Diversity, Equity, and Inclusion: Action Plan

Key Organizational Initiatives:

– Initiated training program that will specifically include bias training, recruitment and retention training, and an array of other programs over time

– Forming new hiring protocol that mandates inclusive searches

– Launching Dartmouth Endowment Fellows program and reimagined Investment Office Intern program that proactively engages with students from underrepresented groups

– Launching Investment Office webpage for DE&I to communicate our desire to see improvement in the diversity characteristics of our portfolio and of the industry

– Service providers: Over time, develop DE&I processes to collect data from and engage with our key service providers

Key Portfolio Initiatives:

– Communicating with managers to express the College’s and the Investment Office’s dedication to DE&I

– Collecting and analyzing annual data on diversity characteristics of portfolio investments

– Tracking and analyzing our pipeline managers/meetings to understand the group’s demography and broaden it where possible

– Offer to engage with investment firms to better understand their thinking and brainstorm about ideas to promote diversity

– Incorporate DE&I conversations specifically into our upfront diligence and ongoing monitoring