



Planning for the Future of Diversity in Action

The Institutional Limited Partners Association (ILPA) Diversity in Action (DIA) initiative brings together Limited Partners (LPs) and General Partners (GPs) who are committed to advancing diversity, equity and inclusion across their own organizations and the private markets community. GPs and LPs who join the initiative commit to specific actions that advance DEI, both within their organizations and the industry more broadly.

The initiative has seen incredible growth since its launch just three years ago. Today, the initiative counts more than 325 LPs, GPs and consultants as signatories. By supporting and participating in this initiative, signatories are building the momentum essential to seeing progress across the industry.

Given the strong enthusiasm—and clear need—for this community of practitioners dedicated to a more diverse, equitable and inclusive private markets industry, ILPA is looking ahead to the future and how we continue and build upon the great momentum behind DIA.

Instituting a New Fee Structure for Participation

DIA continues to grow both in number of signatories and the ILPA staff we devote to keeping the initiative running. To date, DIA has been fully funded by ILPA and its member LPs, at no cost to GPs and non-member organizations.

Moving forward, ILPA is asking GP and Fund of Funds (FOF) signatories to support the initiative by introducing a modest fee. Your support will allow us to continue to grow, maintain and expand our programming and continue driving engagement and progress on this critical mission.

DIA Signatory Fee Structure for GPs and FOFs Beginning September 5, 2023	
Signatory's Total AUM (USD)	Annual Fee for Participating in DIA (USD)
\$0 - \$2B	\$3,000
\$2B - \$10B	\$5,000
\$10B +	\$7,000

The Value You Can Expect From DIA

Your fee will enable us to continue to build the community of practitioners dedicated to DEI that you've come to expect as part of the initiative, connect you with thought leaders in the space and provide high-quality forums for sharing resources and driving best practices, in addition to allowing us to commit to several other offerings in the near term.

DIA Signatory Benefits
Current Benefits
<ul style="list-style-type: none"> • Participation in signatory roundtables that allow for both learning from leaders in the industry on DEI topics important to the group—like creating an inclusive culture or tracking your organization’s DEI progress—and ample time for peer-to-peer sharing and conversation • Access to and input on the annual <i>DIA Progress Report</i>, which tracks and highlights the group’s progress and insights on its area of focus for the year • Access to a members-only website and its archive of past roundtables and resources to reference on-demand • Access to frequent thought leadership and resources from ILPA staff, guest speakers and the network, providing your organization continual, reliable support on your DEI journey • Affiliation with a network that is respected across the private markets community as a DEI leader, ensuring you are up to date on industry trends and evolving best practices
Future Plans for the Initiative
<ul style="list-style-type: none"> • Full-time staff resources dedicated to supporting and growing DIA • Enhanced connectivity to support more regular virtual access and interaction between signatories beyond our quarterly roundtable cadence • More opportunities for in-person discussion, networking and curated programming around the world • Enhanced communications products, bringing deeper insight and more frequent thought leadership directly to the network

Through conversations with GPs and LPs involved with the initiative, we also have captured helpful feedback about topics of interest and other needed improvements to the initiative that we will commit to exploring once we bring on the necessary dedicated staff to direct this important work.

Next Steps

The fee will be implemented September 5, 2023; at this time, primary contacts for your organization will receive the invoice.

Contact

If you have questions or concerns about the annual fee, the benefits you receive as a signatory or want to discuss any other aspects of the initiative, please reach out. Thank you for supporting the DIA initiative and playing an important role in this critical work together.

The ILPA Diversity in Action Team
diversity@ilpa.org