Changing our behaviors and strengthening our future @Fidelity

AMY PHILBROOK
Head of Diversity & Inclusion at Fidelity Investments

DIVERSITY, A FOUNDATION TO SUCCESS

57% of WOMEN participate in the labor force, and this is growing1

43% of Millennials are non-white, the highest of any generation and 2x as likely to identify as LGBT2

1:5 AMERICANS HAS A DISABILITY (70% of disabilities are invisible)3

Diverse perspectives keep businesses relevant and innovating, helping to drive results

We are increasing representation through the hiring process by re-engineering the process itself

Connect with prospective employees earlier and in new places

Drive awareness of the broad career paths in financial services

Machine learning to ensure job descriptions and requirements are inclusive and welcoming to all

Diverse interview panels to guard against unconscious bias in final decision making

RECRUIT

We are increasing representation through the hiring process by re-engineering the process itself

Connect with prospective employees society and in new places

Drive awareness of the broad career paths in financial services

13% more diversity in the employees hired in the last year vs. our current workforce*

Expanded recruiting from 12 schools to 200+

Machine learning to ensure job descriptions and requirements are inclusive and welcoming to all

Diverse interview panels to guard against unconscious bias in final decision making

CREATING CUSTOMER VALUE

We are working to create a relevant and differentiated experience for our clients

Fidelity’s Women’s Leadership Fund invests in companies with a deep commitment to prioritizing and advancing women’s leadership and development

Our Office of Customer Accessibility is dedicated to improving the customer experience for people with disabilities by ensuring accessibility is a design principle in everything we do

Changing how women think about money and the financial services industry whether it’s refocusing the conversation to the positive or showcasing career opportunities in finance

Bringing LGBTQ investors into the investment conversation with products, services and thought leadership catered to their unique needs

COLLABORATE

We bring others along on our learning journey to share and acquire knowledge and best practices from one another

$140M supplier diversity spend in 2018*

30+ partnerships with industry and non-industry partnerships

Founding member of NASCA’s The Diversity Project

Member of the 30% Club

DEI participant two years running, scoring 100%4

DIVERSITY: IT’S NOT A WHAT, IT’S A HOW

At Fidelity, we think broadly about how to create more diversity at our firm, in financial services and across all industries. We’re committed to keep learning and exploring in this space.

“Fidelity recognizes that a diverse and inclusive workforce is the key to creating a relevant and differentiated experience for our customers. By building a workforce that reflects the broader society, we are creating deeper connections and better collaboration with our customers.”

AMY PHILBROOK
Head of Diversity & Inclusion at Fidelity Investments

Notes:
1. United States Department of Labor
2. Pew Research
3. United States Census Bureau
4. Disability Equality Index

References:
* Fidelity Investments, January 2020
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