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GENDER DIVERSITY RESOURCE GUIDE

A top 10 guide for Private Capital

THE AUSTRALIAN INVESTMENT COUNCIL ACKNOWLEDGES THE TRADITIONAL CUSTODIANS AND ELDERS OF COUNTRY THROUGHOUT AUSTRALIA, AND THEIR CONNECTION TO LAND, SEA AND COMMUNITY.

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ABOUT THE AUSTRALIAN INVESTMENT COUNCIL

The Australian Investment Council is the peak body for private capital in Australia and has 200+ members who work to build strong businesses that support our communities, create new employment opportunities, and grow our nation's economy. Members of the Council comprise the leading domestic and international private capital firms operating in Australia, and span private equity, venture capital, private credit, family offices, superannuation and sovereign wealth funds as well as leading financial, legal, and operational advisors. Our investment members directly or indirectly employ approximately 500,000 people across the economy, contribute almost three per cent to GDP, and support entrepreneurship and local capability by investing in Australian industries and businesses.

Level 12, Aurora Place
88 Phillip Street, Sydney NSW 2000
T. +61 2 8243 7000

VISIT: AIC.CO



For further information, please contact dei@investmentcouncil.com.au

INTRODUCING THE INVESTMENT COUNCIL'S GENDER DIVERSITY RESOURCE GUIDE

The Gender Diversity Resource Guide was designed for investment firms to help advance the understanding, consideration and adoption of Diversity, Equity, and Inclusion (DE&I) in the Australian private capital industry. Resources within the guide provide practical advice, resources, general information, and actionable steps for promoting gender diversity in the workplace. The guide is intended to be a helpful starting point and not intended to be exhaustive, nor is it an endorsement of the organisations providing the resources. Users of this guide need to make their own assessment of what resources are appropriate for their organisations.

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LOUISE HASLEHURST
Quadrant (Committee Chair)
Investment Director



BING JIANG
Next Capital
Partner



KATE MADDEN
OneVentures
Investment Manager



MICHELLE SEGAERT
Intuitiva Law
Partner



LAUREN BOND
IFM Investors
Associate Director, Inclusion,
Diversity & Wellness



ESER KESKINER
McKinsey
Partner



TERRY MIU NEELAND
Pacific Equity Partners
Director



ROBYN TOLHURST
Australian Investment Council
Policy and Public Affairs
Manager



SAMARA INSOLL
Mercury Capital
Investment Manager



RACHAEL LOCKYER
MLC
Portfolio Manager



NAVLEEN PRASAD
Australian Investment Council
Chief Executive Officer



GEORGINA VARLEY
Adamantem Capital
Managing Director



CRYSTAL RUSSELL
QIC
Partner



WILL MATEU
Australian Investment Council
Secretariat, Member
Experience Manager

TOP 10 RESOURCES

This guide provides a collection of easily accessible resources that have been carefully selected from reputable organisations. While the guide lists these organisations, it's important to note that a few of the resources may only be available through a subscription or membership.

- 1 [PREQIN WOMEN IN ALTERNATIVES 2023](#)
- 2 [SHOULD CLIENTS CONSIDER DIVERSITY WHEN MAKING INVESTMENT DECISIONS?](#)
- 3 [TRACKING INSTITUTIONAL INVESTORS' DIVERSITY, EQUITY, AND INCLUSION DATA](#)
- 4 [ILPA DUE DILIGENCE QUESTIONNAIRE AND DIVERSITY METRICS TEMPLATE](#)
- 5 [CAN PE WIN DEALS IF IT DOESN'T DEAL WITH DEI?](#)
- 6 [DEVELOP A PARENTAL LEAVE POLICY](#)
- 7 [REAPING THE REWARDS OF RETENTION](#)
- 8 [WGEA GUIDE TO GENDER PAY EQUITY](#)
- 9 [WORKPLACE GENDER EQUALITY AGENCY \(WGEA\) REPORTING](#)
- 10 [40:40 VISION](#)

PREQIN WOMEN IN ALTERNATIVES 2023

[CLICK HERE TO PLAY](#)



TOP 3 FINDINGS OF THE REPORT

1

Women account for

21.3%

of the alternatives workforce.

2

Institutional investors continue to hold the best female representation with

24.4%

of the workforce being women.

3

49%

of female leaders seek greater flexibility compared with 34% of their male counterparts.

PREQIN

RESOURCE



[Preqin Women in Alternatives 2023](#)



CAMBRIDGE ASSOCIATES

SHOULD CLIENTS CONSIDER DIVERSITY WHEN MAKING INVESTMENT DECISIONS?

This article from Cambridge Associates examines the advantages and challenges of integrating diversity into investment decision-making. It explores diversity in a broader context such as bringing diversity of mind, and different reference points and experiences into investment decision-making and offers practical tips for investors to consider in their quest for investment success.



RESOURCE



<https://www.cambridgeassociates.com/insight/s-should-clients-consider-diversity-when-making-investment-decisions/>



MCKINSEY & COMPANY

TRACKING INSTITUTIONAL INVESTORS' DIVERSITY, EQUITY, AND INCLUSION DATA

The article *Tracking Diversity, Equity, and Inclusion Data in Private Markets* published on McKinsey's website provides insights on the importance of DE&I in private markets. It discusses the challenges of tracking DE&I data in private markets and offers practical solutions for investors to incorporate DE&I data into their investment strategies. This informative article is essential reading for investors seeking to understand the benefits of DE&I in private markets and how to track its progress.



