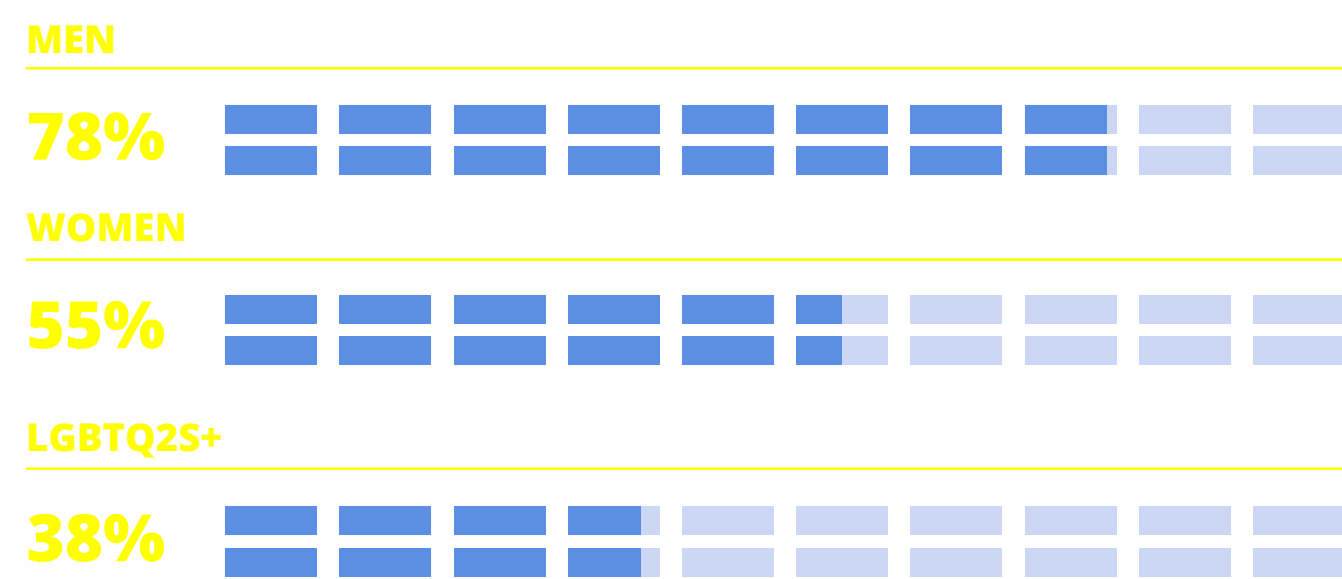


Equality and Equity in Finance

Equality in the Workplace?

Equal Treatment

Believe they are treated equally to other genders by their firm



Equal Opportunity

Believe they have equal access to opportunities as other genders at their firm



Equal Pay

Believe they are paid equally compared to other genders

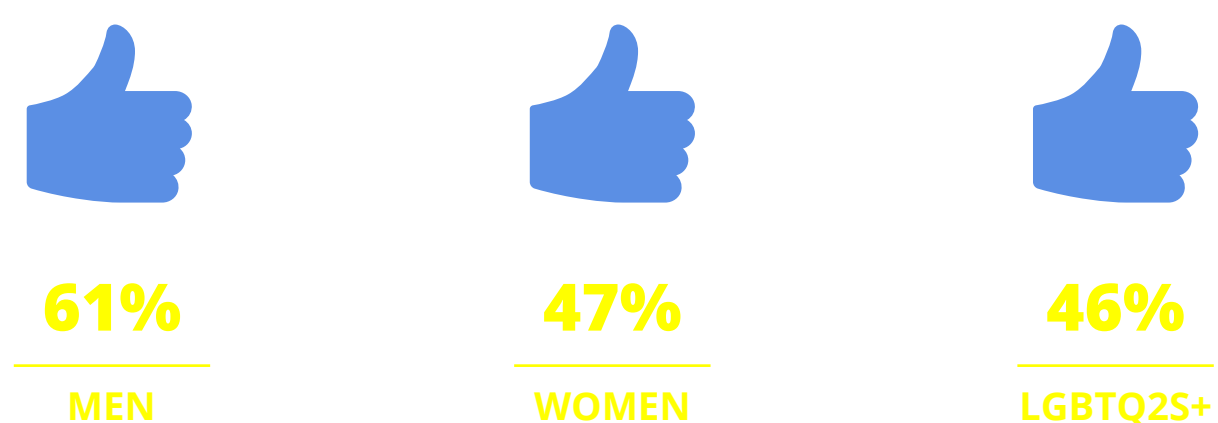


Are these stats surprising? They surprised us and highlight we have more work to do. Start by providing more transparency on the work already being done to deliver equal treatment, opportunities and pay, and then by building even more equitable processes and policies.

