Diversity, Equity, and Inclusion: Guiding Principles

– We believe Dartmouth’s Investment Office can be a catalyst for positive change in the investment management industry

– The investment management industry can make considerable progress given the underrepresentation of diverse-owned firms. For example, according to one study by the Knight Foundation, women- and minority-owned firms manage well under 5% of industry assets. Our engagement can contribute to the evolution of the industry

– The diversity within our Investment Office team is a strength. We are encouraged by the gender representation in our office but are cognizant of the opportunity to include other underrepresented groups

– We believe we can have an impact by strengthening our efforts within the Investment Office and engendering change through collaboration with existing and prospective managers
  • Ensure that the Investment Office is well equipped to recruit and retain a diverse staff
  • Use our investment knowledge to advance the educational mission of the College through internships, job shadows, and engagement with students and alumni
  • Engage with existing managers to understand their approach to diversity, equity, and inclusion topics and work jointly to share best practices
  • Continue to ensure that manager pipeline includes diverse and inclusive organizations
  • Expand data collection on diversity, equity, and inclusion characteristics both in existing portfolio investments and pipeline managers

– We will commit ourselves to constant improvement through learning, listening, and incorporating best practices