RESOURCE



<https://www.mckinsey.com/industries/private-equity-and-principal-investors/our-insights/tracking-diversity-equity-and-inclusion-data-in-private-markets>



ILPA DUE DILIGENCE QUESTIONNAIRE AND DIVERSITY METRICS TEMPLATE

The Due Diligence Questionnaire (DDQ) is an extensive set of questions designed by the Institutional Limited Partners Association (ILPA) to help investors assess private equity fund managers. It covers a wide range of areas, including fund performance, investment strategy, governance and risk management, fees and expenses, and environmental, social, and governance (ESG) factors. The DDQ is widely accepted as an industry standard and is used by institutional investors and consultants globally to carry out due diligence on private equity fund managers. Its purpose is to offer a standardised and comprehensive approach to evaluating private equity funds, enabling investors to make informed investment decisions.

RESOURCE



<https://ilpa.org/due-diligence-questionnaire/>

EY DIVERSITY, EQUITY AND INCLUSIVENESS IN PRIVATE EQUITY

The article *Can PE win deals if it doesn't deal with DEI?* on EY's website explores the importance of DE&I in the private equity industry. The article highlights the correlation between DE&I and financial performance and discusses how ignoring DE&I can affect the ability of private equity firms to attract and retain top talent, access deals and capital, and ultimately deliver value to their stakeholders.

The article offers practical guidance for private equity firms to incorporate DE&I into their investment processes, including integrating DE&I into investment theses, enhancing diversity in deal teams, and measuring DE&I progress.

This informative article is relevant for private equity professionals who want to understand the benefits of incorporating DE&I into their investment decision-making processes and how to implement DE&I practices into their firms. It is an excellent resource for investors seeking to improve their performance by prioritising DE&I.



RESOURCE



https://www.ey.com/en_hu/private-equity/can-pe-win-deals-if-it-doesn-t-deal-with-dei

DEVELOP A PARENTAL LEAVE POLICY AUSTRALIAN INVESTMENT COUNCIL

The Parental Leave policy template is intended to assist members of the Australian Investment Council in developing their own firm-specific parental leave policies. The policy describes the standard practice and best practice parental leave options for employees to care for their newborn child, their child born via surrogacy, or for a child placed with them for adoption. It provides a general outline for private capital firms to adopt and implement a parental leave policy that is equally beneficial to all caregivers and to provide support for those returning from parental leave.



RESOURCE



https://aic.co/common/Uploaded%20files/DEa ndl/Template_Parental_Leave_Policy.pdf

REAPING THE REWARDS OF RETENTION YSC CONSULTING AND LEVEL 20

This study investigated the challenges and solutions for retaining senior women in investment roles in private capital. The research explores how private equity and venture capital firms can progress and retain senior women in investment roles, drawing on the experiences and insights of 25 women from Principal to Managing Partner across a range of fund sizes.

RESOURCE



<https://wp-l20-2022.s3.eu-west-2.amazonaws.com/media/2022/04/YSC-Consulting-Level-20-Reaping-the-Rewards-of-Retention-FINAL-.pdf>

WGEA REPORTING

The Australian Government's Workplace Gender Equality Agency (WGEA) requires all non-public sector employers with 100 or more employees to report annually on their gender equality performance. This reporting is mandatory under the Workplace Gender Equality Act 2012 and aims to encourage and monitor progress in gender equality in Australian workplaces. The reporting requirements cover a range of areas, including gender composition of the workforce, gender pay gaps, and policies and strategies to promote gender equality. The WGEA provides guidance, tools, and resources to help employers comply with the reporting requirements and improve their gender equality performance. This reporting system plays a vital role in promoting gender equality in the Australian workforce and is an important tool for employers to assess and address their gender equality performance.

RESOURCE



<https://www.wgea.gov.au/what-we-do/reporting>

WGEA GUIDE TO GENDER PAY EQUITY

The WGEA's Guide to Gender Pay Equity is an essential resource for organisations committed to addressing pay equity challenges. This comprehensive guide provides practical advice and strategies to help organisations identify and address gender pay gaps. The guide covers a wide range of topics, from conducting a pay gap analysis to implementing effective pay equity strategies. With real-world examples and case studies, this guide is a valuable tool for anyone looking to promote fairness and equity in the workplace.

RESOURCE



<https://www.wgea.gov.au/sites/default/files/documents/guide-to-gender-pay-equity.pdf>

40:40 VISION

40:40 Vision is an investor initiative launched by HESTA, an Australian superannuation fund dedicated to supporting workers in the health and community services sector. The initiative aims to achieve gender balance (40% identifying as women, 40% identifying as men, 20% identifying as any gender) in ASX 300 executive teams by 2030. There is evidence¹ target setting can be more effective than disclosure alone in driving change. This is why 40:40 Vision encourages companies to set and report publicly on progress against gender composition targets for executive leadership. By encouraging gender equality and diversity, 40:40 Vision hopes to create a fairer and more inclusive workforce for all, which can help create long-term value for shareholders and better retirement outcomes for super fund members. By signing up to 40:40 Vision, companies are committing to:

1. Achieving gender balance (40:40:20) in executive leadership by 2030.
2. Declaring medium and long-term gender targets.
3. Making their plan public to employees, shareholders, investors and the business community.
4. Reporting annually on progress against targets.

¹<https://cew.org.au/wp-content/uploads/CEW-Census-2022-3.pdf>



RESOURCE



<https://www.hesta.com.au/4040vision>

40:40 Vision is about creating fairer and more inclusive workplaces, which can improve business performance and decision making, creating long-term value for investors.

