

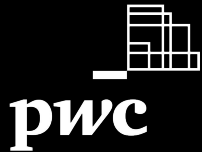
Women in Securities Finance

Diversity Equity and Inclusion Trends in Financial Services

37th Securities Finance and Collateral Management Conference

October 11, 2022

This content is based on PwC Analysis prepared for discussion with Women in Securities Finance. This content is for general information purposes only, and should not be used as a substitute for consultation with professional advisors.



Here with you today



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Transparency rising

Transparency Reports

Top 10 US banks published transparency reports from 2020-2022

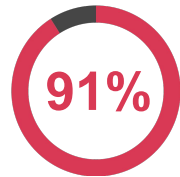
77% Increase in PRI signatories from 2017 to 2020

Increased commitment to Gender representation goals

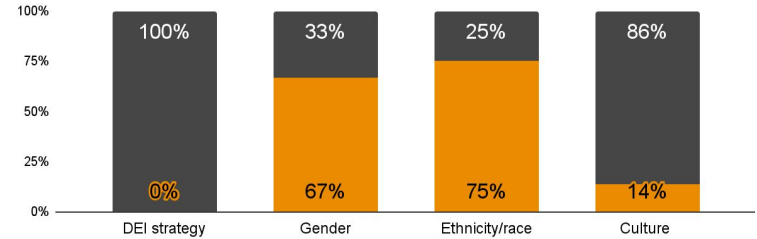
[Learning to love transparency](#)

Diversity, Equity and Inclusion 10k Disclosures

Banking & Capital Markets



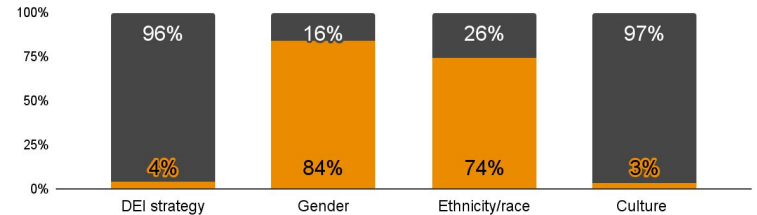
Human Capital/DEI Disclosure Rate



Asset & Wealth Management



Human Capital/DEI Disclosure Rate



■ % reported ■ Qualitative ■ Quantitative

Female labor force participation rate declining...

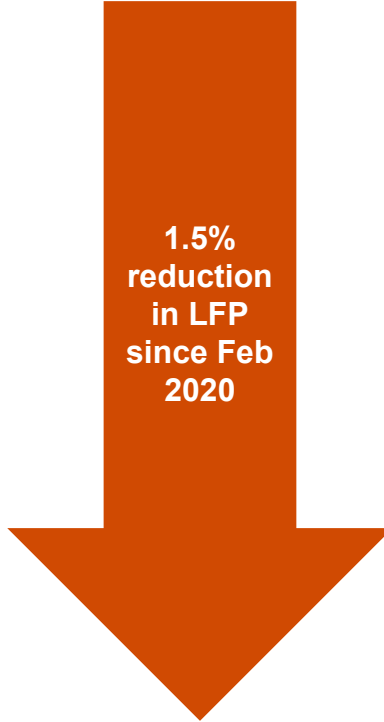


Labor market shrinkage

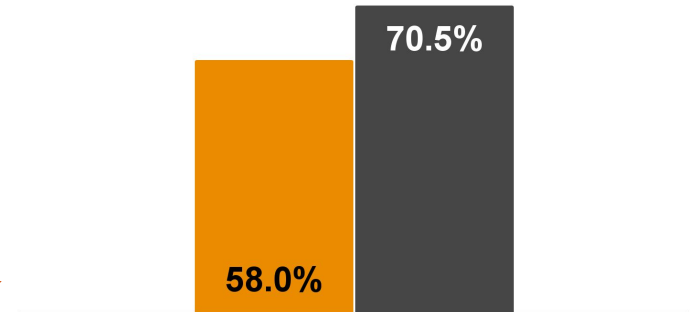
1.9m

Workers left the workforce post covid due to **Child Care, UI, and other Covid Related issues.**

Sources: PwC Intelligence analysis, Bureau of Labor Statistics (est as of December 2021)



