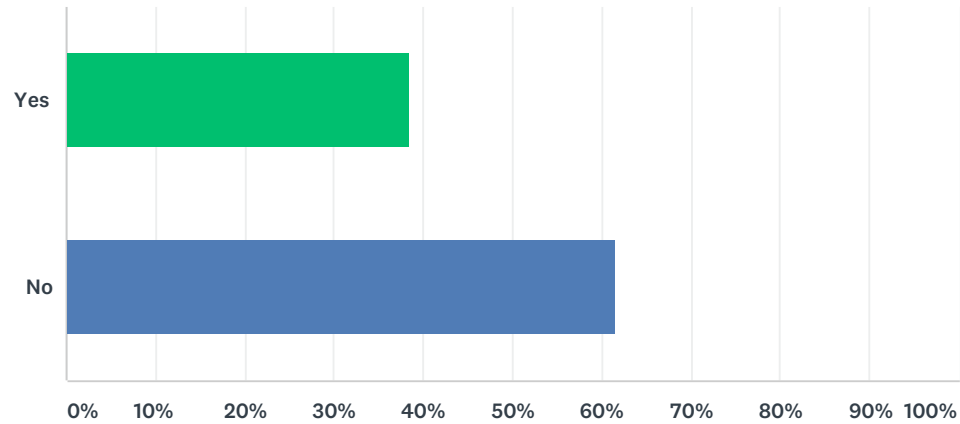


Q1 Are you currently a member of the CFA UK Gender Diversity Network?

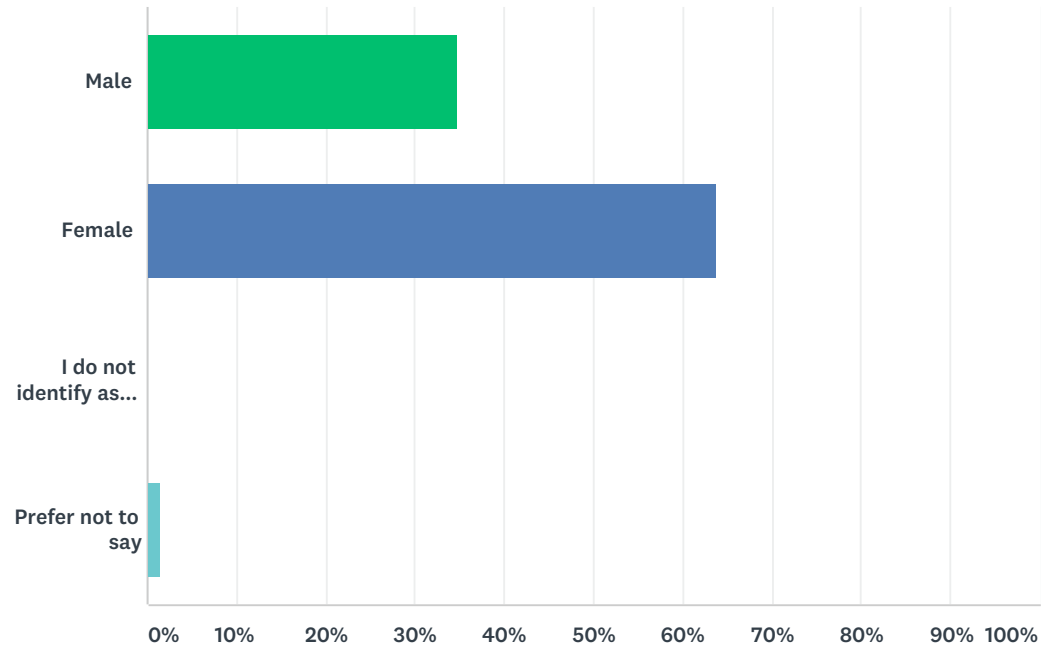
Answered: 135 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	38.52%	52
No	61.48%	83
Total Respondents: 135		

Q2 What is your gender?

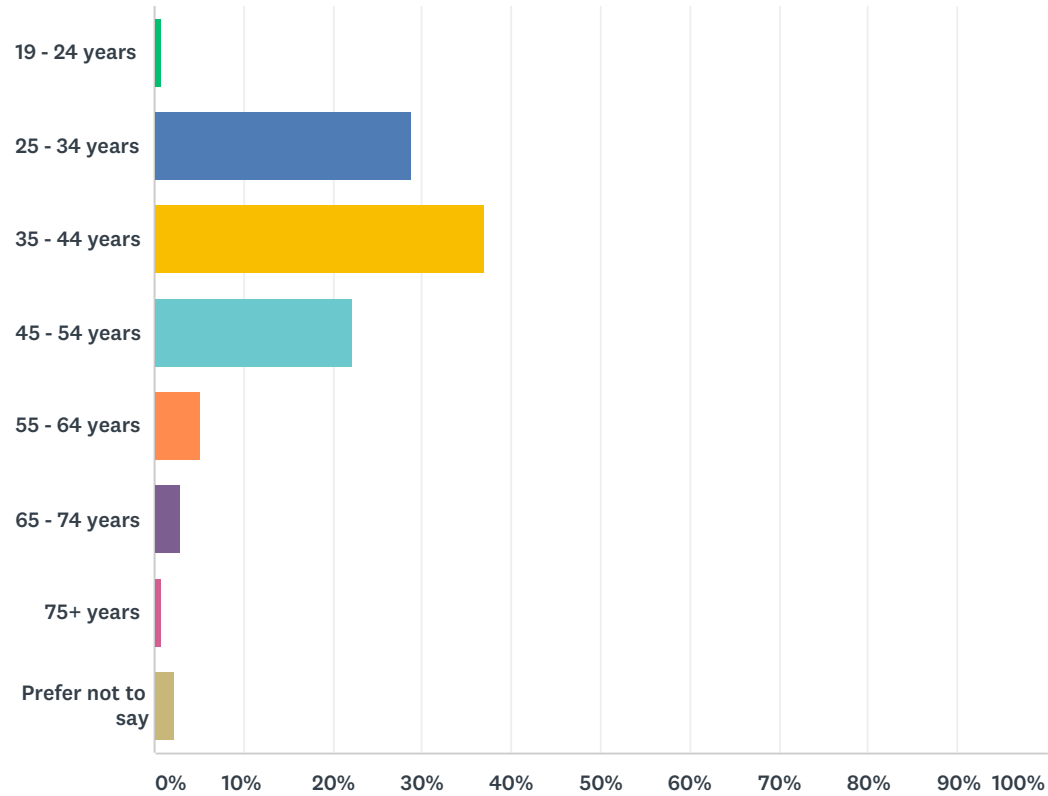
Answered: 135 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	34.81%	47
Female	63.70%	86
I do not identify as either	0.00%	0
Prefer not to say	1.48%	2
TOTAL		135

Q3 What is your age group?

