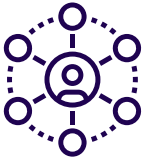




## Building a modern and diverse industry

The ABI's first comprehensive data collection among member firms reveals the scale of diversity and inclusion challenges and the industry's action to drive change.

### ABI member firms taking action



**78%**

have a diversity and inclusion strategy



**74%**

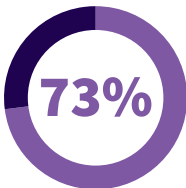
have an executive sponsor for diversity and inclusion



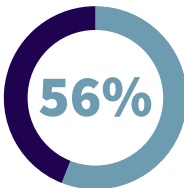
**78%**

have carried out unconscious bias training

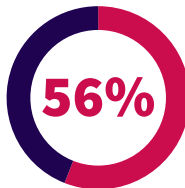
### Going the extra mile



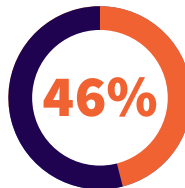
prioritise good gender balance on management development programmes



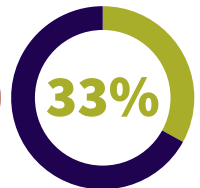
target those under-represented in the firm for management development programmes



consider actions on diversity and inclusion in employee reviews



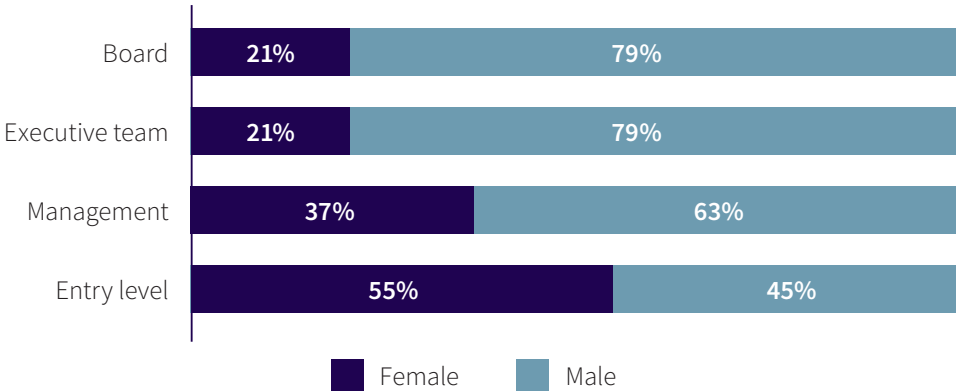
work with an organisation to support LGBT+ inclusion



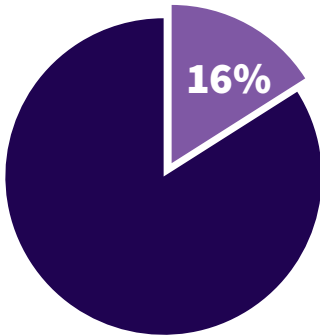
offer a 'returnship' programme for those returning after a period out of work



## Gender representation



## Representation of Black, Asian and Minority Ethnic (BAME) people



## Women in Finance Charter



29

**ABI member firms signed up, alongside the ABI**

“Although there is a gender balance across our sector as a whole, four out of five executive and board roles are held by men. The ABI’s new research demonstrates that most firms are not just talking about change but are taking practical steps to make a difference, whether that is for LGBT+ staff or those from ethnic minorities. Investment in training and use of executive sponsors is high but more firms need to invest in returnship programmes to help new parents back to work.”

**Huw Evans, Director General, ABI**



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