



ILPA Releases Second Report in *Diversity in Action* Series

***Diversity in Action - Sharing Our Progress* Report Details the Initiative's Growth and Insights Into Integrating DEI Into Investment Strategies**

August 31, 2021 (Washington, D.C.) The Institutional Limited Partners Association (ILPA) today released the second report in its [Diversity in Action - Sharing Our Progress](#) series. The report series is an extension of ILPA's [Diversity in Action initiative](#) and aims to provide actionable recommendations on steps that can be taken to improve diversity, equity and inclusion in private markets.

"The industry continues to respond positively to the *Diversity in Action* Initiative with new signatories joining every week," said Steve Nelson, CEO of ILPA. "The Initiative now claims 180 signatories who have all been incredibly active in conversations with one another and have acted as tremendous partners to ILPA on our related work, having meaningfully contributed to our updated [ILPA Diversity Metrics Template](#)."

The *Diversity in Action - Sharing Our Progress* report series tracks the evolution of Initiative signatories by geography, strategy and fund size as well as progress on adoption of all the actions within the [Framework](#). As of August 2021, the Initiative's geographic reach is increasing, now with 38 signatories outside North America, a 52% increase in this cohort since April.

The latest report focuses on how signatories are integrating diversity, equity and inclusion into investment strategies including in manager selection, due diligence and ongoing evaluation and monitoring. Of note:

- DEI is clearly a focus beyond initial investment making decisions, with many signatories monitoring DEI on a recurring, annual basis: 54% of GPs annually collect information from portfolio companies, compared with 59% of LPs/allocators doing the same with their managers
- GPs have prioritized board diversity: 72% of GP signatories promote diversity within portfolio company boards, 26% of GPs engage on diversity even where they do not have the ability to influence board appointments, and 28% of GP signatories have set board diversity targets
- LPs remain focused on information gathering and qualitative assessments: and, encouragingly, 22% of LP signatories indicate that progress on DEI will be considered as a factor in the decision to invest in a successor fund

"We're pleased to bring awareness to how some of the industry's leaders are approaching DEI through this ongoing report series," added ILPA's Managing Director of Industry Affairs and *Diversity in Action* initiative lead Jen Choi. "We're hopeful that those who are just beginning their journey on DEI can take some actionable advice from the signatory insights in this report."

The report also highlights proposed revisions to the [ILPA Diversity Metrics Template](#). First released in 2018 as the industry's first standard for capturing team-level diversity, the signatory group has provided input to help modernize the Template to reflect the current state of reporting in the market, as well as long-term goals for enhanced reporting. The Template is now out for public comment through September 24, 2021.

Media Contact:

Kari Grant

Director of Strategic Communications, ILPA

kgrant@ilpa.org

+1 416-941-9393

Diversity in Action Signatories

17Capital
.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
American Triple I Partners
Apax Partners
Apollo Global Management
Archer Daniels Asset Management
Arctos Partners
Ardian
Ares Management Corporation
Audax Group
Avance Investment Management
Backstage Capital
Baring Private Equity Asia
Barings
Baylis Emerging Markets
BayPine
BC Partners
BDC Capital
Benhamou Global Ventures
BentallGreenOak
Berkshire Partners
BharCap Partners
Blackstone
BlackView Capital Advisors
BMO Financial Group
Bowmark Capital
Bow River Capital
Bridgepoint
Brightwood Capital Advisors
Brookfield Asset Management
Cambridge Associates
Canadian Business Growth Fund
Capital Dynamics
Capital Indigo
The Carlyle Group
Cartica Management, LLC
Castlelake, L.P.
Centerbridge Partners, L.P.
Charlesbank Capital Partners
Chicago Teachers' Pension Fund
Church Pension Group
Cinven
Clayton, Dubilier & Rice
Coller Capital
CommonSpirit Health
Connecticut Retirement Plans and Trust Funds
CPP Investments
Crestview Partners
Crewcial Partners LLC
CVC Capital Partners
Delta-v Capital
Disciplina Capital Management
EagleTree Capital
EmergeVest
Fisher Lynch Capital
Folklore Ventures
ForgePoint Capital
GCM Grosvenor
General Atlantic
Georgian
Glendower Capital
Golub Capital
Graham Allen Partners
Great Hill Partners
GTCR
The Halifax Group
Hamilton Lane
HarbourVest Partners
Hellman & Friedman
Hg
HPS Investment Partners, LLC
IFM Investors
IK Investment Partners
Illinois State Treasurer
Insight Partners
Invesco
Investcorp

Investure, LLC
J.P. Morgan Asset Management
John D. and Catherine T. MacArthur
Foundation
Kayne Anderson Capital Advisors, L.P.
Kelso & Company
Keyhaven Capital Partners
KKR
Knox Lane
Kohlberg & Co.
The Kresge Foundation
L Catterton
LACERA - Los Angeles County Employees
Retirement Association
Landmark Partners
Leonard Green & Partners, L.P.
Lexington Partners
LGT Capital Partners
LLR Partners
Long Ridge Equity Partners
M&G Plc
Macquarie Asset Management
Madison Dearborn Partners
Investment Division of the Maryland State
Retirement & Pension System
McRock Capital
Mesirow Financial
MetaProp
MetLife Investment Management
MiddleGround Capital
MidOcean Partners
Monroe Capital LLC
Montagu Private Equity
Morgan Stanley Investment Management
MSA Capital
Neuberger Berman
New Mountain Capital
Northleaf Capital Partners
The Office of the New York City
Comptroller on behalf of the New York City
Employees' Retirement System and the
Teachers' Retirement System of the City of
New York
Oak Hill Advisors, L.P.
Onex
Palladium Equity Partners, LLC

Panoramic Growth Equity
Park Square Capital
Pathway Capital Management
Pemberton Asset Management
Permira Advisers
PGGM
PineBridge Investments
Polaris Partners
Portfolio Advisors, LLC
Providence Equity
PSP Investments
Quantum Energy Partners
RCP Advisors
Reinventure Capital
Revelstoke Capital Partners
Reverence Capital Partners
River Cities Capital
RockCreek
Roundshield
Sarena Asset Management
Searchlight Capital Partners
Silver Lake
Silverton Partners
Siris Capital Group
Sixth Street
SK Capital Partners
Starwood Capital Group
Stellax Capital Management
StepStone Group
Stone Point Capital
Sundance Bay
TA Associates
Tailwind Capital
Teacher Retirement System of Texas
Thoma Bravo
TowerBrook Capital Partners L.P.
TPG
Trilantic North America
Turning Rock Partners
UC Investments
Värde Partners
Vestar Capital Partners
Virginia College Savings Plan (VA529)
Vista Equity Partners
W Capital Partners
Warburg Pincus LLC

Welsh, Carson, Anderson & Stowe
Whitehelm Capital
Whitehorse Liquidity Partners Inc.

Wind Point Partners
W.K. Kellogg Foundation
WM Partners

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.