Answered: 135 Skipped: 0



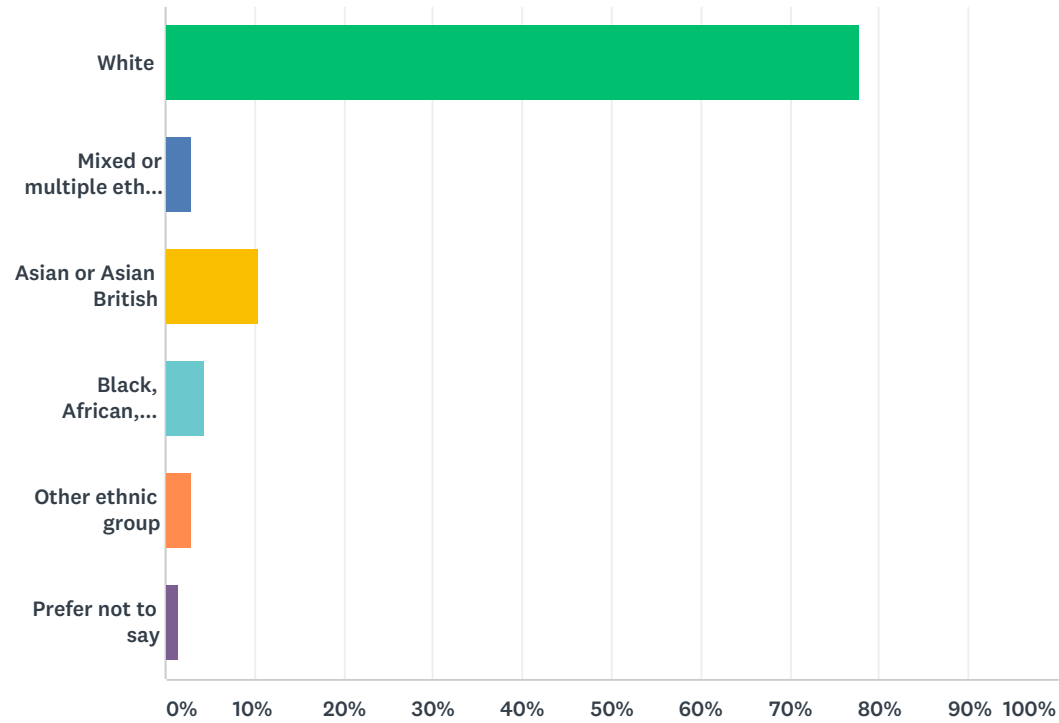
ANSWER CHOICES	RESPONSES	
19 - 24 years	0.74%	1
25 - 34 years	28.89%	39
35 - 44 years	37.04%	50
45 - 54 years	22.22%	30

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55 - 64 years	5.19%	7
65 - 74 years	2.96%	4
75+ years	0.74%	1
Prefer not to say	2.22%	3
TOTAL		135

Q4 What is your background?

