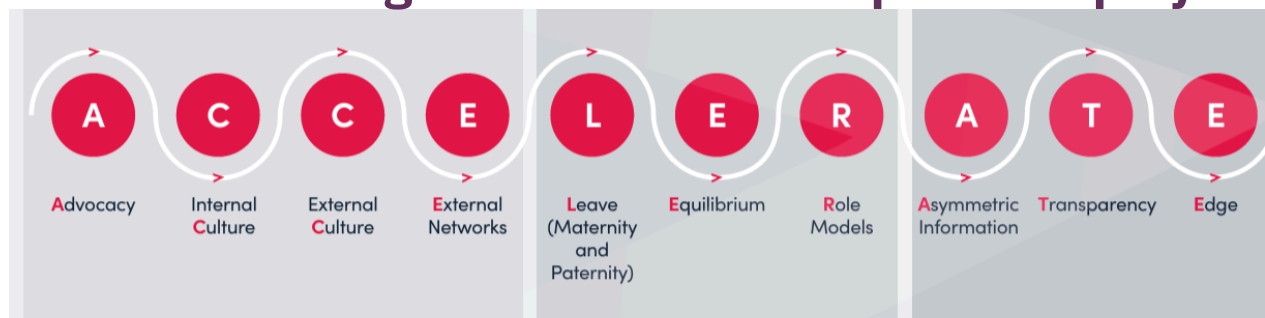


# ACCELERATE: A framework for attracting, promoting and retaining talented women in private equity



## AIM

To provide insights into the barriers and opportunities for advancing women's leadership globally, ensuring inclusive economic growth and resilience.

## APPROACH

A comprehensive study combining academic research and real-world interviews to identify actionable strategies for accelerating women's leadership in private equity.

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## WHY NOW

Women remain significantly underrepresented in leadership in private equity, limiting economic potential and innovation. Addressing this gap is crucial for sustainable and inclusive economic growth.

## FULL REPORT

Discover the full research and learn more about the ACCELERATE framework [here](#)

## KEY RECOMMENDATIONS:

- A** **Advocacy** – Establish formal advocacy programs where senior leaders actively support and promote women's career advancement.
- C** **Culture (Internal)** – Foster an inclusive internal culture that values diversity and ensures equitable opportunities for all employees.
- C** **Culture (External)** – Engage with external stakeholders to promote industry-wide cultural shifts towards greater gender diversity.
- E** **External Networks** – Encourage and facilitate women's participation in external professional networks to expand their industry connections and opportunities.
- L** **Leave Policies** – Implement supportive maternity and paternity leave policies that ensure smooth transitions and career continuity.
- E** **Equilibrium** – Promote work-life balance initiatives that allow employees to manage professional and personal responsibilities effectively.
- R** **Role Models** – Highlight and celebrate female role models within the organisation to inspire and motivate emerging women leaders.
- A** **Asymmetric Information** – Ensure transparent communication regarding career progression, expectations, and opportunities to eliminate information gaps.
- T** **Transparency** – Maintain clear and open processes for promotions, pay, and performance evaluations to build trust and fairness.
- E** **Edge** – Provide women with opportunities to take on challenging assignments that enhance their skills and visibility within the organisation.