



## ILPA Releases New Report on Diversity

### ***Diversity in Action - Sharing Our Progress Report*** **Details Progress Made and What's Next for DEI in Private Markets**

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**April 22, 2021 (Washington, D.C.)** The Institutional Limited Partners Association (ILPA) today released the first report in its [Diversity in Action - Sharing Our Progress](#) series. The report series is an extension of ILPA's [Diversity in Action initiative](#), first announced in December 2020, and aims to provide actionable recommendations on steps that can be taken to improve diversity, equity and inclusion in private markets based on the experience of the initiative's limited partner, general partner and investment consultant signatories.

"We are tremendously proud of the industry response to our *Diversity in Action* initiative. When we first kicked off in December we had nearly 50 founding signatories; today over 130 LPs, GPs and investment consultants have signed on," remarked Steve Nelson, CEO of ILPA. "Not only are the Initiative signatories working to improve DEI through action, they're also committed to sharing their successes and the lessons they've learned with one another. I'm confident that this information exchange will help accelerate our industry's progress."

The first report focuses on how signatories are approaching DEI metrics and data capture. ILPA found that there is a strong desire for standardization and an appetite to expand metrics to cover additional underrepresented groups. Among signatories, 2-in-3 use the [ILPA D&I Team Metrics Template](#) which provides a model for reporting diversity metrics across 11 role categories, including gender and suggested race and ethnicity designations. ILPA and Initiative signatories are now working to expand the template to include metrics not represented today including: a non-binary/not disclosed option on gender, LGBTQ, veteran status, disability and age.

The *Diversity in Action - Sharing Our Progress* report series will also track activities that signatories have in place which are designated as optional in the [Initiative Framework](#). Over time reports will show where progress is being made and where change is still needed. As of April 2021:

- The most widely adopted optional activity among signatories was focused on accountability: 81% of signatories "assign senior-level DEI accountability, aligned with an investment or senior management role"
- The least widely adopted optional activities among signatories relate to talent pipeline and inclusive culture: just 4-in-10 signatories indicate that they "have in place diverse employee resource groups" or "incorporate contributions towards advancing DEI into employee performance reviews"

"We're delighted to share this report with the industry," offered ILPA's Managing Director of Industry Affairs and *Diversity in Action* initiative lead Jen Choi. "We're also thrilled to have such a large and committed group of industry stakeholders, and we are looking forward to seeing the progress they make over time in improving DEI in private equity."

#### **Media Contact:**

Kari Grant

Director of Strategic Communications, ILPA

[kgrant@ilpa.org](mailto:kgrant@ilpa.org)

+1 416-941-9393

## **Diversity in Action Signatories**

.406 Ventures  
35 South Capital  
50 South Capital  
AARP  
Actis  
Adams Street Partners  
Advent International  
Aegon Asset Management  
Aksia  
Albourne  
AlpInvest Partners  
Altas Partners  
American Securities LLC  
Apax Partners  
Apollo Global Management  
Archer Daniels Asset Management  
Arctos Partners  
Ardian  
Ares Management Corporation  
Audax Group  
Backstage Capital  
Barings  
Baylis Emerging Markets  
BC Partners  
BDC Capital  
Benhamou Global Ventures  
Berkshire Partners  
BentallGreenOak  
Blackstone  
BlackView Capital Advisors  
Bow River Capital  
Bridgepoint  
Cambridge Associates  
Canadian Business Growth Fund  
Capital Dynamics  
The Carlyle Group  
Cartica Management, LLC  
Castlelake, L.P.  
Centerbridge Partners, L.P.  
Charlesbank Capital Partners  
Chicago Teachers' Pension Fund  
Cinven  
Clayton, Dubilier & Rice  
Coller Capital  
CommonSpirit Health  
Connecticut Retirement Plans and Trust Funds  
CPP Investments  
Crewcial Partners LLC  
CVC Capital Partners  
Disciplina Capital Management  
Fisher Lynch Capital  
ForgePoint Capital  
GCM Grosvenor  
General Atlantic  
Georgian  
Golub Capital  
Graham Allen Partners  
Great Hill Partners  
GTCR  
The Halifax Group  
Hamilton Lane  
HarbourVest Partners  
Hellman & Friedman  
Hg  
HPS Investment Partners, LLC  
Illinois State Treasurer  
Insight Partners  
Investcorp  
Kelso & Company  
Keyhaven Capital Partners  
KKR  
Kohlberg & Co.  
The Kresge Foundation  
L Catterton  
LACERA - Los Angeles County Employees  
Retirement Association  
Landmark Partners  
Lexington Partners  
LGT Capital Partners  
LLR Partners  
Long Ridge Equity Partners  
M&G Plc  
Madison Dearborn Partners  
Maryland Investment Division of the Maryland  
State Retirement & Pension System  
MetaProp  
Metlife Investment Management  
MiddleGround Capital  
Montagu Private Equity  
Morgan Stanley Investment Management  
MSA Capital  
Neuberger Berman  
Northleaf Capital Partners  
Palladium Equity Partners, LLC  
Panoramic Growth Equity  
Pathway Capital  
Pemberton Asset Management  
PGGM  
PineBridge Investments  
Portfolio Advisors, LLC  
Providence Equity  
Quantum Energy Partners  
RCP Advisors  
Reverence Capital Partners

## ***Diversity in Action Signatories (cont.)***

River Cities Capital	TPG
RockCreek	Turning Rock Partners
Searchlight Capital Partners	UC Investments
Silver Lake	Värde Partners
Silverton Partners	Vestar Capital Partners
Siris Capital Group	Virginia College Savings Plan (VA529)
Sixth Street	Vista Equity Partners
SK Capital Partners	W Capital Partners
Starwood Capital Group	Warburg Pincus LLC
Stellex Capital Management	Welsh, Carson, Anderson & Stowe
StepStone Group	Whitehelm Capital
Stone Point Capital	Whitehorse Liquidity Partners Inc.
TA Associates	Wind Point Partners
Tailwind Capital	W.K. Kellogg Foundation
Teacher Retirement System of Texas	WM Partners
TowerBrook Capital Partners L.P.	

### **About ILPA**

With more than 550 member institutions representing over 2 trillion USD of private equity assets under management, the Institutional Limited Partners Association (ILPA) is the only global organization dedicated exclusively to advancing the interests of LPs and their beneficiaries. Our members include public and private pensions, insurers, endowments and foundations, family offices, development finance institutions, and sovereign wealth funds. Our policy agenda is focused on strengthening the private equity asset class through strong governance, alignment of interests, and transparency.