Answered: 135 Skipped: 0

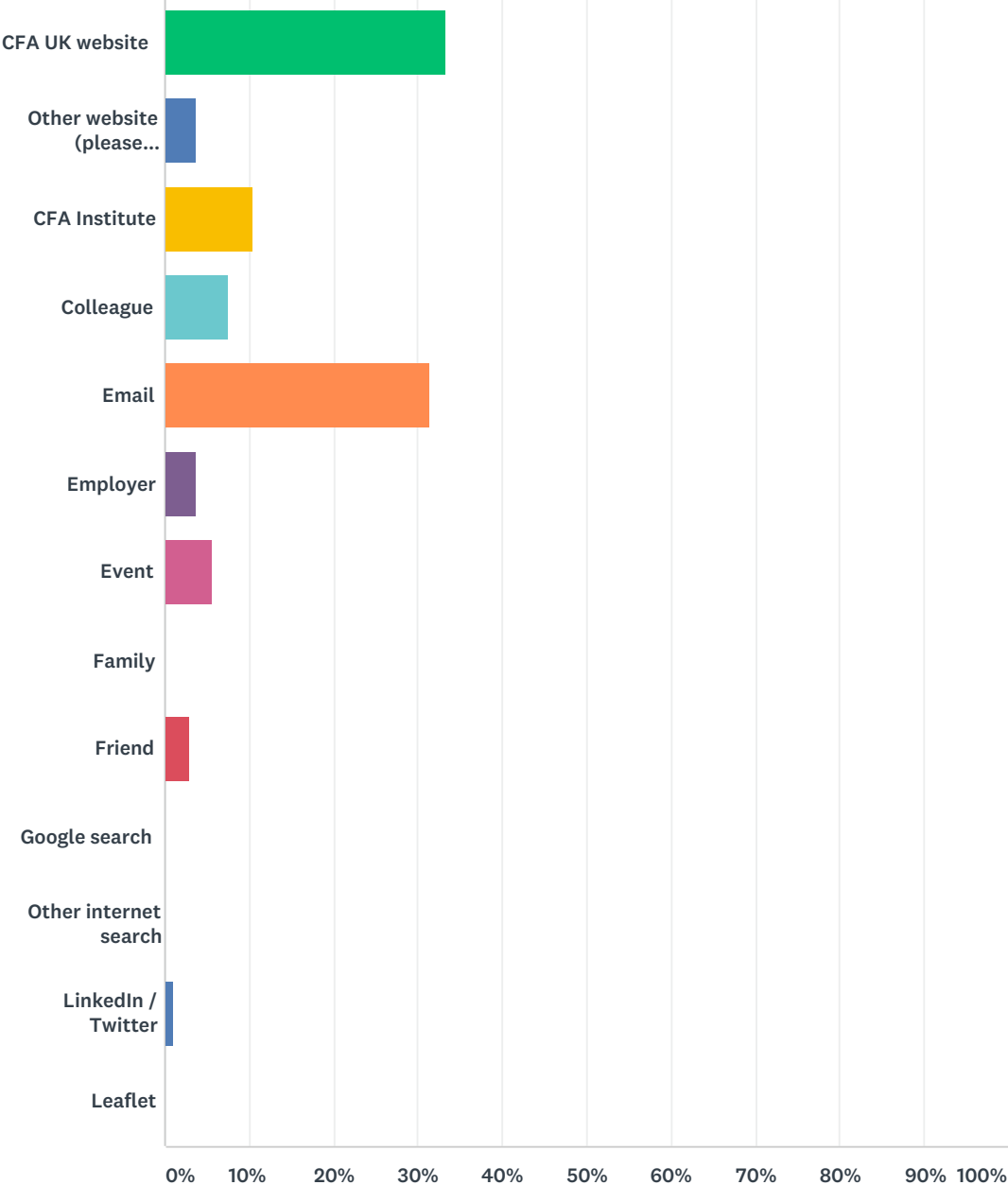


ANSWER CHOICES	RESPONSES	
White	77.78%	105
Mixed or multiple ethnic groups	2.96%	4
Asian or Asian British	10.37%	14
Black, African, Caribbean or black British	4.44%	6
Other ethnic group	2.96%	4
Prefer not to say	1.48%	2

Q5 How did you find out about the Gender Diversity Network?

Answered: 105 Skipped: 30

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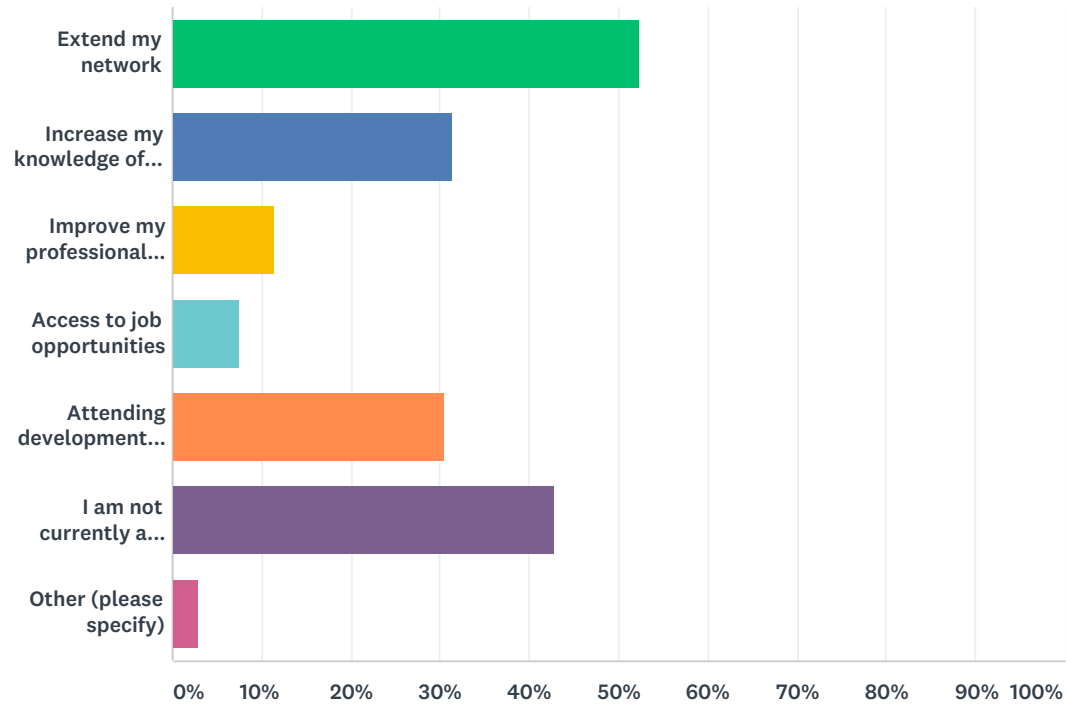


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ANSWER CHOICES	RESPONSES	
CFA UK website	33.33%	35
Other website (please specify)	3.81%	4
CFA Institute	10.48%	11
Colleague	7.62%	8
Email	31.43%	33
Employer	3.81%	4
Event	5.71%	6
Family	0.00%	0
Friend	2.86%	3
Google search	0.00%	0
Other internet search	0.00%	0
LinkedIn / Twitter	0.95%	1
Leaflet	0.00%	0
TOTAL		105

Q6 What do you consider to be the main benefits of being a member of the Gender Diversity Network?

