

DIVERSITY SPOTLIGHT

This Issue:

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- Recent Events
- Knowledge Sharing
 - What is a micro-aggression?
 - What does it mean to be anti-racist?
- Our Committee

OUR FIRST NEWSLETTER

Welcome to Diversity Spotlight! Diversity in Fund Finance is excited for the launch of our Newsletter which we hope will prove a valuable place to update the industry on the lessons and messages from our recent events, share knowledge and resources, as well as our plans for the future.

Though we have been active since 2017, the growth of our group's efforts has largely mirrored the stronger calls for racial equity across the globe over the last year. There are so many important issues when it comes to diversity, equity and inclusion, and it's difficult to focus on one area. Our hope is to engage the broader industry with a **main goal to start conversations**.

Our early conversations revealed the desire to see more diverse professionals in the room, so we've continued our partnership with colleges and organizations to connect with students early in their career. We've also heard the feedback for wanting greater diverse representation across events, and have had productive conversations with the FFA Board for how we can help drive these changes.

As I write this amidst the rise of Anti-Asian violence in the US and the trial of the officer who kept his knee on the neck of George Floyd for over 8 minutes is on tv, I remind myself that while change takes time **we all have the power to do something over inaction**. We hope our events and content will encourage everyone to be part of the conversation.

I hope you'll join us. - Natasha Puri, Diversity in Fund Finance Global Chair



NEXT MEETING



Thurs May 6, 11:30am EST

Q2 VIRTUAL social chat

Join us for an open chat to discuss the work of Dr. Ibram Kendi and what it means to be Anti-Racist as we reflect on the 1-year anniversary of the height of the Black Lives Matter protests for racial justice

BOUNDARY Breakers



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

RECENT EVENTS



Committee members Chris Davis, Trevor Freeman and myself led a financial literacy session for 150+ students where we talked through lessons of budgeting and saving. I appreciated the opportunity to share my own experiences and provide practical guidance, and very much enjoyed engaging with the students and addressing their real-world questions and comments. - Bryan Barreras, Partner Mayer Brown

CROSS-BORDER RELATIONSHIPS

A JOURNEY IN DIVERSITY



Over 100 attendees tuned in to the discussion moderated by David Lammy, Member of Parliament for Tottenham and the Shadow Justice Secretary, with panelists Shani Unantenne, Executive Director at ANZ; Valery Nformba, Solicitor at Macfarlanes LLP; Wol Kolade, Managing Partner at Livingbridge; and Yomi Akinyemi, Director at Wells Fargo. The conversation was open, honest, and meaningful to hear. We summarized key themes touched on and hope this event **inspired you to reflect** and think about how you can be part of the change needed in our organizations.

Be Conscious of the Experiences of Your Diverse Colleagues

- Panelists talked about not bringing their true authentic self in their early careers and wished to spread the message to “stay true to yourself” and for non-diverse individuals to let go of the notion that “I don't see color” - you must see and acknowledge our color to know our unique selves.

Advice and Takeaways

- The question is not, “Are we going to progress?” but rather, “How quickly are we going to progress from where we are today?” The road must lead to equality for all.
- Allies, advocates, mentors and reverse mentor relationships are critical to progress; leaders at the top must enact change, set the tone and drive education
- We must acknowledge that our behaviors and culture are at the core of where we are today, and we must continue having these conversations to raise such awareness.

The Bottom Line – Change Is for Now

- Diversity, equity and inclusion must remain a priority – this builds powerful organizations that will thrive in the future.
- Be transparent and honest of where you are.
 - As an individual, don't be afraid of saying the wrong thing – speak up and strive to improve over silence
 - As a firm, look at your own team, and if your team doesn't reflect

society, take ownership to push for change. Representation at all levels matters, period.

- The progress to change is hard, continuous work. There is still so far to go, but starting is the first step.

- Michelle Bolingbroke, FFA & Natasha Puri, Vice President Lloyds Bank



PENCIL brings together business partners and educators to develop strategies that disrupt current college and career readiness outcomes. Visit pencil.org to learn more!

**DID YOU MISS
THE EVENT?**



CLICK HERE!

REFLECTIONS

The panel demonstrated that while our individual experiences of race and gender issues present some consistent themes, there are still clear differences in how they occur and impact each individual. **We can all do better** by paying more attention and calling out the instances where we feel there is an opportunity to create a more supportive environment.

- YOMI AKINYEMI
DIRECTOR AT WELLS FARGO,
PANELIST



RECENT EVENTS

BOUNDARY *Breakers*

A conversation with:
Vicky Du & Albert Tan

On Thursday 25th March, we hosted the first in our series of “Boundary Breakers” conversations. This virtual event featured Vicky Du, Global Head of Fund Finance at Standard Chartered. It was moderated by Albert Tan, Partner and Co-Chair of the Fund Finance Practice Group at Haynes and Boone.