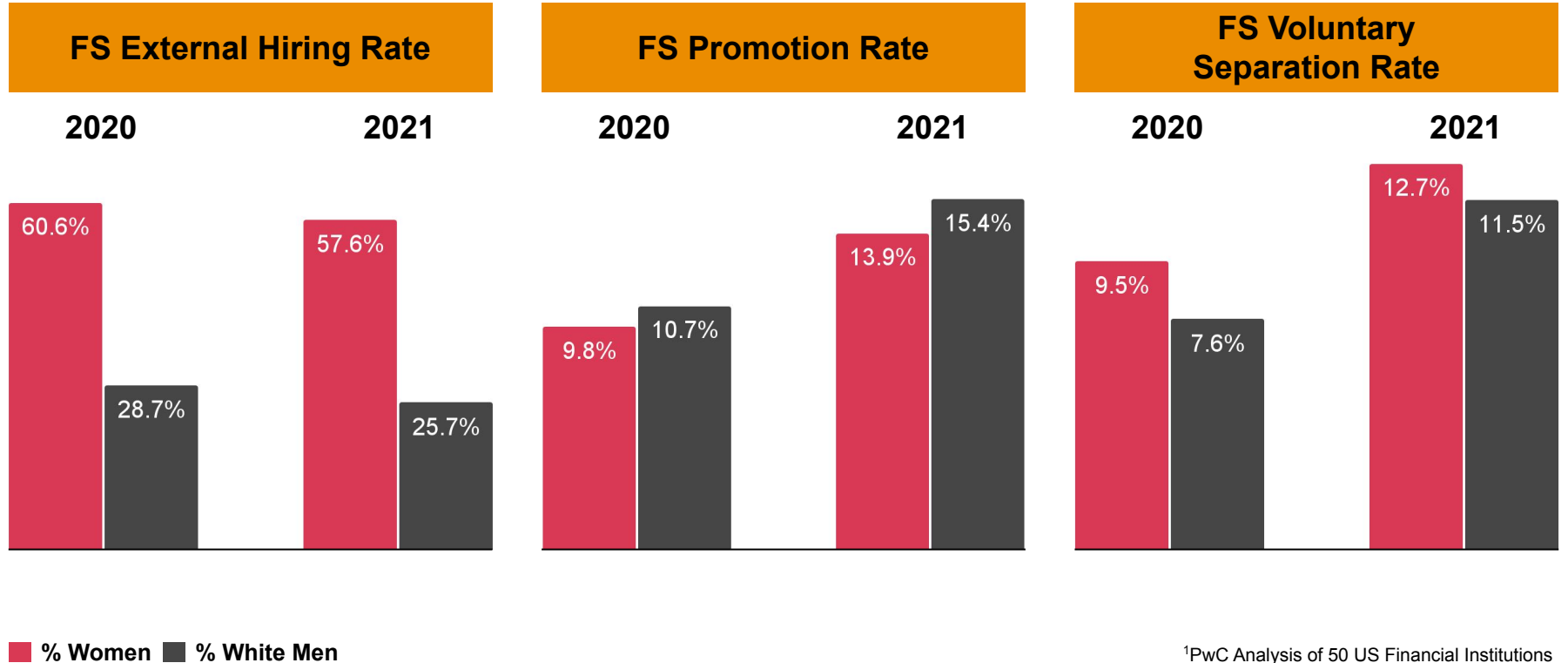
Women's labor force participation rate



As of Sept 2022, in the United States (Bureau of Labor Statistics)