Answered: 105 Skipped: 30



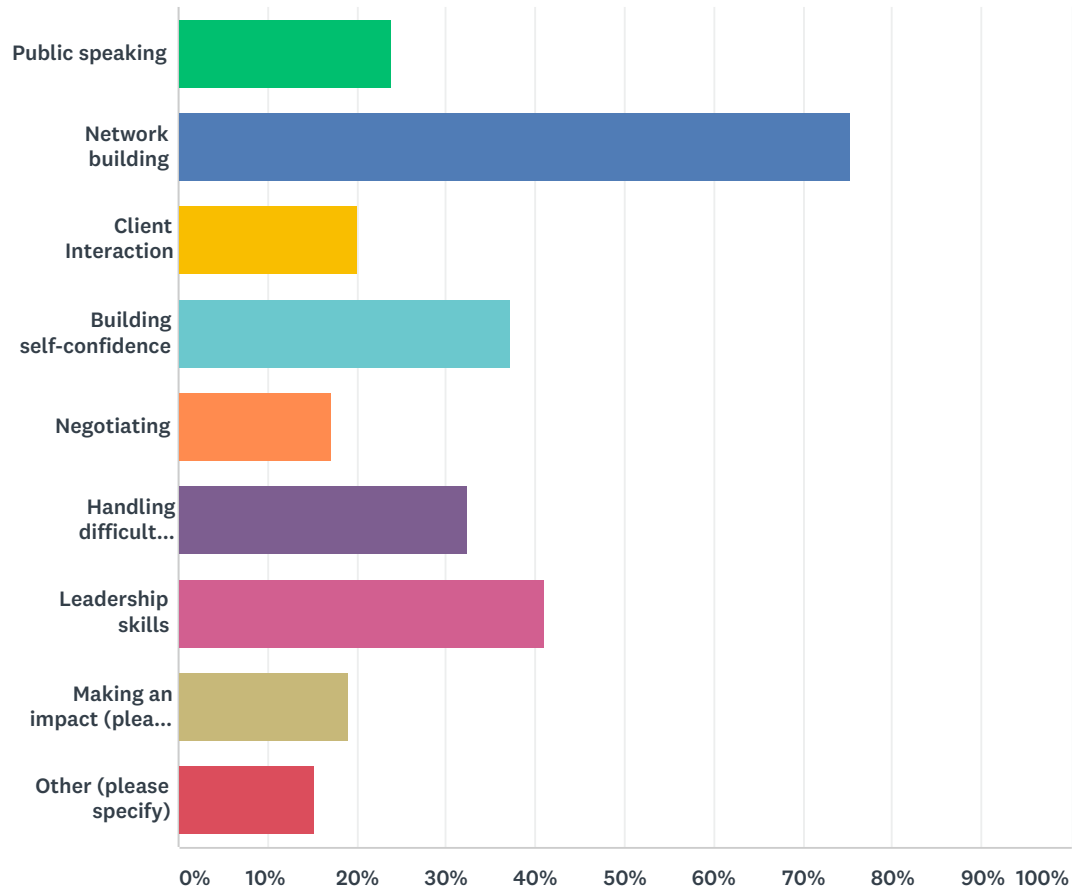
ANSWER CHOICES	RESPONSES	
Extend my network	52.38%	55
Increase my knowledge of industry issues	31.43%	33
Improve my professional standing	11.43%	12
Access to job opportunities	7.62%	8

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Attending development seminars	30.48%	32
I am not currently a member	42.86%	45
Other (please specify)	2.86%	3
Total Respondents: 105		

Q7 In which areas do you think the Gender Diversity Network could help you grow professionally?

Answered: 105 Skipped: 30



ANSWER CHOICES	RESPONSES
Public speaking	23.81% 25
Network building	75.24% 79
Client Interaction	20.00% 21

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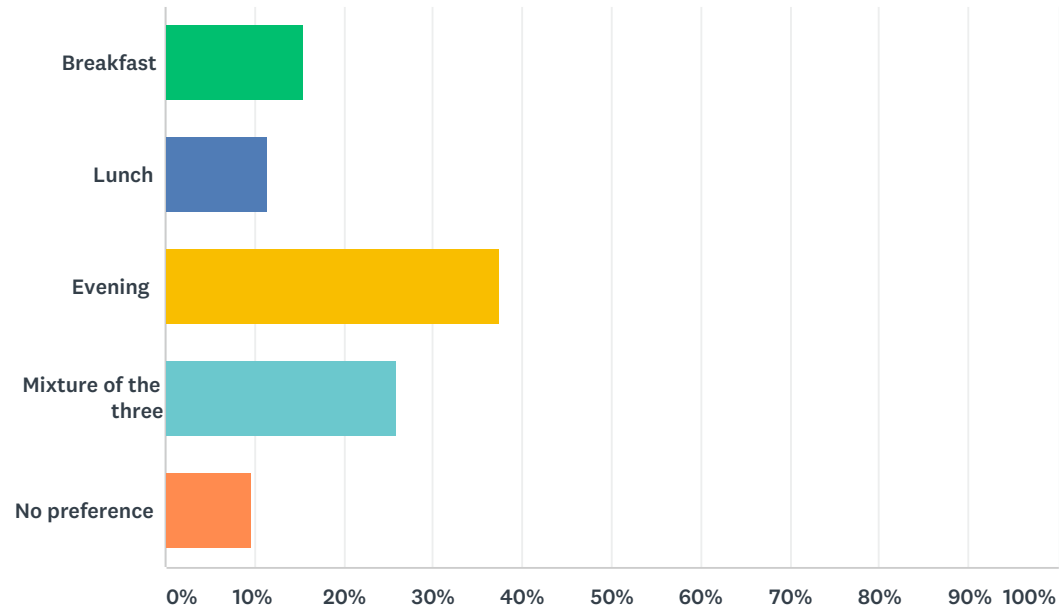
Building self-confidence	37.14%	39
Negotiating	17.14%	18
Handling difficult people/situations	32.38%	34
Leadership skills	40.95%	43
Making an impact (please specify)	19.05%	20
Other (please specify)	15.24%	16
Total Respondents: 105		

Q8 How could the Gender Diversity Network serve you better?

Answered: 33 Skipped: 102

Q9 What time of day would you prefer events to take place?

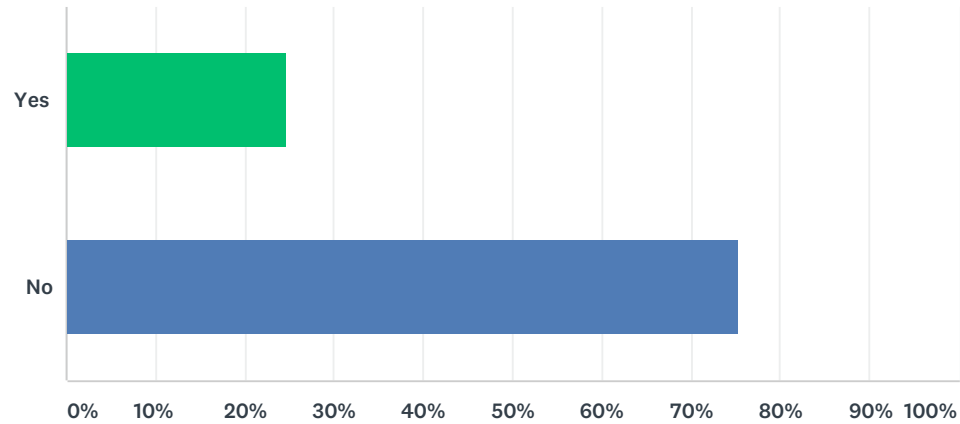
Answered: 104 Skipped: 31



ANSWER CHOICES	RESPONSES	
Breakfast	15.38%	16
Lunch	11.54%	12
Evening	37.50%	39
Mixture of the three	25.96%	27
No preference	9.62%	10
TOTAL		104

Q10 Have you been to a CFA UK Gender Diversity Network event in the past 12 months?