Set against the backdrop of a rise in violent attacks on Asian Americans, the conversation was relevant and important. It was also deeply insightful and personal and we are grateful to Vicky for allowing us a glimpse into her life and career, and for gracefully imparting some important leadership lessons. We are also grateful to Albert for skillfully moderating the session.

Vicky shared some of the challenges she faced as an immigrant to the US from China, but recalled her initial impression of America as an open and welcoming society, where one could truly achieve success if one is willing to put in the hard work.

Having fallen into finance quite by accident, Vicky emphasized the importance of one’s first job as a springboard for one’s career and encouraged diverse professionals **not only to work hard but to have the confidence to express their views and opinions.**

Vicky also highlighted how important it is for diverse professionals to develop effective communication skills in business. Reading widely is to be encouraged, as is a **willingness to be vulnerable** by asking for guidance when needed. A broader network, the making of senior connections and the possibility of receiving career changing advice are just some of the rewards of open communication.

Insofar as team building is concerned, Vicky encouraged today’s leaders to **be intentional not only in building diverse teams, but in ensuring that their communication and leadership style is itself inclusive.** This allows for people who may be dissimilar to demonstrate their competitive advantage within a team.

Vicky also spoke about authenticity, particularly in the context of the relatively small fund finance circle. In seeking to build long term relationships with clients, counterparts and even competitors, one should be genuine and look for ways not only to build one’s own connections based on common interests, but also to make connections between persons, particularly in settings where they might otherwise feel excluded.

Finally, Vicky spoke to the exponential growth of the fund finance business and mentioned that she would like to see an evolution towards more innovation in the space. Given how fortunate we are to be part of a resilient sector, Vicky counseled fund finance professionals to do their part to foster cohesion and a culture of understanding, particularly against the present backdrop of a divisive environment.

- Anna-Lise Wisdom, Partner, Appleby

ASIA COMMITTEE LAUNCH

We are excited for the launch of our Asia Diversity in Fund Finance Sub-Committee, led by James Webb, Partner at Carey Olsen. After an initial kick-off event with 16 professionals, we look forward to connecting with the community. Please reach out to join the next meeting!

Why Boundary Breakers?

We want to have open conversations with senior leaders to give voice to the unique issues and perspectives that diverse professionals face, while encouraging our audience to challenge themselves to think outside established biases and stereotypes.



**DID YOU MISS
THE EVENT?**

[CLICK HERE!](#)

REFLECTIONS

Vicky's personal journey as an immigrant college student to the US and her triumph over challenges in her career to become a global head will serve as an inspiration and helpful guide for the next generation of minority and underrepresented professionals to strive and become leaders in their own organizations, industries and communities

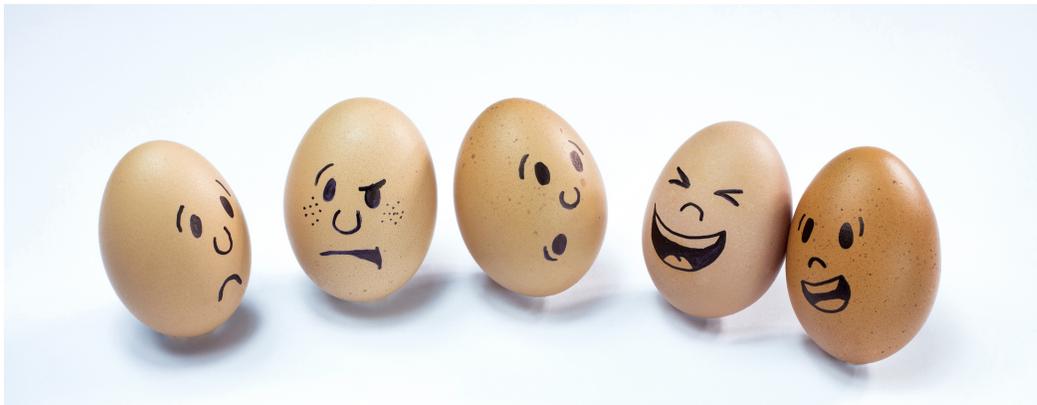
- **ALBERT TAN**
PARTNER AT HAYNES AND
BOONE, MODERATOR





WHAT IS A MICRO-AGGRESSION?

BY: KYRSTIN STREETER, SENIOR ASSOCIATE - REED SMITH



What do you think constitutes a racist act? You probably think it's something overt such as using a **racial slur**. However, your friends, family and colleagues who are of ethnic minority are likely to experience racism (perhaps on a daily basis) on a more insidious but no less damaging level.

It could be a disapproving or distrustful look as you enter a shop, someone crossing the street to avoid you, a white woman clutching her bag tighter after a Black man enters the lift or someone asking you **"where are you from?"** in your country of birth. These acts are known as "microaggressions".

Microaggressions can be intentional or unintentional. A microaggression can be so subtle that the person committing the microaggression may not even realise they are doing it and the person on the receiving end may walk away from the encounter not quite sure why it has left them with a bad feeling. **This is why it is important that we all educate ourselves on what could constitute a microaggression** and look to our own everyday behaviour to see if this is something we are committing (both in our personal lives and in the workplace).