Advancement Processes

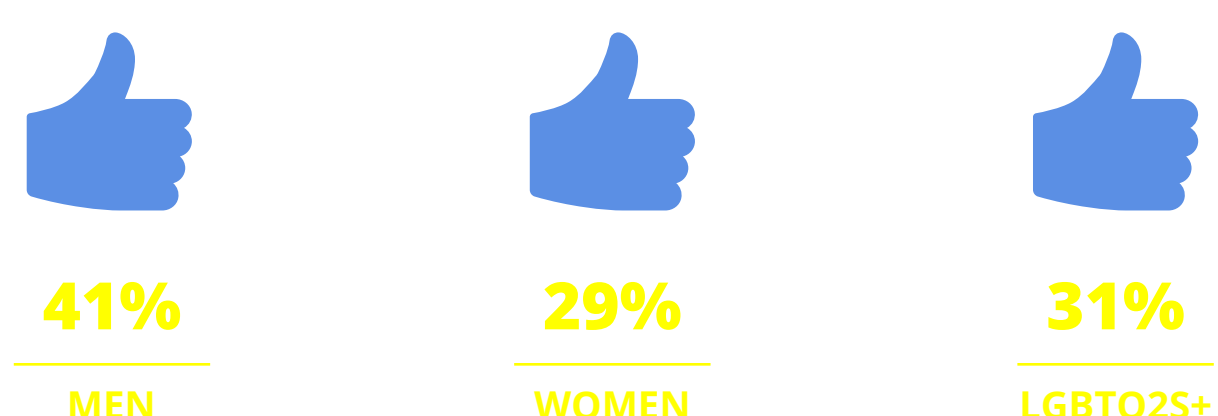
Feedback & Reviews

Believe feedback and review process at their firm is fair and objective



Promotions

Believe the promotion process at their firm is fair and objective



Why is it so hard to create a fair and objective advancement process? We'd love to hear from you. Send us your thoughts and suggestions to info@wcm.ca.

Safety & Belonging

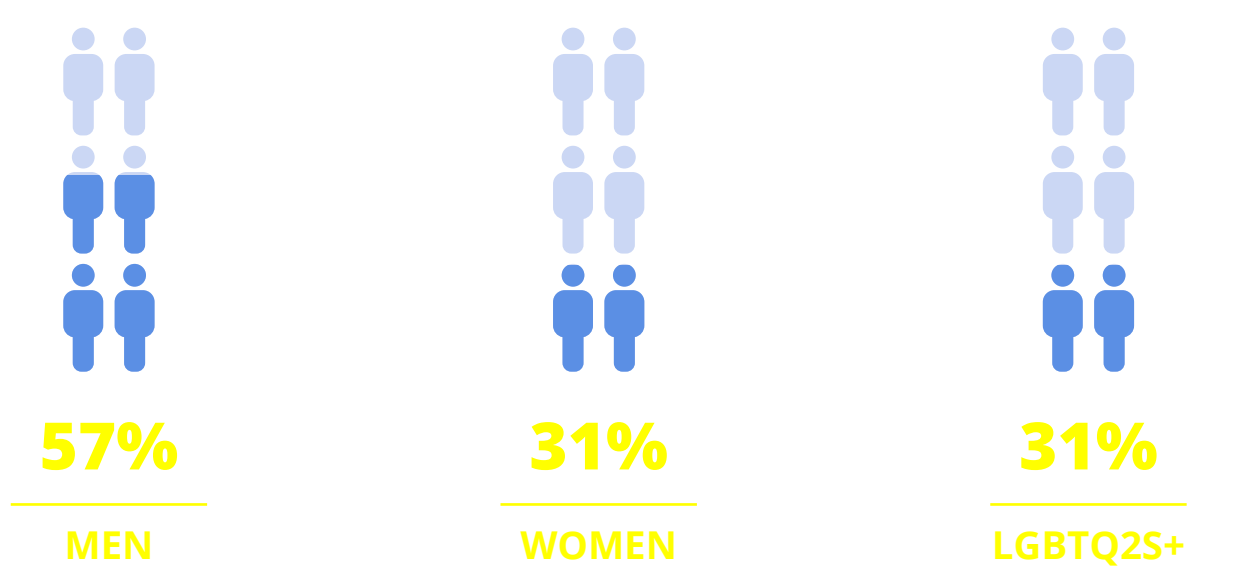
Belonging

Avoid mentioning their personal life at work to avoid others making assumptions about them