Answered: 105 Skipped: 30



ANSWER CHOICES	RESPONSES	
Yes	24.76%	26
No	75.24%	79
Total Respondents: 105		

Q11 Thank you for coming along - in your opinion, which was the most useful Gender Diversity Network event you attended, and why?

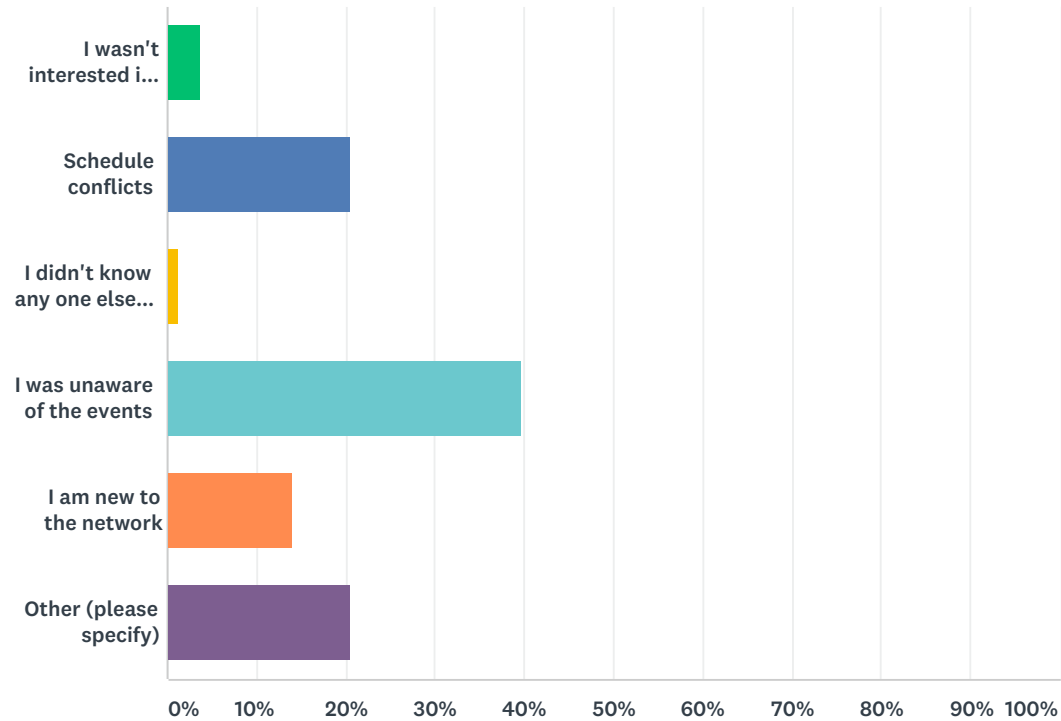
Answered: 12 Skipped: 123

Q12 Do you have any other specific suggestions as to how we could improve the Gender Diversity Network or recommendations for other events we could hold?

Answered: 8 Skipped: 127

Q13 Why didn't you attend any Gender Diversity Network events?

Answered: 78 Skipped: 57



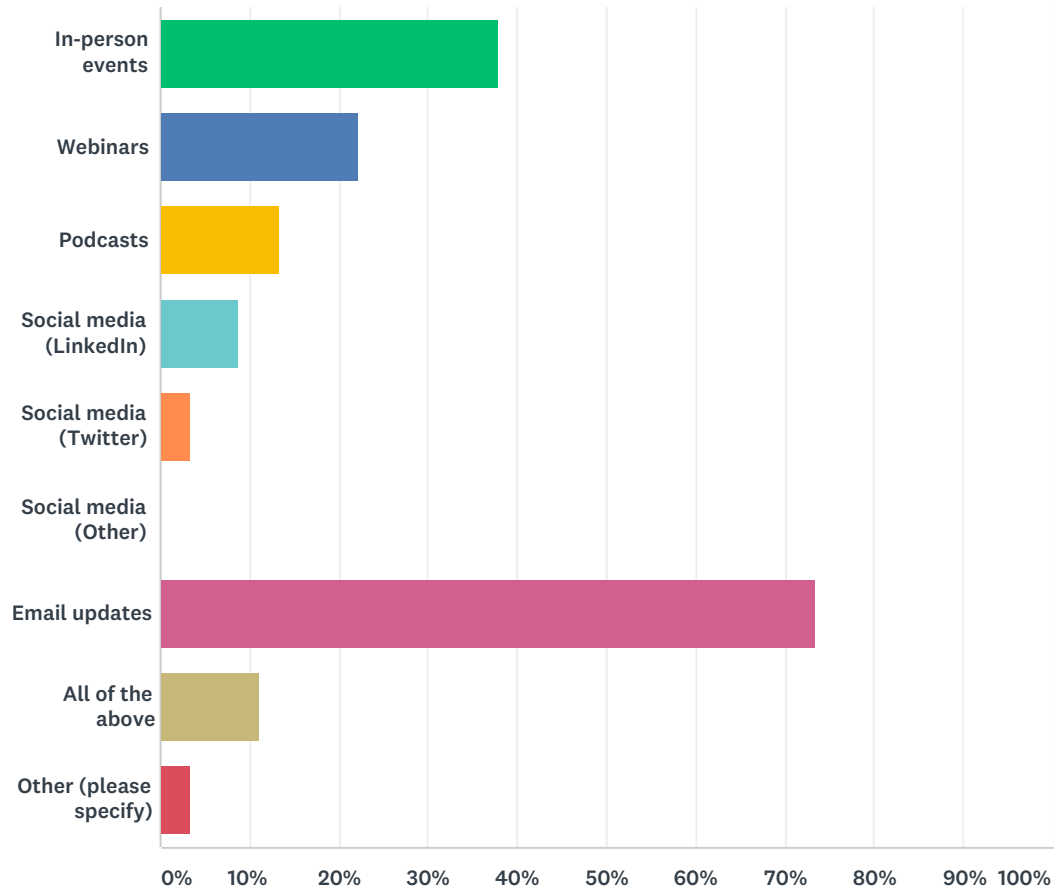
ANSWER CHOICES	RESPONSES
I wasn't interested in any of the content	3.85% 3
Schedule conflicts	20.51% 16
I didn't know any one else attending	1.28% 1
I was unaware of the events	39.74% 31
I am new to the network	14.10% 11
Other (please specify)	20.51% 16

