

**Response Form**  
**for the**  
***Exposure Draft of the***  
***CFA Institute Diversity, Equity and Inclusion Code (USA and Canada)***

Diversity, equity, and inclusion (DEI) is critical to the future of the investment industry. We recognize that a diversity of perspectives will lead to better investor outcomes; an inclusive investment industry will better serve our diverse society. Further, we recognize that an organization, with an inclusive culture, awareness and education, and effective working relationships, is a better place to work.

CFA Institute is developing a voluntary, DEI Code (the “Code”), to be launched firstly in the USA and Canada. The purpose of the Code is to drive greater diversity, equity, and inclusion within the investment industry. The Code has been designed for the investment industry, by members of the investment industry. It is intended to meet industry where it is, define the current state, and drive improvement from a realistic foundation. Organizations from across the investment industry are invited to become signatories, including investment managers, asset owners and consultants.

The Code is supported by Implementation Guidance which is based upon tested practice from our industry research. It will be regularly updated to reflect changing DEI practice in the investment industry and elsewhere. We have designed a Reporting Framework to guide signatories in the process of reporting on their progress, which is included [here](#) for information only. Individual signatory reports will be kept confidential by CFA Institute, which will in turn report on industry developments.

The goal for this Exposure Draft is to elicit feedback on the proposed principles and recommendations within the Code. Please refer to the “Providing Feedback” guidelines for submitting comments.

**All comments must be received by 4 September 2021 in order to be considered.**

**Providing Feedback**

Public commentary on the Exposure Draft will help shape the final version of the Code, which is expected to be issued in November 2021. Comments should be provided in this Response Form, found [here](#) on the CFA Institute website, and submitted to [deicode@cfainstitute.org](mailto:deicode@cfainstitute.org). Designated spaces for comments appear in the Response Form in the order in which the Principles appear in the Exposure Draft. Questions directed toward the Codes’ intended users are posed in the Response Form, followed by designated spaces for comments related to the Principles and Implementation Guidance. General or summary comments on the Exposure Draft may be provided in the designated section at the end of the Response Form.

When providing feedback on a specific principle, it may be helpful to consider whether the meaning of the principle is clearly stated and whether the principle will add value for users of the Code. You may provide as few or as many comments as you wish.

The deadline for providing feedback is 4 September 2021. **Comments received after 4 September 2021 will not be considered.** Unless otherwise requested, all comments will be posted on the CFA Institute website.

#### Guidelines for submission

Comments are most useful when they:

- directly address a specific issue or question,
- provide a rationale and support for the opinions expressed, and
- suggest alternative solutions in the event of disagreement.

Positive comments in support of a proposal are equally as helpful as those that provide constructive suggestions for improvement.

#### Requirements for submission

In order for comments to be considered, please adhere to the following requirements:

- **Insert responses in the designated areas of the response form.**
- **Assign a unique file name to your response form before submitting.**
- **Provide all comments in English.**
- **Submit the response form as a Microsoft Word document.**
- **Submit the response form to [deicode@cfainstitute.org](mailto:deicode@cfainstitute.org) by 5:00 PM E.T. on 4 September 2021.**

**General Information (required)**

<p><b>Respondent:</b></p> <p><i>(Please enter your full name if you are submitting as an individual or the name of the organization if you are submitting on behalf of an organization.)</i></p>	<p>Click or tap here to enter text.</p>
<p><b>Stakeholder Group:</b></p> <p><i>(Please select the stakeholder group with which you most closely identify.)</i></p>	<p>Investment Manager</p>
<p><b>Region:</b></p> <p><i>(If you are submitting as an individual, please select the region in which you live. If you are submitting on behalf of an organization and the organization has a significant presence in multiple regions, please select "Global". Otherwise, please select the region in which the organization has its main office.)</i></p>	<p>North America</p>
<p><b>Country:</b></p> <p><i>(If you are submitting as an individual, please enter the country in which you live. If you are submitting on behalf of an organization, please enter the country in which the organization has its main office.)</i></p>	<p>USA</p>
<p><b>Confidentiality Preference:</b></p> <p><i>(Please select your preference for whether or not your response is published on the CFA Institute website.)</i></p>	<p>yes, my response may be published</p>

## QUESTIONS FOR INTENDED USERS

### Questions for Investment Managers, Asset Owners, Consultants, and Investors

1. Do you agree that the investment industry needs a DEI Code to drive change?

<QUESTION\_01>

No, see my general comments below

<QUESTION\_01>

2. Do you consider the Principles cover the key areas for change?

<QUESTION\_02>

[ No, various groups are omitted]

<QUESTION\_02>

3. Is there a DEI area that you would like to see covered by the Code that is not in the draft Code?

<QUESTION\_03>

[Yes, people groups based on religion, political party, anti/prochoice, environmentalism and animal rights activists.]

