

DIVERSITY SPOTLIGHT



This Issue:

- Recent Events
- Knowledge Sharing
 - Reflections on National Coming Out Day
- DEI Emerging Leaders
- Our Committees

NEXT MEETING



Feb 10 11:30am EST



**SEE YOU IN
MIAMI!**

Check the agenda

for when we'll have an informal Meet & Greet at the FFA Global Symposium in February

WFF: Miami Networking Event



Sponsored by Appleby and Haynes and Boone LLP

Wed Feb 16
11:30am-2:30pm EST

[REGISTER HERE](#)

BOUNDARY *Breakers*



Be on the lookout for our next speaker in this series!

Keep Moving Forward

We apologize for our tardiness but as predicted in our Q3 note - Q4 indeed seemed to be the busiest end of the year that many of us experienced in a while! Kudos to everyone who finished their LIBOR amendments on time, but we almost sympathize with the stragglers that were back-dated!

We were excited to put together a short round up of our Q4 events and really wanted to highlight a new initiative that the committee is so proud to have launched together with the FFA Board: DEI Emerging Leaders. This initiative was newly announced in 2021 ahead of the Global Symposium where DFF sought individuals to recognize their overall contributions to furthering diversity, equity, and inclusion efforts in the fund finance market in line with the pillars of our group and ultimately be awarded a free ticket to the conference. Our goal is to encourage FFA sponsor organizations to have a greater number of diverse representatives attend conference events as we progress towards building a more inclusive environment. We plan to launch this initiative in conjunction with the European and Asia conferences as well and look forward to bringing more awareness to these astounding individuals - be sure to read Fiona and Robin's impressive profiles!

We are also pleased to confirm our keynote event with Sekou Kaalund! Sekou is currently head of Consumer Banking at Chase for the Northeast Division. He also launched Advancing Black Pathways, the first global corporate initiative that leveraged a data-driven strategic framework to develop scalable programs to reduce the racial wealth gap. The success of this program led to a historic 5-year \$30B commitment to advance racial equity. We are sure it will be a lively, informative discussion with Sekou as we look talk about the real issues at hand in securing engagement across all levels to drive meaningful, measurable change.

Stay well and see you in Miami!

-Natasha Puri, DFF Global Chair

RECENT EVENTS



Baruch Financial Leadership Program

Supporters of DFF and committee members participated in a virtual session with Baruch College's Financial Leadership Program (FLP) for the fourth year. The FLP is dedicated to the professional development and advancement of high-performing sophomores and juniors interested in careers in finance. FFA members, led by Natasha Puri and George Jovanoski, presented to 20 students in the program, providing a high-level overview of the Fund Finance market and what types of career paths are available before breaking out into small networking groups. We look forward to partnering again! If you are interested to learn more, please contact us!



National Coming Out Day

Diversity in Fund Finance shared a [video message](#) supporting those in the LGBTQ+ community on National Coming Out Day.

National Coming Out Day is an annual day of awareness, observed on October 11, to support LGBTQ+ people in coming out and living openly as members of that community and raising awareness of the challenges that openly LGBTQ+ individuals face daily.

DFF believes that diverse perspectives strengthen the fund finance industry and organizations within it, and enhance the ability of those in the fund finance industry to better serve their clients and colleagues by working together. **For those in the fund finance community who may be struggling with coming out and living openly as LGBTQ+,** please feel free to reach out to Anastasia Kaup or diversity@fundfinanceassociation.com, or take advantage of resources that may help, including: [Family Equality Council](#), [Human Rights Campaign](#) and [Matthew Shepard Foundation](#).



WE STAND

with you

Coming out in order to live openly isn't something you do once, or even for one year. It's a decision that one makes every single day of their lives. Every coming out experience is unique and must be navigated in the way most comfortable for the individual. Whether it's for the first time ever or the first time today, coming out can be an arduous journey. It is also a brave decision to live authentically.

The Human Rights Campaign

Fireside Chat with Carla Harris

Women in Fund Finance and Diversity in Fund Finance hosted a virtual fireside chat with **Carla Harris**, Vice Chairman of Wealth Management, Managing Director and Senior Client Advisor at Morgan Stanley, as well as gospel recording artist and author of *Expect to Win* and *Strategize to Win*, to discuss maximizing success and leadership in your career. Deborah Montaperto, Managing Director and Private Wealth Advisor at Morgan Stanley moderated the program.