Q14 Do you have any other specific suggestions as to how we could improve the Gender Diversity Network or recommendations for other events we could hold?

Answered: 10 Skipped: 125

Q15 How do you prefer to receive Gender Diversity Network content?

Answered: 90 Skipped: 45



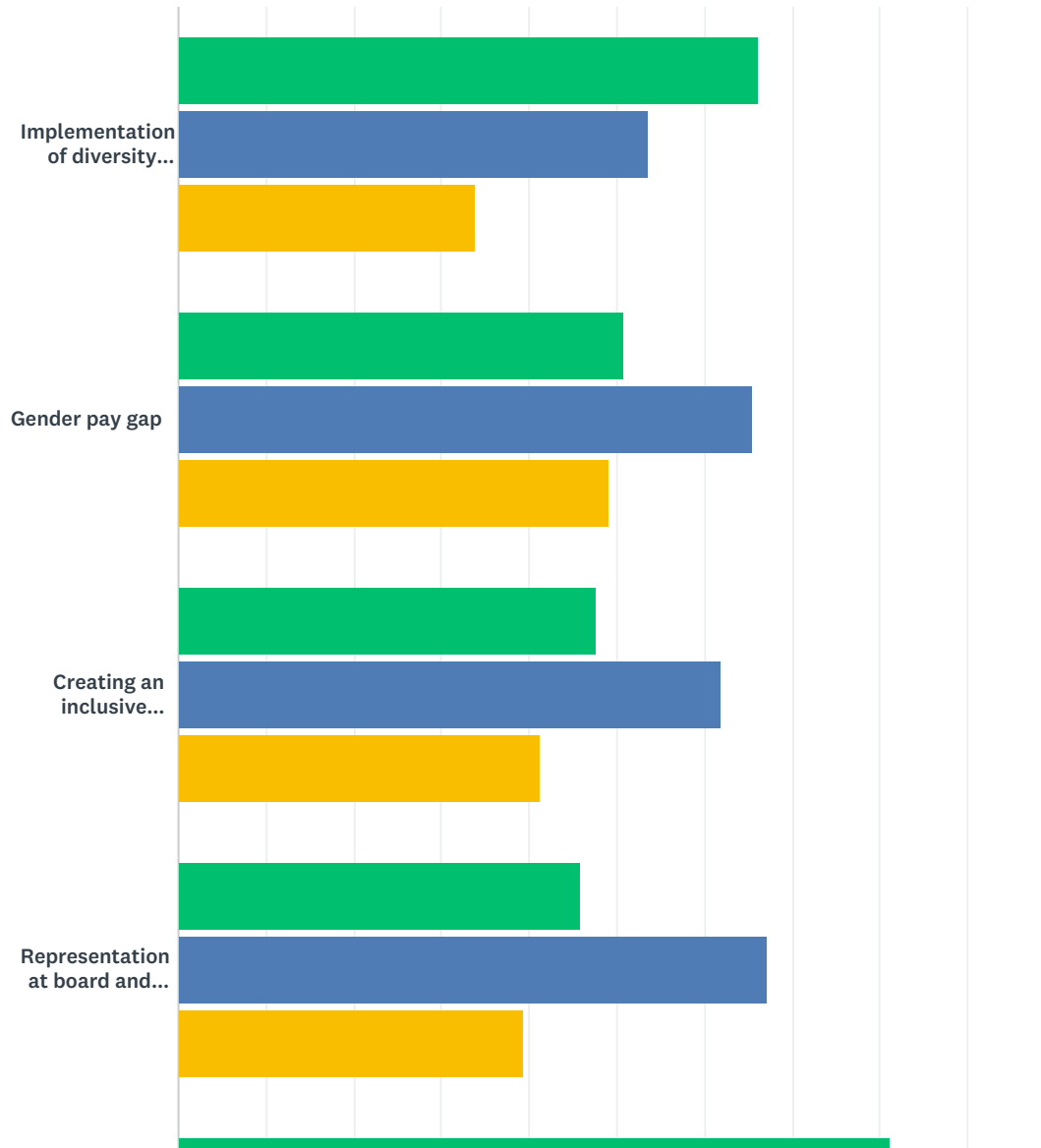
ANSWER CHOICES	RESPONSES	
In-person events	37.78%	34
Webinars	22.22%	20
Podcasts	13.33%	12