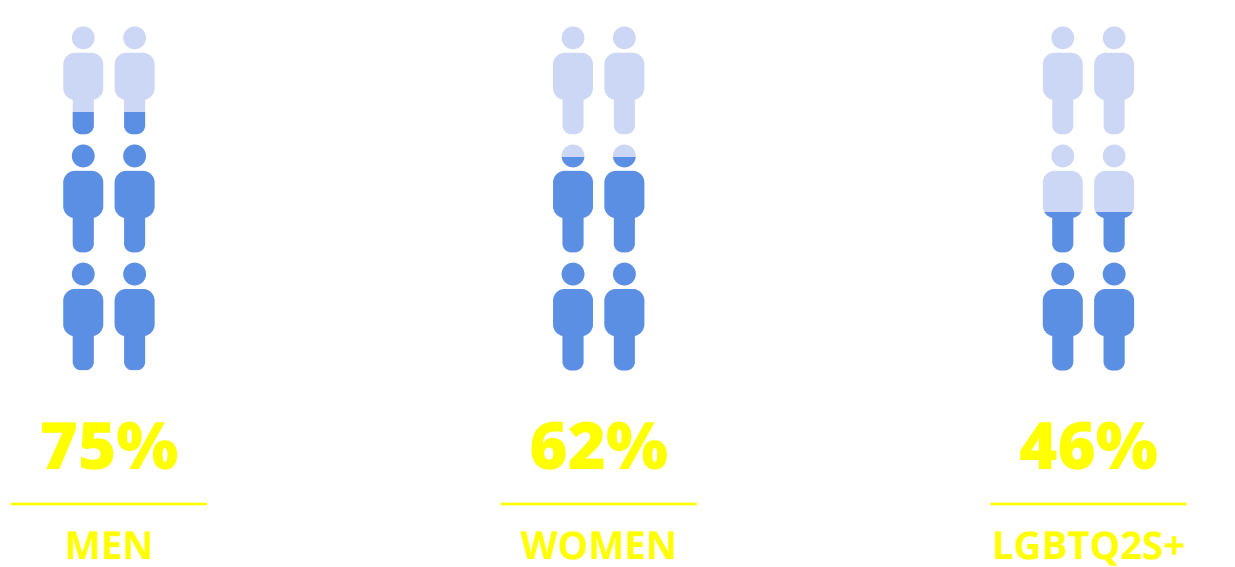


Safety

Believe their workplace is free from gender bias

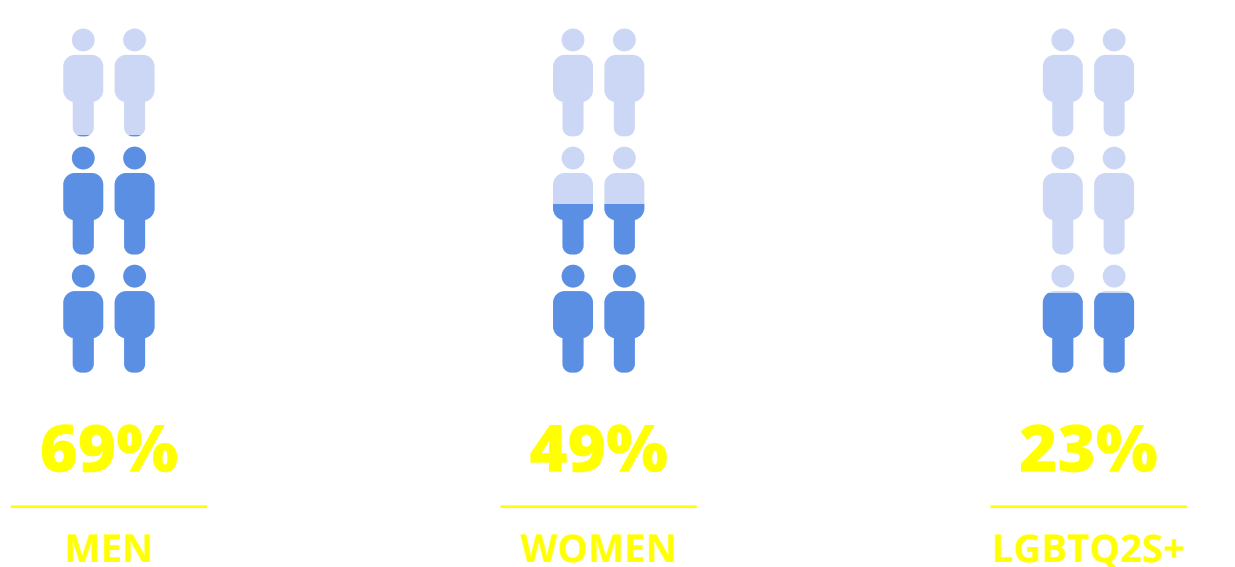


Believe their workplace is free from harassment



Diversity & inclusion

Satisfaction with their firm's current efforts to advance diversity and inclusion



The industry has long recognized the importance of safety and belonging. The data highlights just how important it is.

Six Steps to Improve Equity, Diversity and Inclusion in Your Organization

- 1 Understand these varying experiences.
- 2 Acknowledge that inequity persists.
- 3 Commit to improving equity in your organization.
- 4 Standardize processes and policies.
- 5 Build equity literacy, awareness and education.
- 6 Measure, monitor, transparently report on progress.

For a detailed action plan, see [The Equity Equation](#)