Blacks and Latinos are under-represented in Financial Services.

Minorities make up 22% of the total Chicago area industry.

Black and Latino talent rarely advance in senior-level positions leading to many leaving the industry.

Blacks and Latinos want to advance in their careers but often lack professional mentors and sponsors.

**THE SOLUTION**

**Mentor and Sponsor Diverse Talent**

FSP accomplishes its mission by forming partnerships with community organizations and internal employee resource groups.

**WHAT IS FSP?**

19 Chicago-based financial firms committed to increasing the representation of Blacks and Latinos in the financial services industry.

**THE CHALLENGE**

Minorities make up:

- 22% of the total Chicago area industry.
- Only 5% at the C-Suite level.

Blacks and Latinos are less likely than whites to feel there is a racially and ethnically diverse mix of role models in their organizations.

FSP focuses its efforts in 3 key areas:

- Community Outreach
- Recruitment
- Retention

**FINANCIAL SERVICES PIPELINE INITIATIVE**

FSP's annual Intern Career Conference promotes the path from internship to a full-time job.

FSP member firms host an Annual Summit to strategize on improving internal policies and leadership commitment.

**HOW TO LEARN MORE**

Visit FSPChicago.org for more info.

Follow us on Twitter and LinkedIn

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