



Diversity
Project
NORTH AMERICA

DIVERSITY PROJECT COMMITTEES:

championing diversity and inclusion as a strategic business priority

IMPACT COMMITTEES

DPNA Perception Study: examines trends in perceptions of diversity and inclusion

Education Engagement & Outreach: supports pipelines of diverse, early career talent

Industry Engagement & Events: shares resources that drive engagement

Metrics & Insights: shares understandings around measurements and standards

“Next” Practices: shares practices that support culture, talent, and innovation

EVENTS & AWARDS COMMITTEES

Fearless Leadership Symposium: drives content and speaker selection for annual industry conference

Rising Stars: fosters engagement and leadership development for Rising Stars

GOVERNANCE COMMITTEES

Executive Steering: sets strategic direction for DPNA

[VIEW ALL NICSA COMMITTEES](#)

An excellent opportunity for all employees of member firms, across business lines and levels of management, to participate in the development of industry solutions.

TO JOIN: contact Allison Walsh at awalsh@nicsa.org

INITIATIVES

DPNA Perception Study Committee

Meeting Frequency: Weekly (March); Monthly (April - September)

Focus: Trends in perceptions of diversity and inclusion.

The committee aids in the preparation, execution, and interpretation of Nicsa's bi-annual DPNA Perception Study (prepared with EY). The Study examines progress, gaps, and actionable insights across a wide spectrum of issues impacting the asset and wealth management industry.

Education Engagement & Outreach Committee

Meeting Frequency: Monthly

Focus: Pipelines of diverse, early career talent.

The committee focuses on attracting early career professionals to the industry by establishing partnerships, feeders, and frameworks with high schools, colleges, and universities that build pipelines of diverse talent.

Industry Engagement & Events Committee

Meeting Frequency: Monthly

Focus: Resources that drive engagement among industry professionals.

The committee amplifies DPNA's brand, mission, and message through strategic content and events by (1) leveraging and distributing content from DPNA committees / member firms, and (2) hosting events, roundtables, webinars and town halls.

Metrics & Insights Committee

Meeting Frequency: Monthly

Focus: Understandings around measurements and standards.

The committee is focused on education around the collection, assessment, and transparency of industry standards and metrics as they relate to diversity and inclusion.

Diversity Project Committee Descriptions

“Next” Practices Committee

Meeting Frequency: Monthly

Focus: Practices that support culture, talent, and innovation.

The committee shares forward looking ideas (actions, leadership techniques, and business programs) that enhance business results and long-term industry sustainability.

EVENTS & AWARDS

Fearless Leadership Symposium

Meeting Frequency: Weekly (December-June)

Focus: Content and speaker selection for annual industry conference.

The committee drives content development and speaker identification for Nicsa’s DPNA event typically held in June. The event focuses on advancing workplace culture, championing opportunity, and empowering talent.

Rising Stars

Meeting Frequency: Monthly

Focus: Support the ongoing development and evolution of the Rising Star Program.

Support the ongoing development of the Rising Star program by fostering professional growth, encouraging leadership opportunities, and facilitating cross-cohort connection and collaboration.

GOVERNANCE

Executive Steering Committee | Appointed by each member firm (one per firm)

Meeting Frequency: Quarterly

Focus: Strategic direction and project alignment with DPNA objectives.