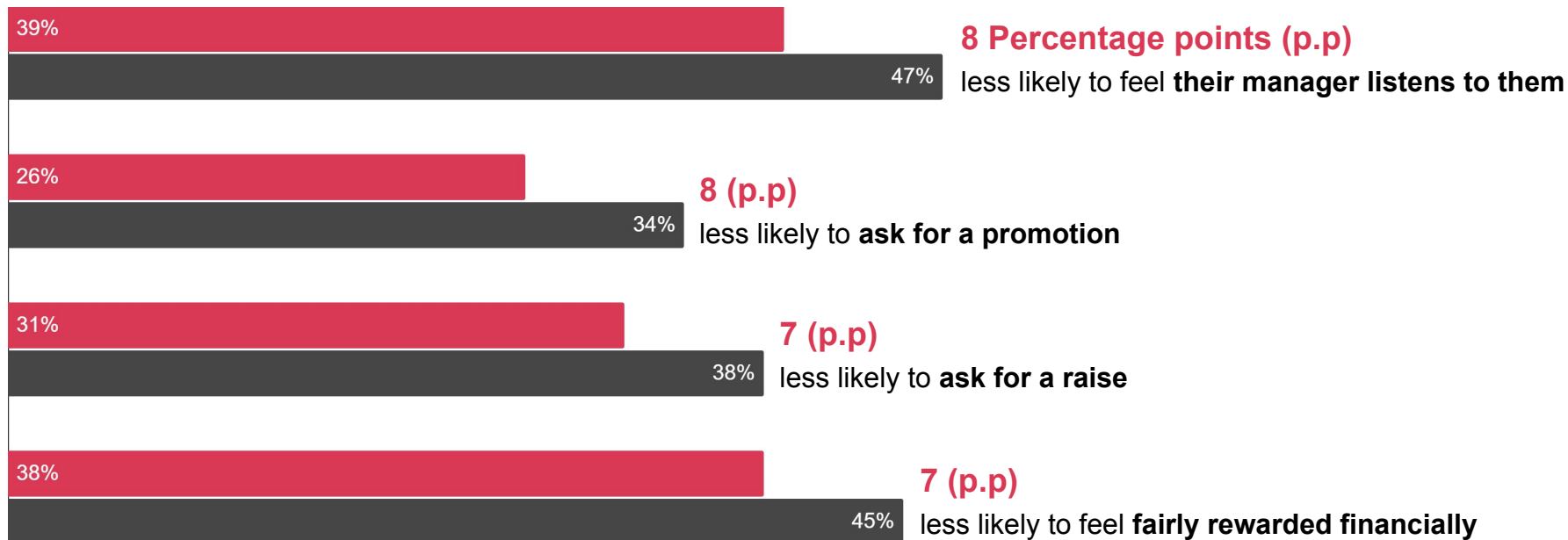
■ % Women ■ % Men

Opportunities declining ... Trends in talent lifecycle



¹PwC Analysis of 50 US Financial Institutions

Widening gender inequity



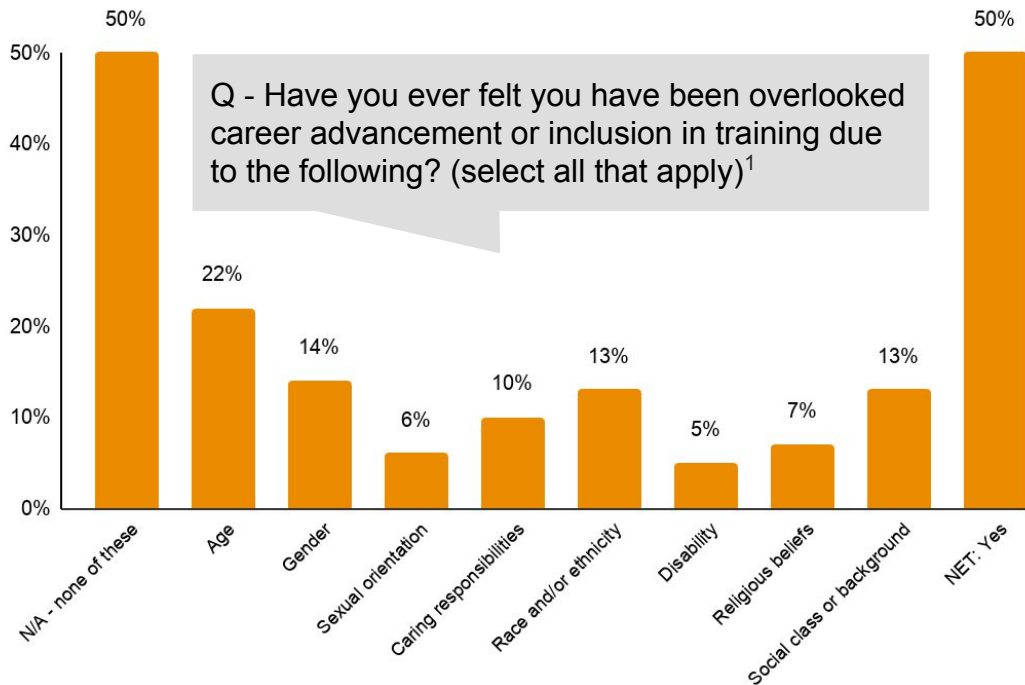
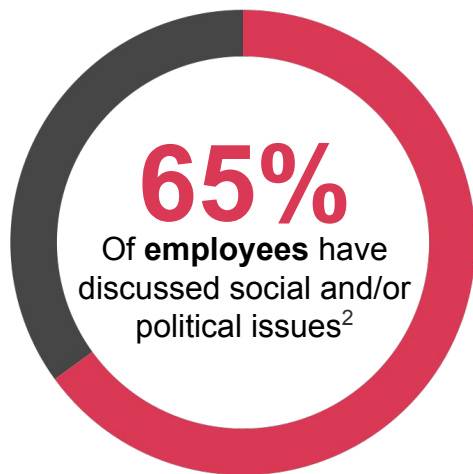
■ % Women ■ % Men

