DIVERSITY & INCLUSION
Changing our behaviors and strengthening our future identity

Fidelity believes that diversity and inclusiveness are the keys to creating a richer 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.

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

Phaedra Ellis-Lamkins
Head of Diversity & Inclusion at Fidelity Investments

DIVERSITY, A FOUNDATION TO SUCCESS

57%
OF WOMEN PARTICIPATE IN THE LABOR FORCE, AND RISING GROWING

43%
OF MILLIARIES ARE NEUTRAL-WHITE, THE HIGHEST OF ANY GENERATION AND 7x AS LIKELY TO IDENTIFY AS LGBT

1.5 AMERICANS HAS A DISABILITY
20% OF INHABITANTS IS WORKING AVENAND DISABILITY

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

+33%
Innovations in benefits and compensation with gender and ethnicity

BELIEVE IN BEING #DIFFERENTTOGETHER

DIVERSITY: IT'S NOT A HOW, IT'S A HOW

RECRUIT
We are increasing representation through the hiring process by re-engineering the experiences for diverse candidates.

Connect with prospective employees earlier and in new places.

Drive awareness of the broad career path financial services careers.

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

Expanded sourcing from 200+ Demographic

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

Diverse interview panels to protect against unconscious bias in final decision-making.

DEVELOP
Increasing advancement of underrepresented groups through employee engagement and development.

1/2
1/2 of our female population is in management roles.

40%
40% of Fidelity’s top talent programs are women and people of color.

100%
100% of our participants are women and/or people of color.

DEI participant two years running, scoring 100%.

COLLABORATE
We bring others along on our learning journey to share and acquire knowledge and best practices.

$140M
Supply diversity spend of over 140 million.

30%
Partnership with diverse and minority-owned businesses.

Founder of minority owned business.

Member of the 30% Club.

At Fidelity, we believe diversity & inclusion builds a connected and collaborative workforce that must be:

A process, not programs - Layered within, not layered on top

A foundation, not an add-on - Building flexibility into business processes and operations will make an impact.

Making improvements on the journey to share and acquire knowledge and best practices.

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AFAME, and partnerships diversity talent a broad basis.

Operations and partnerships reflect on our behaviors.

Building a workforce that reflects the broad society.

Effective tools for businesses.

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