



DIVERSITY IN ACTION INITIATIVE

JANUARY 2022



Overview

ILPA launched the *Diversity in Action* initiative as a means for demonstrating the industry's collective commitment to advancing diversity, equity and inclusion (DEI), by identifying both the breadth of support for DEI among both LPs and GPs as well as calling out the specific actions being undertaken and progress made over time.

The Initiative focuses on a foundational set of actions that LP and GP organizations are taking to advance diversity and inclusion, both internally and within the industry more broadly. The framework consists of two parts - four essential criteria and a set of nine optional criteria that

span a broader range of possible actions, addressing talent management, investment management and industry engagement. All of the actions prioritized within the *Diversity in Action* framework are drawn from [ILPA's D&I Roadmap](#), a clearinghouse of best practices and resources for GPs and LPs to consider at each stage of the development and implementation of their own DEI programs.

The objectives of the Initiative are several:

- To draw attention to the good work that LPs and GPs are undertaking *now*, and to provide a platform for assessing our collective progress around a targeted set of meaningful actions
- To motivate more market participants to engage in the journey towards becoming more diverse and inclusive
- To build momentum around the adoption of specific actions that advance DEI over time
- To organize and regularly convene a community of committed LPs and GPs and accelerate industry-wide institutional knowledge of best practices to promote DEI

The Framework

Participating organizations agree that their diversity, equity and inclusion activities include a combination of foundational and optional activities as indicated below:

Required - All 4 of the Following

- Has in place a DEI statement or strategy, communicated publicly, and/or a DEI policy communicated to employees and investment partners, that addresses recruitment and retention*
- Tracks internal hiring and promotion statistics by gender and race/ethnicity**
- Has in place organizational goals that result in demonstrable practices to make recruitment and retention more inclusive
- Requests (LPs) or provides (GPs) DEI demographic data, such as the [ILPA Diversity Metrics Template](#), for any new commitments (LPs) or new fundraises (GPs) **

Plus, Any 2 or More of the Following

- Tracks gender and race/ethnicity statistics within partner organizations (LPs: managers; GPs: portfolio company boards/management teams) **
- Has assigned senior-level DEI accountability, aligned with an investment or senior management role
- Provides unconscious bias training for employees on an ongoing basis
- Has in place diverse employee resource groups
- Incorporates contributions towards advancing DEI into employee performance reviews
- Commits to encourage and promote diversity within boards of directors at portfolio companies
- Requests (LPs) or provides (GPs) DEI demographic data, such as the [ILPA Diversity Metrics Template](#), for all funds, i.e., not solely new commitments/new fundraises **
- Supports DEI research in the private markets industry by participating in surveys that capture data on diversity in the workforce
- On a programmatic basis, supports industry efforts to educate underrepresented groups about careers in private markets

* In addition, participating organizations should address harassment, either within the DEI policy or within a separately articulated policy or statement.

** At minimum, gender data. Racial/ethnic data to be provided in jurisdictions allowing for the capture and reporting of such information.

Frequently Asked Questions

What are the specific goals of this Initiative?

The primary goal of the Initiative is to produce quantifiable evidence of the number of LP and GP organizations that have undertaken specific actions to advance diversity and inclusion, whether that pertains to recruitment, retention and promotion; engagement with investment partners; or support for broader industry initiatives.

Over time, the Initiative will allow for the demonstration of growth in the number of organizations pursuing specific activities and a means of showcasing best practices and the broad sharing of resources among participating organizations.

What does participation in the Initiative mean for our organization?

By signing on to the Initiative, your organization publicly demonstrates its support for advancing diversity, equity, and inclusion within our industry and signals that your organization:

- Believes in the importance of diversity, equity and inclusion to the future success and sustainability of the private equity industry
- Agrees that only by sharing information about specific actions taken will we encourage the mainstream implementation of DEI best practices and be able to measure our progress over time
- On a best-efforts basis, will voluntarily provide up to date information on specific actions being undertaken, but at minimum annually
- Recognizes the benefits that accrue to all market participants by collaborating to address specific challenges to diversity, equity and inclusion and commits to participating in future conversations about industry progress against the framework

Participation in the Initiative is fully voluntary and self-reported. Participating organizations are asked to identify which elements of the framework are in place within their organizations, as well as supporting details explaining how they have implemented the elements indicated

In joining the Initiative, participating organizations gain access to a comprehensive and diverse network of institutions via quarterly roundtables and ILPA's dedicated signatories' website, which contains a directory of all signatories as well as the materials from each roundtable. These resources are provided to all participating organizations to facilitate information sharing and relationship-building around DEI across the industry. Participating organizations are encouraged to take advantage of these opportunities to meet and engage with like-minded peers.