<QUESTION\_03>

4. Will the draft Code help establish the changes in processes and practices that investment industry organizations need to drive up DEI internally?

<QUESTION\_04>

[ See my summary response below]

<QUESTION\_04>

5. Will the draft Implementation Guidance help enable the changes in process and practice that investment industry organizations need to drive up DEI internally?

<QUESTION\_05>

[ ENTER RESPONSE HERE]

<QUESTION\_05>

6. To what extent would an investment firm becoming a signatory to the Code help provide the DEI-related information that is typically provided or asked for in Requests for Proposals (RFPs), Due Diligence Questionnaires (DDQs), other types of questionnaires and in client DEI-related discussions?

<QUESTION\_06>

[ ENTER RESPONSE HERE ]

<QUESTION\_06>

7. To what extent are the draft Principles supportive of and complementary with local laws and regulations and other DEI codes and standards?

<QUESTION\_07>

[ ENTER RESPONSE HERE ]

<QUESTION\_07>

8. Would an investment organization becoming a signatory to the Code help provide investor reassurance about the investment organization's culture?

<QUESTION\_08>

ENTER RESPONSE HERE

<QUESTION\_08>

9. Would it be helpful if the Implementation Guidance to the Code is reviewed and updated annually or less frequently?

<QUESTION\_09>

[ ENTER RESPONSE HERE ]

<QUESTION\_09>

10. Would your firm be prepared to contribute examples of tested DEI practice to update the Implementation Guidance to the Code?

<QUESTION\_10>

[ ENTER RESPONSE HERE ]

<QUESTION\_10>

## DEI CODE AND IMPLEMENTATION GUIDANCE FOR INVESTMENT ORGANIZATIONS

### General comments section

#### 11. General comments on the Code and Implementation Guidance:

<COMMENT\_11>

You have asked for feedback to the proposed CFA DEI initiative. While I support efforts to encourage more diverse representation in the professional fields, I did have several questions about this particular request from the Society.

Has the CFA program ever excluded anyone from taking the exam because of their race, gender or sexual orientation? I certainly hope not.

Are you suggesting that now we do? For instance, if too many Asians are passing the exam, we should now introduce quotas which improves the pass rates for whites and blacks? That is clearly racist. If women's pass rates are higher than men's, are you suggesting we have gender quotas? If a man is more qualified for a business position than a women, we should introduce quotas to the workplace? I believe this to be sexist.

We recognize that in US history there have litmus tests introduced to limit access to professional degrees and certifications, whether based on someone's color, their religious beliefs (e.g., Catholicism), or viewpoints (e.g., Communism), and we are grateful as a society that those have been and continue to be torn down over time. Those distinctions shouldn't matter or disqualify someone.

The CFA program as it exists today is a merit-based program in which no one is discriminated against, why would we introduce discrimination into the process, whether based on someone's background or their viewpoints?

Finally, why were so many groups excluded from the anti-discrimination list? What about people groups based on religion, political views, anti/prochoice, environmentalism, and animal rights? Are they allowed to be discriminated against? Or do we reevaluate every year and add new groups and quotas as the CFA DEI Committee deems fit? The challenge with having a specific list is that it shows priority of one value or another and that the list could be endless.

I am against discrimination of any kind and therefore strongly oppose the proposed changes because they introduce discrimination into the CFA program. I favor a merit-based program in which all are welcome to compete without being discriminated against.

One of the best attributes of the CFA program is that it's not just about passing a stringent exam, but additionally charter holders must attest to their integrity in business matters each year. I appreciate that the program, as it exists today, rewards those who achieve with integrity.

Let's stay clear of the identity politics game which focuses on externals, and rather focus on a person's abilities and character.

<COMMENT\_11>

12. Comments on Principle #1 and associated Implementation Guidance:

<COMMENT\_12>

ENTER RESPONSE HERE

<COMMENT\_12>

13. Comments on Principle #2 and associated Implementation Guidance:

<COMMENT\_13>

ENTER RESPONSE HERE

<COMMENT\_13>



14. Comments on Principle #3 and associated Implementation Guidance:

<COMMENT\_14>

ENTER RESPONSE HERE

<COMMENT\_14>

15. Comments on Principle #4 and associated Implementation Guidance:

<COMMENT\_15>

ENTER RESPONSE HERE

<COMMENT\_15>

16. Comments on Principle #5 and associated Implementation Guidance:

<COMMENT\_16>

ENTER RESPONSE HERE

<COMMENT\_16>

17. Comments on Principle #6 and associated Implementation Guidance:

<COMMENT\_17>

ENTER RESPONSE HERE

<COMMENT\_17>