

# PANEL DISCUSSION TAKEAWAYS

ALICORN LEADERSHIP SUMMIT - SESSION 3

## THE ADVOCACY CONTINUUM



## Retention And Recruitment

01. Relooking at recruitment processes is important
02. It is important to speak to the recruiter and see the kind of language they use to communicate during the hiring process
03. Identify women mentors for junior and mid-levels as investing is an apprenticeship business
04. Lateral hiring is an important aspect to widen the pool of candidates and allied industries like consulting and operating can be explored
05. There must be a balance between grooming talent and onboarding lateral hires
06. Each firm should be sure that there is evolution across the roles

Recognize the role that unconscious bias plays in the selection process and as a systemic barrier to advancement

Tap multiple channels to identify candidates who are women

Make sure your nominating committee and selection panels are diverse

Use skills matrices and assessment processes to objectively identify new candidates who will be the most effective

## Good Champion of Gender Diversity

01. Fair and objective in approach
02. Inclusive and open to new ideas
03. Advocate uniform application of policies throughout the firm
04. Build a culture that embraces diversity
05. Constant training and sensitisation and quest to stay relevant

WinPE deliberated with industry leaders on the findings of the WinPE BCG Report titled “Closing the Gender Gap in Investing”.

Here is a summary of what the panel discussed, agreed and disagreed upon.

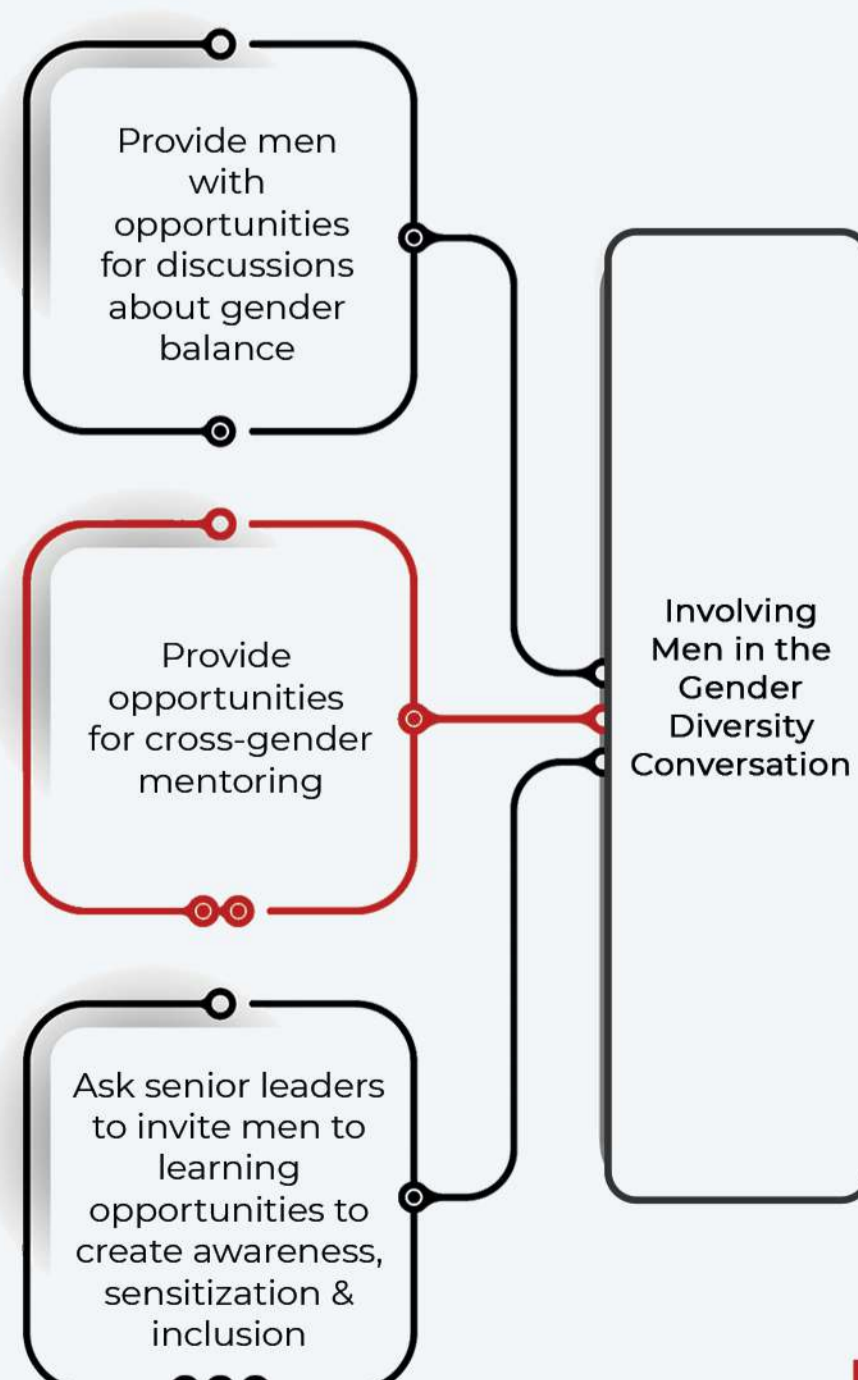
## Outlook on Inclusion And Investing

01. No function or role in investing is gender based. It is a finely tuned art of perspective
02. What really matters is if the firm has included women, the intention has to be clear and communication around it has to start from the top
03. Persistent communication from top down is important, only then will measures like diversity hiring make an impact
04. Senior Leadership buy-in is important to champion the cause. When signal comes from the top, it sets the culture
05. Women should move past the perspectives that exist and deliver as an investor



## Gender Neutral Policies

01. Unconscious bias training is important as it will help everyone to understand the circumstances of employees who are at various stages of their lives
02. Set examples and role models, including those who have availed flexi policies and create acceptance around that
03. Interview processes should focus on evaluating competencies rather than personal questions



## References:

1. [https://youtu.be/dyA2XK\\_owcg](https://youtu.be/dyA2XK_owcg)
2. <https://www.catalyst.org/>