By participating, you agree to allow ILPA to list your organization on the [Diversity in Action initiative page](#) at ilpa.org; within periodic press releases related to the Initiative; and in

quarterly reports that detail newly joined organizations and best practices among Initiative participants.

How can we become a participating organization?

Once your organization has determined that you satisfy all four of the required criteria, and at least two of the nine optional criteria, please contact diversity@ilpa.org to indicate your interest in being included. Interested parties will be invited to provide a submission detailing the elements of the framework they have in place, along with minimum detail on how they've implemented the elements indicated. Once submissions are deemed complete, signatories will be requested to authorize ILPA to list your organization's name among participating organizations in future communications, including the ILPA website. Note that all information shared through the submission will be kept confidential. Observations coming out of the signatories' submissions will be used to inform a thematic analysis of emerging best practices that will be featured in quarterly reports beginning in spring of 2021.

ILPA will feature your organization as part of our ongoing communications about the Initiative and will link to your firm's homepage on the [Diversity in Action initiative webpage](#). Participating organizations are encouraged to make their own announcements and promotions regarding their involvement and are asked to work with ILPA Director of Strategic Communications, Kari Grant (kgrant@ilpa.org) to coordinate these efforts.

Is there a cost to participate as a signatory to the Initiative?

There is no cost associated with becoming a signatory, however there is the expectation that signatory organizations will designate at least one individual to take part in quarterly conversations among the network going forward.

Will the framework or reporting requirements change after launch or over time?

No changes will occur without the engagement of all participating organizations; any changes made will be subject to extensive deliberation, and meaningful advance notice will be provided to participating organizations. ILPA will consider, in close consultation with ILPA's DEI Advisory Council and all participating organizations, changes that reflect an emerging consensus around specific activities that should be added or elevated over time.

We have DEI initiatives in progress but aren't ready to endorse yet. At what point should we reach out to become a participating organization?

Even if your organization is not quite ready to join the Initiative, you are encouraged to reach out at any point if you would like to confer with others within the Initiative network about best practices and implementation of specific activities. ILPA will endeavor to support you in navigating to resources that could be helpful as you advance your own diversity, equity and inclusion activities.

What if we operationalize additional criteria within the framework after signing on as a participating organization?

If you would like to voluntarily provide information on newly implemented activities since joining the Initiative, you are encouraged to communicate to the ILPA team, and we will update our records accordingly. With your permission, we will use that new information to inform the trends data provided in any forthcoming quarterly reports.

What will ILPA do with the information being collected from participating organizations about their DEI activities in place?

Any details provided to ILPA on a voluntary basis will be held confidentially and used only to inform the analysis of trends regarding specific activities or best practices over time. Note that ILPA will *not* collect demographic information from participating organizations; this is data best shared directly between GPs and LPs. Participating organizations are welcome to suggest any new models or resources to share with the network and/or to be added to the [ILPA D&I Roadmap & Resources](#), a publicly available clearinghouse of information for LPs and GPs.

What is meant by “a statement or strategy, communicated publicly” in the context of the framework?

Organizations take a range of approaches in communicating their DEI priorities, but, at minimum, signatories are willing to share their commitment to DEI through publicly available statements, framed as strategies or priorities. While policies are often internal-facing documents, signatories commit to making their policies available both to employees and to investment partners upon request.

What is meant by “goals” in the context of the framework?

Organizational “goals” as indicated in the framework do not refer to prescriptive hard targets, i.e., quotas, but should reflect meaningful, measurable expressions of progress that are demonstrable through an organization’s recruitment and retention practices.

Are signatories obligated to use the ILPA Diversity Metrics Template for requesting or providing demographic data? Are signatory GPs required to provide this data to all their LPs?

The [ILPA Diversity Metrics Template](#) is intended as a model for the request and capture of this information, but we acknowledge that LPs may request this data, or GPs may provide it, in a slightly different format. Signatory GPs are expected to provide this information to any LPs that request it, ideally in the format requested by their LPs.

What is meant by “incorporating contributions towards advancing diversity and inclusion within employee performance reviews,” in the context of the framework?