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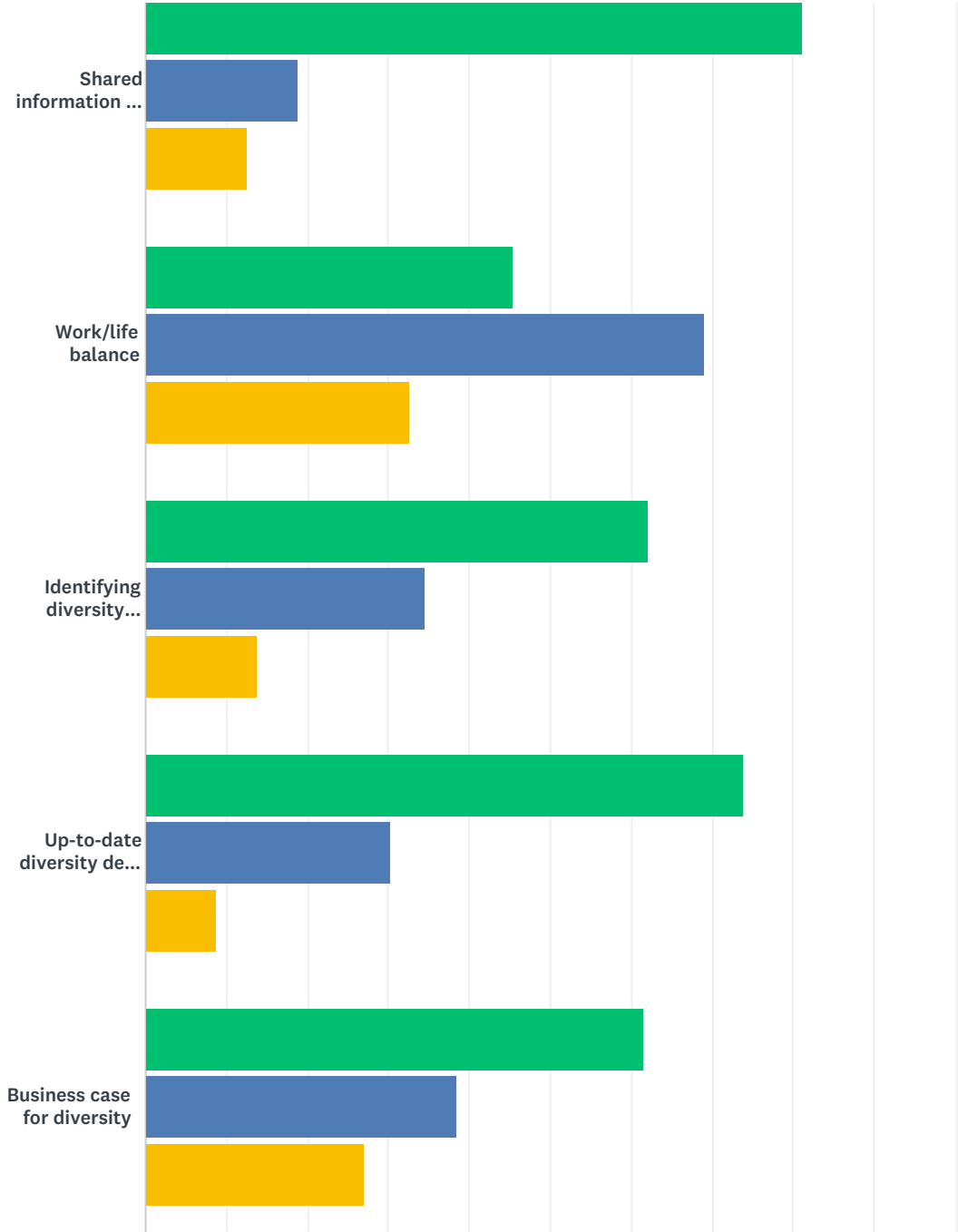
Social media (LinkedIn)	8.89%	8
Social media (Twitter)	3.33%	3
Social media (Other)	0.00%	0
Email updates	73.33%	66
All of the above	11.11%	10
Other (please specify)	3.33%	3
Total Respondents: 90		

Q16 Key diversity issues in the investment profession:

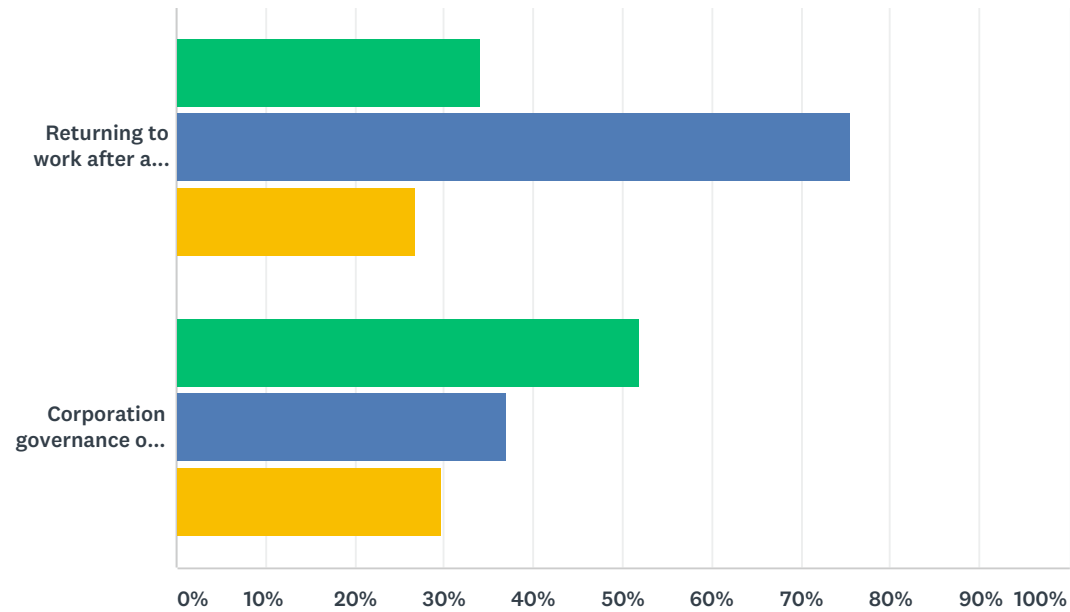
Answered: 90 Skipped: 45



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- Which areas of diversity would you like to learn more about? (select 3)
- In which areas do you think progress is most needed in the investment profession? (select 3)
- Which do you think is the most pressing diversity issue for the industry? (select 1)

