



## A FEW HIGHLIGHTS

- The aim of this scorecard is to document the status of women employed in finance positions throughout the developed and emerging markets
- With a heavy emphasis on descriptive data and hard facts, the editors expect this series of research articles to highlight the importance of reducing the gender gap in finance at all levels of the profession



A number of initiatives are taking place, from the State Street 'Fearless Girl' campaign in 2017 calling on its portfolio companies to increase the number of women on their boards to Goldman Sachs announcing that as of summer 2020 it would not help companies go public unless they have at least one diverse board member.

“ This is the first time we can say that things are really changing. Yes, the progress in the numbers is too slow, but everyone is finally getting impatient. ”

— **Diony Lebot**, Deputy CEO,  
Société Générale

However, we notice that most of the activism and the information rotates around the board room. But how about middle and senior level roles? Are there differences in female representation in the financial service industry?

Most analysis documenting the gender gap relies upon data drawn from surveys, which has the effect of limiting the scope of the analysis and the conclusions that may be drawn. In contrast to surveys, our scorecards are based on hard data obtained from public filings, annual reports and news.

## What is on the agenda?

We plan to publish on a number of themes that have yet to be examined. Over the next year, look for results from our analysis of the current gender distribution that characterizes various job functions including:

1. The Executive Operations Leadership Group: COO, CCO, CTO
2. The Executive Accounting Leadership Group: CFO, CAO
3. The Executive Leadership Group: Board Member, CEO and President
4. The Executive Investing Leadership Group: CIO, Head of Research, Head of Investment Banking
5. The Middle Management Group: Equity and Fixed Income Analysts
6. The Executive Business Development Group: Head of Marketing, Head of Sales; Head of Corporate Development, Head of Corporate Communication

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