- An adopted DEI policy and statement.
- An established senior leadership ownership and oversight governance process.
- An implementation plan to integrate DEI within the signatory organization's people processes and policies.

For more information on the DEI Code, visit: cfas.org.au/deicode



Pipeline

We commit to expanding the diverse talent pipeline.



Talent Acquisition

We commit to designing, implementing, and maintaining inclusive and equitable hiring and onboarding practices.



Promotion and Retention

We commit to designing, implementing, and maintaining inclusive and equitable promotion and retention practices to reduce barriers to progress.



Leadership

We commit to using our position and voice to promote DEI and improve DEI outcomes in the investment industry. We will hold ourselves responsible for our firm's progress.



Influence

We commit to using our role, position, and voice to promote and increase measurable DEI results in the investment industry.



Measurement

We commit to measuring and reporting on our progress in driving better DEI results within our firm. We will provide regular reporting on our firm's DEI metrics to our senior management, our board, and CFA Institute.

Show your commitment to improving DEI in the investment industry.
[Become a DEI Code Signatory here>](#)