Employee contributions towards advancing an organization’s diversity, equity, and inclusion goals can take many forms—for example, participating in employee resource groups; mentoring or participating in other industry efforts to engage underrepresented groups; supporting industry events or initiatives that advance diversity, equity and inclusion; helping

to diversify organizational recruiting efforts; encouraging colleagues to use inclusive language, etc.

While our organization meets the required criteria, we are careful in signing-onto new initiatives or accepting new requirements as an entire organization. Can we still participate?

Several participating organizations have found success in joining the Initiative as a dedicated investment team or as a particular branch of the organization that satisfies the criteria. For examples, please refer to the list of signatories on the following page.

Questions?

Please direct any further questions regarding the *Diversity in Action* initiative to Jennifer Choi at jchoi@ilpa.org.

Diversity in Action Signatories

as of January 13, 2022

.406 Ventures
17Capital
35 South Capital
50 South Capital
AARP
Accord Group Holdings
Actis
Adams Street Partners
Advent International
AE Industrial Partners
Aegon Asset Management
Aksia
Albourne
AlpInvest Partners
Altas Partners
American Securities LLC
American Triple I Partners
The Annie E. Casey Foundation
Andra AP-fonden
Apax Partners
Apollo Global Management
Archer Daniels Asset Management
Arctos Partners
Ardian
Argand Partners
Ares Management Corporation
Artis Ventures
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
Blue Sage Capital
BMO Financial Group
Bowmark Capital
Bow River Capital
Bridgepoint
Brightwood Capital Advisors
Brookfield Asset Management
Cambridge Associates
Canadian Business Growth Fund
Canyon Partners, LLC
Capital Dynamics
Capital Indigo
The Carlyle Group
Cartica Management, LLC
Casoro Group
Castlelake, L.P.
CDPO
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
Ethos Capital LP
Exponent
Fengate Asset Management
Folklore Ventures
Fisher Lynch Capital
ForgePoint Capital
GCM Grosvenor
GEC
General Atlantic

Georgian
 Glendower Capital
 Golub Capital
 Graham Allen Partners
 Great Hill Partners
 GTCR
 Gulf Capital PJSC
 The Halifax Group
 Hamilton Lane
 HarbourVest Partners
 Helios Investment Partners
 Hellman & Friedman
 Hg
 HPS Investment Partners, LLC
 IFM Investors
 IK Investment Partners
 Illinois State Treasurer
 IMRF
 Industry Ventures
 Insight Partners
 Integrum Holdings LP
 Invesco
 Investcorp
 Investindustrial
 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.
 LEM Capital
 Lexington Partners
 LGT Capital Partners
 LLR Partners
 Long Ridge Equity Partners
 Lovell Minnick 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
 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
 Next Capital
 Niam AB
 Northleaf Capital Partners
 Oak Hill Advisors, L.P.
 Oaktree Capital Management
 Onex
 Palladium Equity Partners, LLC
 Panoramic Growth Equity
 Park Square Capital
 Pathway Capital
 Pemberton Asset Management
 Permira Advisers
 PGGM
 PineBridge Investments
 Polaris Partners
 Portfolio Advisors, LLC
 Prime Buchholz
 Providence Equity
 PSP Investments
 Quantum Energy Partners
 RCP Advisers
 Reinventure Capital
 Revelstoke Capital Partners
 Reverence Capital Partners

River Cities Capital
Riverstone Holdings LLC
RockCreek
Roundshield
Rush Island Management
Sarena Asset Management
SDS Capital Group
Searchlight Capital Partners
Silver Lake
Silverton Partners
Siris Capital Group
Sixth Street
SK Capital Partners
Starwood Capital Group
Star Mountain Capital
Stellex Capital Management
StepStone
Stonepeak
Stone Point Capital
Sundance Bay
TA Associates
Tailwind Capital
Teacher Retirement System of Texas
Tetra Impact Partners
The Jordan Company

Thoma Bravo
TowerBrook Capital Partners L.P.
TPG
Trilantic North America
Turning Rock Partners
UC Investments
Udata Partners
Upwelling Capital Group
Värde Management, L.P.
Vestar Capital Partners
Virginia College Savings Plan (VA529)
Vista Equity Partners
Volery Capital Partners
W Capital Partners
Warburg Pincus LLC
Waterton
Waud Capital
Welsh, Carson, Anderson & Stowe
Whitehelm Capital
Whitehorse Liquidity Partners Inc.
Wind Point Partners
W.K. Kellogg Foundation
WM Partners