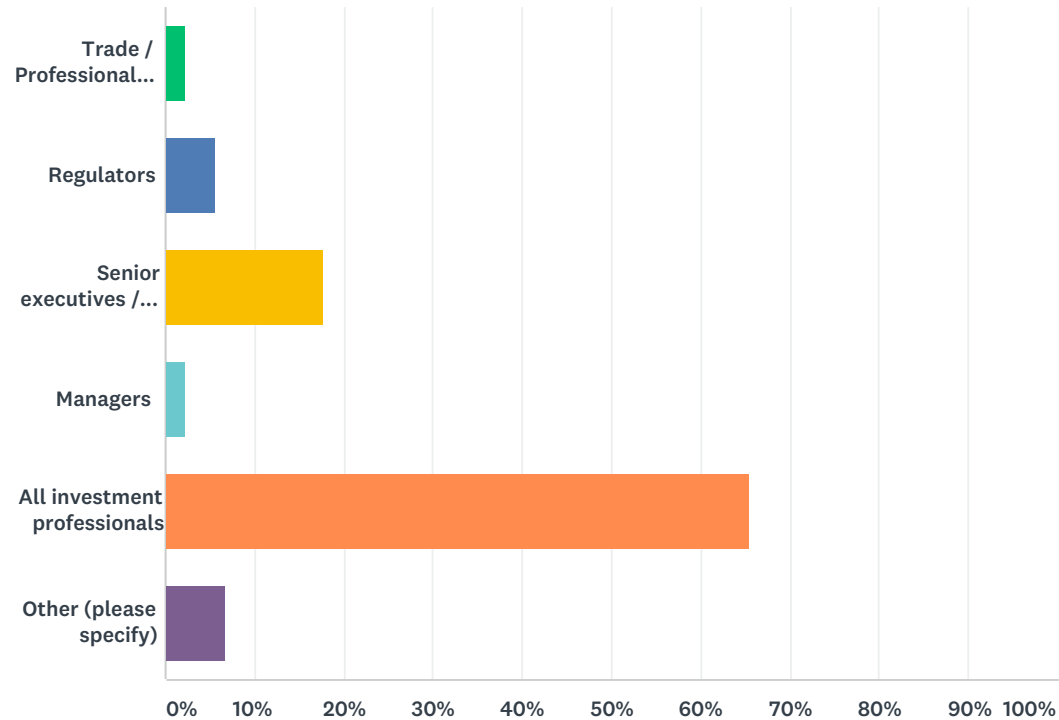
	WHICH AREAS OF DIVERSITY WOULD YOU LIKE TO LEARN MORE ABOUT? (SELECT 3)	IN WHICH AREAS DO YOU THINK PROGRESS IS MOST NEEDED IN THE INVESTMENT PROFESSION? (SELECT 3)	WHICH DO YOU THINK IS THE MOST PRESSING DIVERSITY ISSUE FOR THE INDUSTRY? (SELECT 1)	TOTAL RESPONDENTS
Implementation of diversity strategies	66.07% 37	53.57% 30	33.93% 19	56
Gender pay gap	50.82% 31	65.57% 40	49.18% 30	61
Creating an inclusive culture	47.62% 30	61.90% 39	41.27% 26	63
Representation at board and top executive level	45.90% 28	67.21% 41	39.34% 24	61

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Shared information on recruitment/pipeline challenges	81.25% 26	18.75% 6	12.50% 4	32
Work/life balance	45.45% 25	69.09% 38	32.73% 18	55
Identifying diversity champions within the industry	62.07% 18	34.48% 10	13.79% 4	29
Up-to-date diversity desk research	73.91% 17	30.43% 7	8.70% 2	23
Business case for diversity	61.54% 16	38.46% 10	26.92% 7	26
Returning to work after a career break	34.15% 14	75.61% 31	26.83% 11	41
Corporation governance on gender diversity	51.85% 14	37.04% 10	29.63% 8	27

Q17 Who do you believe should take responsibility for improving gender diversity in the investment profession?

Answered: 90 Skipped: 45



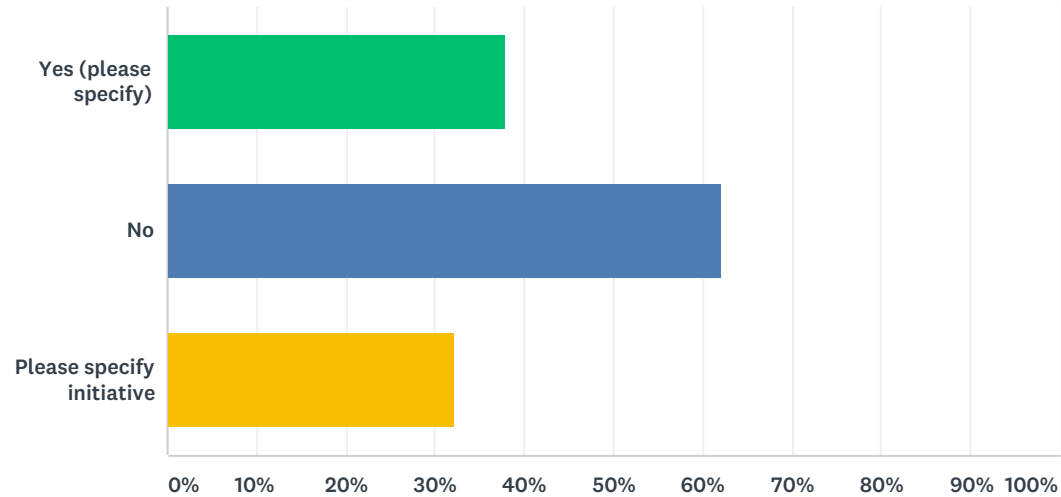
ANSWER CHOICES	RESPONSES	
Trade / Professional bodies	2.22%	2
Regulators	5.56%	5
Senior executives / C-Suite	17.78%	16
Managers	2.22%	2
All investment professionals	65.56%	59

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Other (please specify)	6.67%	6
TOTAL		90

Q18 Are you a member of any other diversity initiative?

Answered: 90 Skipped: 45



ANSWER CHOICES	RESPONSES	
Yes (please specify)	37.78%	34
No	62.22%	56
Please specify initiative	32.22%	29
Total Respondents: 90		

Q19 By completing this survey you will be entered into a prize draw to win £100 gift voucher - please enter your email address

Answered: 76 Skipped: 59

ANSWER CHOICES	RESPONSES	
Name	0.00%	0
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	76
Phone Number	0.00%	0