

# 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



### **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 <u>TRANSPARENT</u> <u>Framework Report</u>.

# **KEY RECOMMENDATIONS:**

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**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.