Carla reflected that while the conversation on DE&I started in earnest in 1990, we are still having the conversation over 30 years later primarily because of two issues: first, DE&I dialogue was initially framed around being "the right thing to do" which was fundamentally flawed given we as humans all have our own unconscious bias and lived experiences thus we may disagree on what the right thing to do is. However, if the DE&I dialogue had been framed as a business issue from the onset, there likely would have been more impact in pushing this competitive need. Second, there was the innate fear of getting it wrong from senior leaders. **Today, we know that the tipping point has occurred and that this is a movement all leaders must get behind - this is not a moment that will pass.**



KNOWLEDGE SHARING



Reflections on National Coming Out Day

By: Eric Holland, Partner - Balch & Bingham LLP

As we celebrate National Coming Out Day this October 11, I wanted to take a moment to provide a brief description of the origin of this event, as well as to share my own personal experience coming out. National Coming Out Day was first celebrated on October 11, 1988, which was the one-year anniversary of the March on Washington for Lesbian and Gay Rights. The event was meant to promote awareness in order to destigmatize identifying as a member of the LGBTQ+ community, as well as to diffuse stereotypes. **The purpose behind encouraging people to come out was: if you know someone who is an open member of the LGBTQ+ community, you would be more likely to advocate on their behalf for equality in both the legal and social sense.** While starting out with participation from just eighteen states, it has now grown to be celebrated in all 50 states of the United States, as well as many foreign countries (as International Coming Out Day).

Part of the process of coming out is the desire and ability to live openly, but there are several factors that make achieving this goal more challenging, if not impossible. As noted above, coming out promotes awareness and inclusion, but societal pressures, religious practices/ideology and even government prohibitions can keep people from being able to live an open and authentic life. **These factors can take an immeasurable toll on one's mental well-being and confidence.** Keep in mind that, even in the United States, up until June 15, 2020, you could have been fired from your job simply for being or identifying as a member of the LGBTQ+ community.

It was in this context that I made the decision to come out in 2006. I first came out “personally” by coming out to my best friend and then my mother. I was terrified. I was pleasantly surprised by their responses, although some tears were shed, and I could see the concern in my mom’s eyes. Not concern for me per se, but a concern about how others might treat me. She was always fiercely protective of me, and she did not want my quality of life or happiness to suffer. Next, I decided to come out “professionally”, but on a limited basis. Living in the South, I definitely had a genuine fear about how my decision to come out could affect my career. Would I ever make partner? Would I be shielded from client interaction? Would I be fired? It was not an easy choice, but the constant “hiding” was weighing on my conscience. I was lucky to be surrounded by a group of very supportive, understanding and open-minded colleagues. However, as demonstrated above, coming out is a process, rather than a singular act.



HOW TO MAKE YOUR WORKPLACE EQUITABLE FOR TRANS PEOPLE

[\[ARTICLE\]](#)

NPR Life Kit article and podcast on tips for ways cisgender people can better support their trans and nonbinary colleagues at work

COMING OUT: A HANDBOOK FOR YOUNG PEOPLE

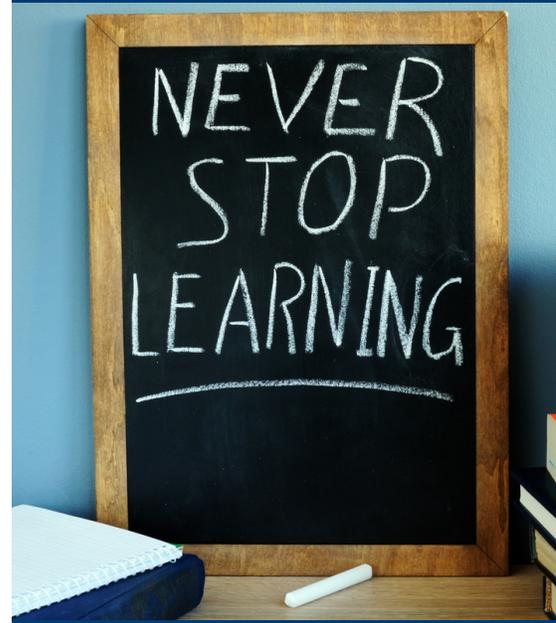
[\[PDF\]](#)

