

FINANCIAL SERVICES PIPELINE INITIATIVE

WHAT IS FSP?



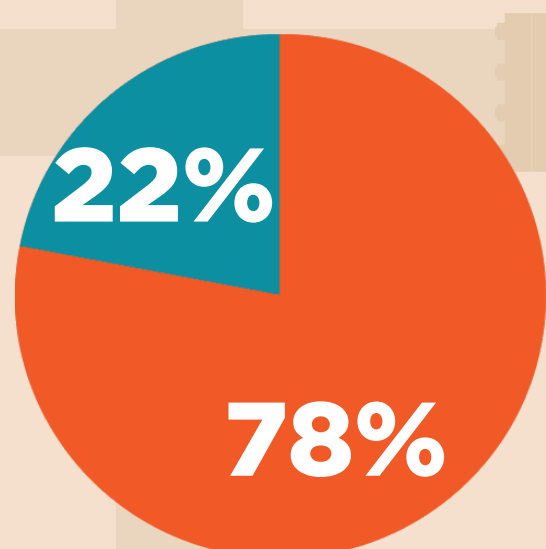
19 Chicago-based financial firms committed to increasing the representation of Blacks and Latinos in the financial services industry.



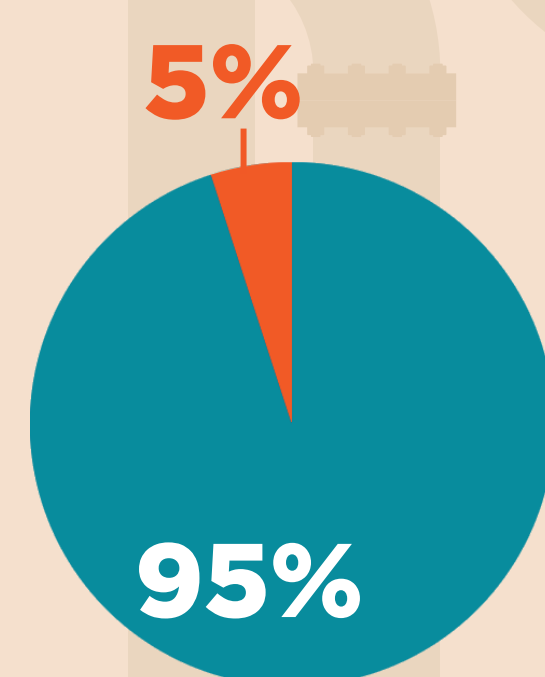
THE CHALLENGE

Blacks and Latinos are under-represented in Financial Services.

