The Inclusion Initiative

The TRANSPARENT Framework: Creating Organisations Inclusive of Black Women in Finance, Professional Services and Big Technology framework for attracting, promoting and retaining talented women in private equity

T	R	A	N	S	P	A	R	E	N	T
Team Culture	Role Models	Advocacy	Network – Internal	Systemic Change	Pay	Authenticity	Real Identity	Experiences	Networks – External	Training

AIM

To understand and address the systemic barriers that Black women face in the workforce, particularly in finance, professional services, and big technology.

APPROACH

Interviews with 44 Black women across various career stages to identify headwinds and tailwinds, leading to the creation of the TRANSPARENT framework.

AUTHORS

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WHY NOW

Black women remain significantly underrepresented in leadership roles and experience the largest pay gaps compared to other demographics, particularly in key industries.

FULL REPORT

For further details, explore the full TRANSPARENT Framework Report.

KEY RECOMMENDATIONS:

Team Culture: Foster inclusive environments with leaders who ensure opportunities and fair evaluations.

Role Models: Increase visibility by tracking hires and promotions transparently.

Advocacy: Introduce sponsorship programs to elevate Black women in their careers.

Networks: Ensure networks are inclusive and provide opportunities for meaningful connections.

Systemic Change: Implement policies that address unique challenges faced by Black women.

Pay Transparency: Address wage gaps by ensuring pay equity through reporting and auditing.

Accountability: Hold firms accountable through data-driven monitoring and evaluations.

Reporting: Regularly assess the effectiveness of diversity initiatives

Empowerment: Promote empowerment through advocacy, sponsorship, and leadership roles.

Normalisation: Create a culture where diversity and inclusion are deeply ingrained.

Transparency: Ensure all actions and results are openly communicated to drive progress.