The reason why microaggressions can be so damaging is that it is casual in nature and is a **pattern of discrimination built up over time** - if someone is experiencing these events frequently as they go about their daily life, it can leave them feeling hurt, angry, stressed, anxious, drained, fearful or marginalised. This is of particular relevance when microaggressions are experienced in the workplace as people of ethnic minority may already be feeling marginalised from their peer group even if they have not experienced overt racism in the workplace.

After the acceleration of the Black Lives Matter movement, many of us read enlightening posts from colleagues on social media, and heard stories from our colleagues on town hall calls explaining how they felt imposter syndrome, or that they felt they had to hold some of their true self back at work or indeed had suffered microaggressions at work.

Many people who have experienced microaggression in the workplace feel they cannot speak out in case they are labelled as a troublemaker or are worried people may then feel awkward talking to them.

DO YOU KNOW
WHAT IT MEANS
TO BE
ANTI-RACIST?

No one becomes "not racist," despite a tendency by people to identify themselves that way. We can only strive to be "anti-racist" on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming society's racist heritage.

To be an anti-racist requires an understanding of history — to understand how the institutional and structural issues that uphold White supremacy ultimately contribute to racist behaviors, attitudes, and policies.





WHAT IS A MICRO-AGGRESSION? *continued*

Some common examples of microaggressions are:

- Saying to a person who is an ethnic minority "wow - you went to [insert name of Oxbridge/Red Brick/Ivy League university here]" or "**you are so articulate**" (which implies you did not expect them to have achieved such academic success or to speak so well).
- Mixing people up if there are not many people of a particular ethnic group in a work team or social group.
- Getting someone's name wrong or spelling it incorrectly even after being corrected or their name is listed in their email signature.
- Never acknowledging a colleague of ethnic minority during a meeting or ignoring their attempts at sharing an idea.

So what should you do if you see or hear microaggressions?

It of course depends on the particular circumstances, but if you are able to intervene or **speak up** against what is going on then please do. Otherwise, offer support to the person who has experienced the microaggression and ask them how you can help (whether by listening to them, offering to have a word with the person who committed the microaggression or offering to be a witness if they feel it is something that should be reported). Remember that you need to be guided by their wants and needs - do not be offended if they do not want your help.

There is plenty of information online about microaggressions, unconscious bias and every day racism so **it is easy to educate yourself**.

Also, open your ears - if a colleague, family member or friend tells you about something they have experienced make sure you really listen and adjust your own behaviour (if necessary) or think about how you could intervene if you witness inappropriate behaviour or how you can support colleagues and other people in your life going forward.

As part of our **Q2 Virtual Social Chat**, we want to create a **safe, open space** for dialogue around how we can take the lessons of being an anti-racist and apply them to our daily lives.

We have collated various resources that dive into Dr. Ibram Kendi's work so that **anyone can join the conversation** no matter their familiarity of the topics to be discussed.

OUR PICKS

links included

STEPHEN COLBERT

[12 MIN VIDEO JUNE 2020]

Dr. Ibram X. Kendi joins Stephen Colbert

TODAY EXPLAINED

[20 MIN PODCAST + ARTICLE]

Dr. Ibram X. Kendi joins Vox News's daily podcast

QUICKREAD SUMMARY

[24 MIN PODCAST]

Short summary of Ibram X. Kendi's book, How To Be An Antiracist

CLICK HERE

for a full list of various resources to learn more

TURN
KNOWLEDGE
INTO
ACTION

OUR COMMITTEE

AND
THEIR
WHY



Learn what drives each member to helping further our diversity, equity & inclusion work



ALEX WOODCOCK
Partner, Maurant

I would like to continue to help position the Fund Finance community to be market leaders in equity, diversity and inclusion and for Fund Finance to become the area of choice for individuals in the knowledge they will be free of bias and prejudice in reaching their full career potential.



ANNA-LISE WISDOM
Partner, Appleby

I am passionate about equity in the sense of equal access to opportunities in the workplace - so that all persons can do their best work.



GREGORY C. PAUL
Vice President, Bernstein Private Wealth Management

My goal for the FFA is that by holding ourselves personally accountable, we have the opportunity to continuously innovate and eradicate systemic racism.



KYRSTIN STREETER
Senior Associate, Reed Smith

I do not see how people can live in a world where their fellow human beings (whether family, friends, colleagues or total strangers) are discriminated against and not do anything about it. We all have a part to play - whether it be big or small.



NICOLLE ODUTOYE
Associate, Reed Smith

DE&I initiatives have helped me personally and I think they are an important part of building wider awareness of other cultures and understanding the issues that may be faced by colleagues and clients to be able to hopefully promote a much more inclusive, productive and collaborative working culture.



BRYAN BARRERAS
Partner, Mayer Brown

I want my kids to live in a world where freedom means freedom from discrimination and unequal treatment, and where equality means equality for everyone, and I want to be part of making that happen.