Source: [PwC's 2022 Global Workforce Hopes and Fears Survey of 52,000 workers across 44 countries and territories](#)

Continued prejudice and polarization

50%

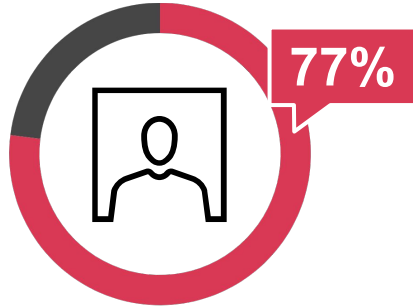
Say they've **faced discrimination** at work, which led to them missing out on career advancement or training¹



¹Source: PwC's 2021 Global Workforce Hopes and Fears Survey of 31,593 workers across 19 countries and territories

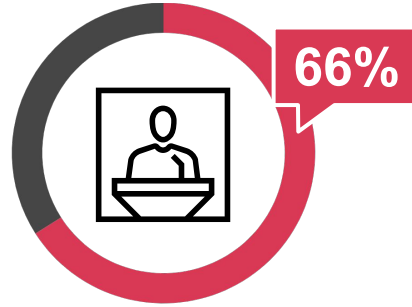
²Source: PwC's 2022 Global Workforce Hopes and Fears Survey of 52,000 workers across 44 countries and territories

Stakeholders demand greater transparency



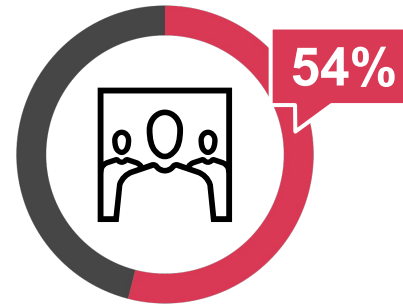
Consumers

say they are more likely to purchase from companies that share their values²



Business leaders

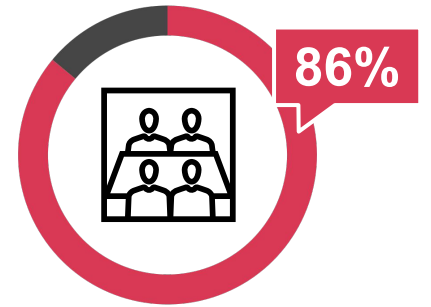
expressed disappointment that their organization's diversity and inclusion commitments are not yet showing desired results.²



54% of global workforce

want greater transparency on DEI.