A comprehensive resource from The Trevor Project

ADVICE FOR COMING OUT AT WORK

[\[ARTICLE\]](#)

A helpful outline from the Human Rights Campaign



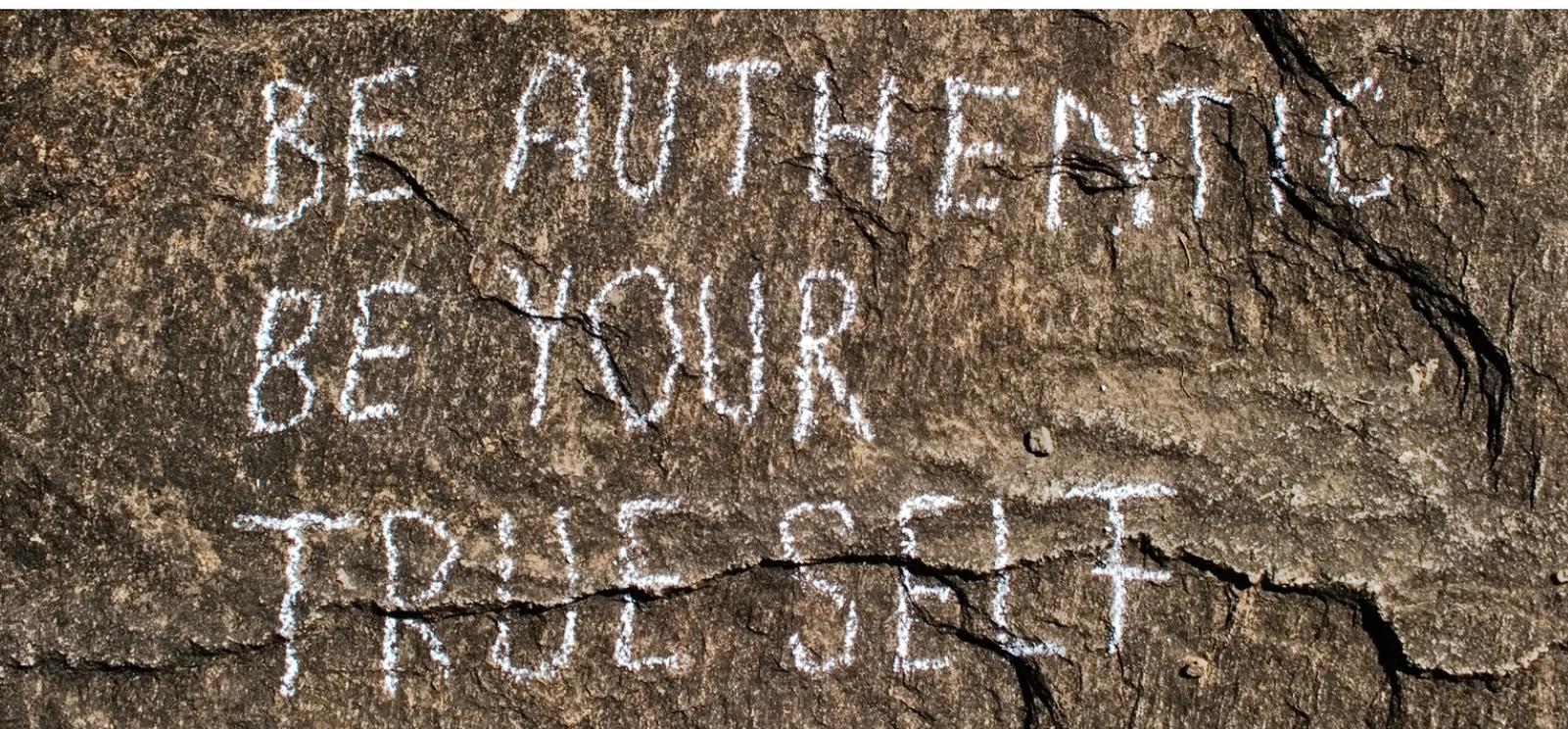
KNOWLEDGE SHARING

Reflections on National Coming Out Day. *continued*

If you think about your sphere of connections, you have to choose whether (and how) to come out to each of those people. For example, imagine you are sitting at a client lunch, surrounded by work colleagues and clients who may not know your status as a member of the LGBTQ+ community. Part of such an event lunch involves small talk and getting to know each other better. It can put extraordinary pressure on a person to decide whether to come out in such a public manner. **At the same time, it is important to note that there should be no shame associated with coming out.** Being true to yourself is important, and if you allow that pressure to keep you from living authentically, it does not help promote the normalization of coming out. That is why, if it safe for you to do so, I would encourage everyone to come out, despite the challenges that you may face.