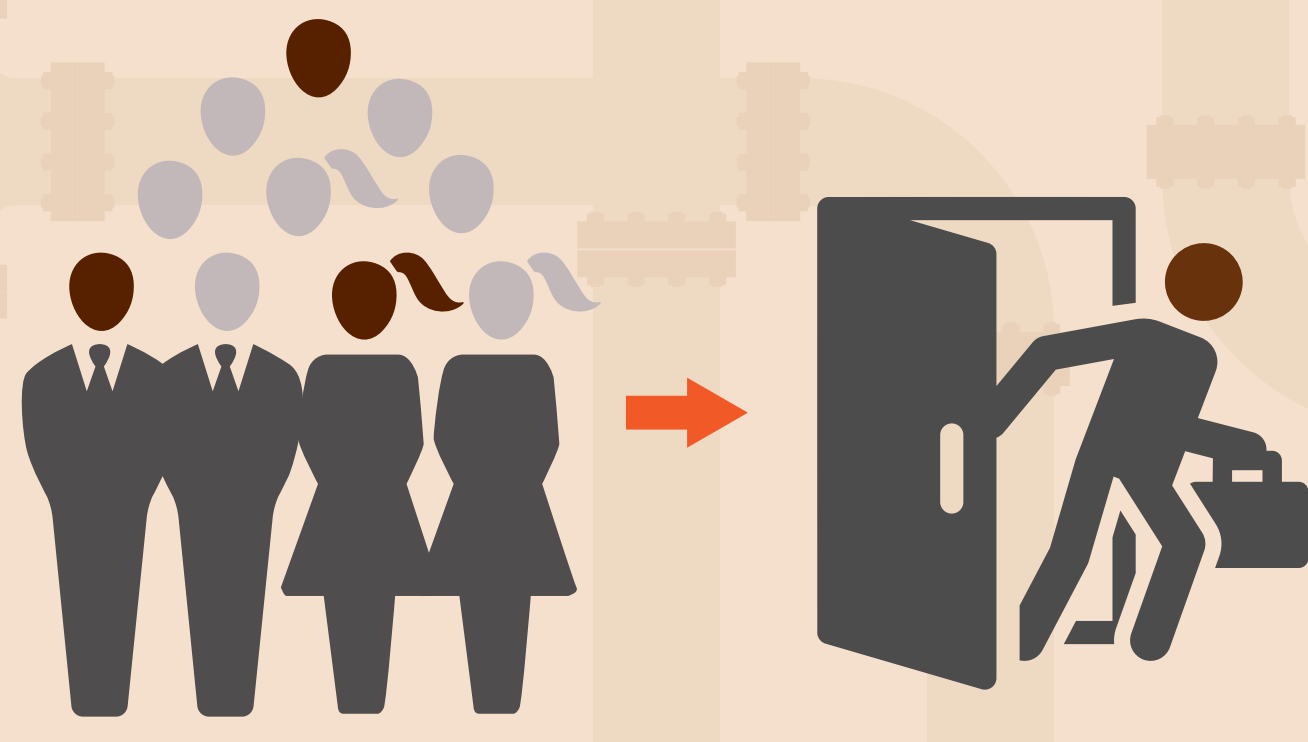
Minorities make up:



22% of the total Chicago area industry.



Only **5%** at the C-Suite level.



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.

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



THE SOLUTION

Mentor and Sponsor Diverse Talent

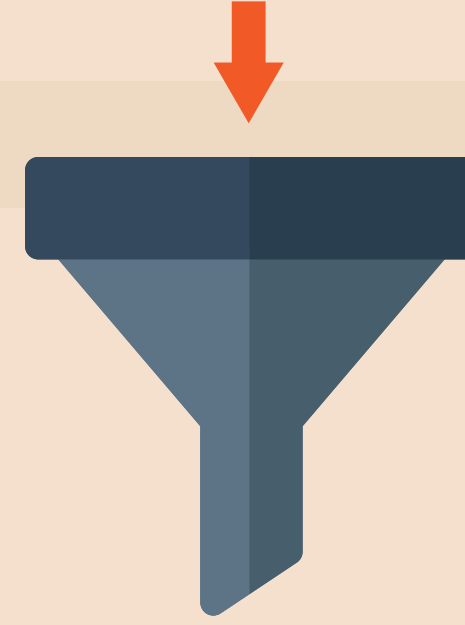
FSP accomplishes its mission by forming partnerships with community organizations and internal employee resource groups.

Preparation



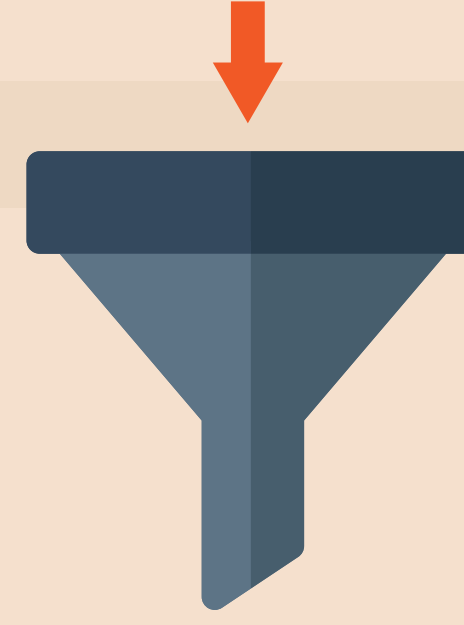
Increase Industry Diversity

Recruitment



Recruit More Candidates

Retention



Create More Opportunities



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.



FSP focuses its efforts in 3 key areas:



HOW TO LEARN MORE

Visit FSPChicago.org for more info.

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