Source: PwC's 2022 Global Workforce Hopes and Fears Survey of 52,195 workers across 44 countries and territories



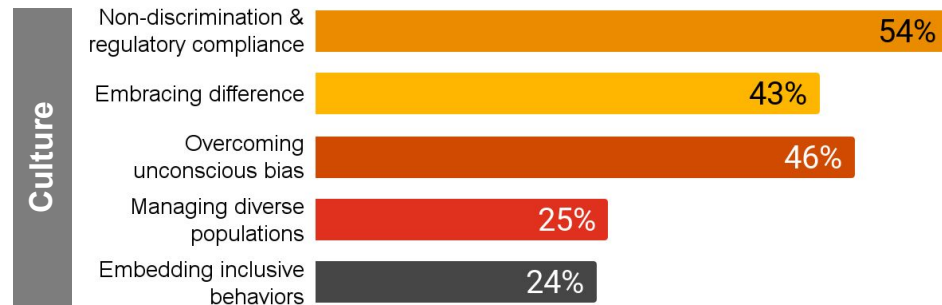
86% of board directors

say companies should be doing more to promote racial and gender diversity in the workplace.¹

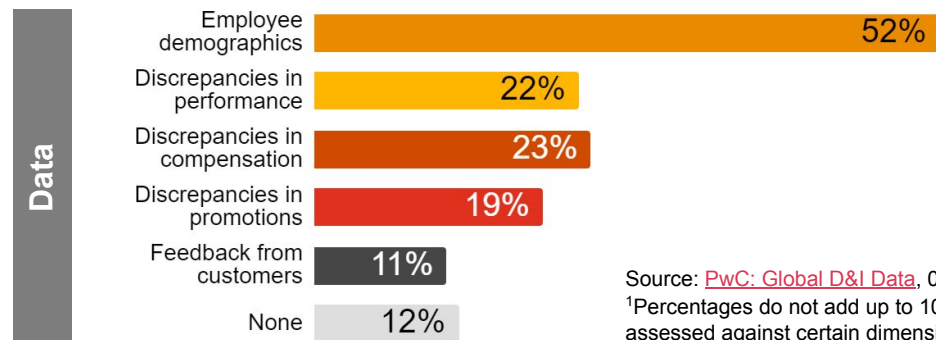
¹[PwC's 2021 Annual Corporate Directors Survey](#) ²[PwC Consumer Intelligence Series](#)

Current state in Financial Services...

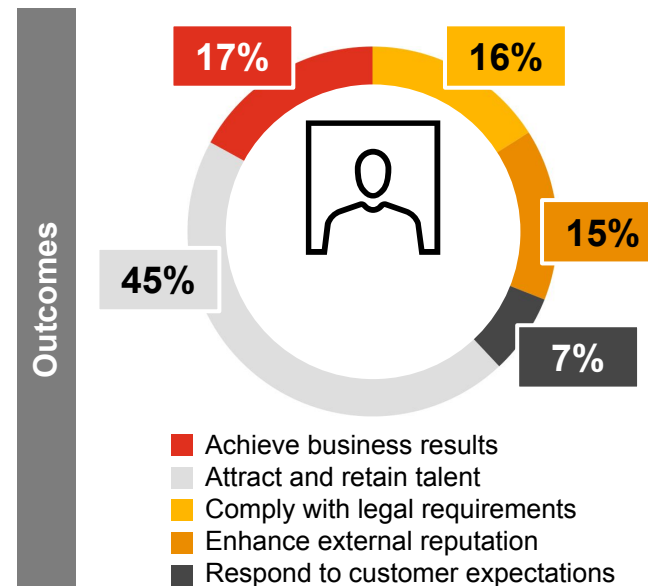
Training programmes focus on...



My organisation gathers and analyses the following types of data...



The primary objective of D&I is to...



Source: [PwC: Global D&I Data](#), 06/09/2021 based on 500+ responses across 5 regions and 34 countries

¹Percentages do not add up to 100% as some respondents opted out of questions which did not allow for them to be fully assessed against certain dimensions of the maturity model.

Call to Action



Individual

- Build inclusive leadership skills
- Being an advocate and ally
- Walk the talk — eliminate say-do gaps



Organization

- Integrate your business and DEI outcomes
- Eliminate bias across talent lifecycle: recruiting, progression, performance and rewards
- Commitment to transparency



Industry

- Sharing experiences and ideas
- Create more opportunities
- Sustained commitment as an industry

Learn More



Check out [PwC's 2022 Hopes and Fears Survey](#) which details what 52,000 people think about work today



Take our global [Diversity & Inclusion Survey](#) to see where your organization falls on our maturity model. View the [Financial Services data sheet](#) as well



Learn about what CEOs care about from a financial, social, and environmental perspective in our [25th annual CEO survey](#)

Contact us



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Thank you

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