

DIVERSITY, EQUITY, AND 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 firms. 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 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 has been developed by a highly diverse working group of investment professionals, CFA Institute members, employees and DEI practitioners. The Code recognises that a diversity of perspectives will lead to better investor outcomes and an inclusive investment industry will better serve our diverse society. Indeed, CFA Institute strongly believes that an organization with an inclusive culture, awareness and education, and effective working relationships, is a better place to work.

Objectives of the DEI Code



Meet the industry where it is
Define the current state



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



Provide a metrics-based reporting framework
Produce meaningful results

Commit to improving DEI in your firm

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

CFA Institute is asking investment firms to look critically at their organizations 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 within the workplace, where signatories have direct agency and where they have influence as investors. By adopting the DEI Code, firms display a commitment to the six Principles and must also accelerate and amplify the impact of their commitment by making the economic, business, and moral case for DEI.

Show Your Commitment to Improving DEI in the Investment Industry: [Become a DEI Code Signatory](#)

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

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

- 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: www.cfainstitute.org/deicode

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