I have discussed this with other members of the LGBTQ+ community, and I think the consensus is that it can be taxing to have to constantly make this decision, but it is necessary. When I joined a new firm, a partner would often reference my “wife”. At first, I said nothing and just let the conversation move forward. I did not know how close my working relationship with this partner would be, so I did not want any unnecessary awkwardness. I was more worried about making her uncomfortable than being true to myself. When it became obvious that we would be working together quite a bit, I softly corrected her one day and said I had a husband, not a wife. While she seemed a bit startled, I think she appreciated my honesty, and it allowed us to speak more freely from that point forward. In fact, most of my experiences have been positive, but the fear of the unknown is a heavy burden that I think many members of the LGBTQ+ community share. **For any allies reading this, if a member of the LGBTQ+ community comes out to you by correcting you due to a misconception, please do not take offense or be embarrassed.** Please know that it took courage for that person to be open with you, and that their choice to come out to you is also an indication of trust.

Positive portrayals of the diverse universe of members of the LGBTQ+ community in media, along with high profile individuals coming out, have helped paved the way for others. I am so encouraged when I see younger members of the LGBTQ+ community finding the strength to come out because I know the burden they carry; I carried it for 26 years. The normalization of identifying as a member of the LGBTQ+ community keeps growing stronger and moving towards creating a more inclusive and welcoming world. The choice to come out, however, is yours and yours alone. **Do it on your own terms.** As we celebrate National Coming Out Day, join me in celebrating your true self and celebrating others living an open, honest and authentic life.



DEI EMERGING LEADERS



Fiona Cheng Associate
Cadwalader, Wickersham & Taft LLP

Fiona embodies our pillars of DFF. Fiona is co-chair of the Asian Pacific American (APA) Attorney Affinity Network at CWT, which aims to create an open forum for diverse attorneys within the firm, as well as assists with recruiting efforts of diverse recruits, to build openness, celebrate cultural traditions, and create connections with others.

Why is DE&I important to you?

Throughout my career, I always felt like I needed to minimize my “otherness” in order to fit in and to succeed. But over time, I realized that diversity is something to be recognized and celebrated. It is also a necessary foundation for the pillars needed for the success of any organization – innovation, engagement, morale and trust.

Through access to mentors and affinity network resources at my firm, I have been able to build trusted relationships, gain insight into professional development and setting career goals, and have more senior colleagues who will advocate for me and provide me with candid, constructive feedback. It is important that we continue to champion DE&I efforts to provide educational resources and the means for building connections. It is by recognizing our “otherness” that we can continue to build on ourselves, our organizations and the wider FF community.

What do you wish people would understand when it comes to DE&I work?

Notwithstanding the vast amount of progress that’s being made across the industry, we are often still proverbially preaching to the converted. DE&I efforts should not be a check-the-box exercise, and its initiatives need to remain inclusive to all. Because DE&I is not just for those who identify as diverse, organization leaders and colleagues alike need to be actively engaged as allies and help promote DE&I efforts – no matter how big or small.



Robin Ladd Associate
Haynes Boone

Robin is an advocate of the position that diversity can only be achieved when all voices are included. Robin was selected as a 2020 recipient of the Legal Diversity (LCLD) Pathfinder Program, designed to prepare diverse young lawyers for

leadership roles in the profession. Robin is Co-Chair of the African-American Attorneys Inclusion Network as well as Co-Chair of the HB Project Unity Committee

Why is DE&I important to you?

DE&I is important because it provides opportunities—not just for those attorneys who are diverse, but for everyone else as well. When we fail to diversify, we are not using all of resources available to us; it is like approaching a battle with only half of the armor. The best way to create solutions in our profession is to allow for an array of viewpoints and a focus on DE&I achieves that goal.

What do you wish people would understand when it comes to DE&I work?

