

SCORECARD 2026

Culture: Below the Surface



HIGHLIGHTS

Women in the finance sector generally feel motivated, physically safe, value and feel valued by their organizations. Gaps including psychological safety, sense of belonging and fair treatment represent important opportunities for organizations to further strengthen their workplace culture and support women in the industry.

Value of Contribution



Sense of Safety, Well-being and Belonging



Fair Treatment and Respect



RECOMMENDATIONS

- Incorporate inclusive leadership as a consistent performance measurement.
- Implement regular, structured listening forums and deliver clear feedback.
- Design flexible work policies that move beyond accommodation to expand opportunity and support career progression.