DE&I work is work for everyone and can start small. It does not have to be creating a new mentoring program. Start where you are and do what you can. For example, DE&I work could look like staffing a deal with diversity in mind, inviting a diverse attorney to coffee, or making a point to keep in touch with diverse colleagues to facilitate business development. These smaller steps can often lead to bigger opportunities.

We are delighted to announce the 2022 FFA DEI Emerging Leaders! Fiona and Robin are actively paying a way for a better future for those entering the workforce behind them. We would like to take this opportunity to recognize their outstanding work!

The FFA Board and Diversity in Fund Finance know and understand that there continues to be a lot of collective work needed to help drive change within our industry.

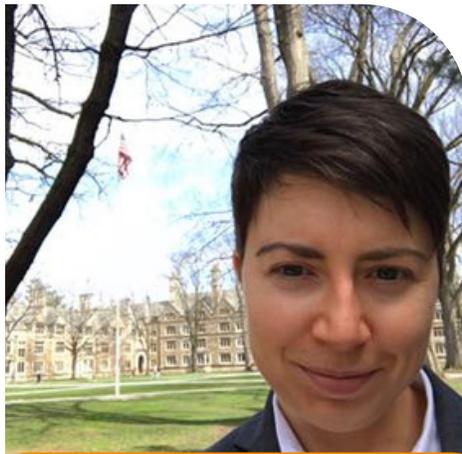
We believe that providing a platform to recognize the hard work of more individuals will help bring more attention to these DEI efforts and want to encourage all of our members to participate in these efforts.

Following the [FFA Board Statement on Diversity and Inclusion](#), the Diversity in Fund Finance committee continues to work with the Board on ideas to help further their commitments outlined and are pleased that **DEI Emerging Leaders** initiative will further work to encourage our sponsor organizations to have diverse members of their teams attend FFA events as successful nominees will receive one complimentary ticket to the FFA Global Symposium in 2022!

OUR COMMITTEES

We currently have a combined US/EMEA Committee and an Asia Committee. If you want to be involved please reach out to diversity@fundfinanceassociation.com

[CLICK HERE TO SIGN UP FOR OUR MAILING LIST](#)



Natasha Puri

Vice President, Lloyds Bank
Global Chair &
US/EMEA Co-Chair

Anastasia Kamp

Managing Director and Partner,
Fund Finance Partners
US/EMEA Co-Chair

James Webb

Partner, Carey Olsen Hong Kong
Asia Chair

US/EMEA Committee

Albert Tan - Haynes & Boone
Alex Woodcock - Mourant
Anna-Lise Wisdom - Conyers
Bill Reindel - Fried Frank
Bryan Barreras
Chris Davis - Morrison & Foerster
Donald Cooley - Latham & Watkins
Eric Holland - Balch & Bingham
Flora Go - Fried Frank
Gregory Paul - Alliance Bernstein
Jeannie Kim - Macquarie
Kwaku Adjeibohyen - Mayer Brown
Kyrstin Streeter - Reed Smith
Laura Archange - Arendt & Medernach
Leon Stephenson - Reed Smith
Malindri DeAlwis - Standard Chartered
Michael Mbayi - Wildgen
Nicolle Odutoye - Reed Smith
Parisa Clovis - Kirkland & Ellis
Stephen Giacolone - Lloyds Bank
Trevor Freeman - Signature Bank
Vaishali Gupta - Carey Olsen

Asia Committee

Kenta Shima - J-STAR Co., Ltd.
Granville Engle - Société Générale
Shankul Mittal - SMBC
Vincent Lam - VMS Investment Group
Anuj Shah - Simpson Thacher & Bartlett
Hong Cheong Wong - Morrison & Foerster
Deepa Thomas - ING
Pui San Loh - National Australia Bank Limited
Sam Condon - MUFG Bank, Ltd.
Jean Woo - Ashurst
Soumitro Mukerji - Hogan Lovells
Jinyoung (Jin) Joo - Proskauer
Cara Stevens - Ashurst
Lily Miao - Mourant Ozannes
David A. Riley - Riley PLLC
Victoria Eriksson - Allen & Overy
Andrew Page - Allen & Overy
Danny Song - China Merchants Bank NY Branch
Adrian Chiang - Mayer Brown
Jordan Roberts - National Australia Bank Limited
Tracey Forbes - Mourant Ozannes