



Pension Fund Consultant Diversity Survey

This is a survey for pension fund consultants charged with identifying asset managers for institutional investors.

We ask that you identify an appropriate colleague to internally champion the completion of this brief survey. We would appreciate if you can please insert your responses onto this [survey form](#) by **January 22nd**.

Rico Oyola (rico.oyola@seiu.org / 202.710.3324) , is available to help with any technical challenges that you may face.

SURVEY QUESTIONS

Firm Name

First Name

Last Name

1. AUM (What are the total assets under management by your firm?)
2. AUA (What are the total assets under advisement by your firm?)
3. Please check each consulting service that your company provides:
 - General
 - Hedge Funds
 - Real Estate
 - Private Equity
 - Infrastructure
 - Other

Client base

4. What percentage of your client base is public funds?

(Please provide a percentage estimate for the asset type below)

5. What percentage of your client base is private funds?

(Please provide a percentage estimate for the asset type below)

6. What percentage of your client base is Taft Hartley funds?

(Please provide a percentage estimate for the asset type below)

7. What percentage of your client base is comprised of endowments?

(Please provide a percentage estimate for the asset type below)

8. What percentage of your client base is corporate clients?

(Please provide a percentage estimate for the asset type below)

9. What percentage of your client base is high asset individuals?

(Please provide a percentage estimate for the asset type below)

10. What percentage of your client base is not covered by the previous questions?

(Please name and provide a percentage estimate for the asset type below)

Internal Diversity

11. Please provide us a copy of your current EEO policy

(Please email a copy of your current EEO policy to renaye.manley@seiu.org)

12. How many total people are employed by your firm and how many are senior managers?

13. Who is your Chief Diversity Officer?

(Please provide their first name, last name and email)

14. Please provide the number of African Americans currently employed at your firm.

15. Please provide the number of Latina/o Americans currently employed at your firm.

16. Please provide the number of Native Americans currently employed at your firm.

17. Please provide the number of Asian American/Pacific Islanders currently employed at your firm.

18. Please provide the number of women currently employed at your firm.

19. How many African Americans are on your senior management team?
(Please also provide their job titles)

20. How many Latinas/os are on your senior management team?
(Please also provide their job titles)

21. How many Native Americans are on your senior management team?
(Please also provide their job titles)

22. How many Asian Americans/Pacific Islanders are on your senior management team?
(Please also provide their job titles)

23. How many women are on your senior management team?
(Please also provide their job titles)

Asset managers

24. How many asset managers do you currently have in your database?

25. How many asset management firms do you have in your database that are considered to be emerging/minority asset management firms?

26. What is your definition of an emerging/minority asset management firm?

27. Over the past five years (summarized on an annual basis), please provide the number of meetings that the research group has had with emerging/minority asset management firms by asset class.

28. Over the past five years (summarized on an annual basis), how many emerging/minority asset management firms have been recommended by your firm broadly?

29. Over the past five years (summarized on an annual basis), how many emerging/minority asset management firms have been funded?

30. Over the past five years which emerging/minority asset management firms are on the focused placement list (not all consultants have focused placement or recommended list) by asset classes?

Diversity challenges and opportunities

31. What challenges has your firm faced in implementing a more robust emerging/minority asset management firm program? (Please limit your response to 200 words)

32. What policies, if any, does your firm have in place to promote emerging/minority asset management firms?

33. Please describe one initiative that is making the most impact in your firm's diversity performance? (Please limit your response to 200 words)

Please contact Renaye Manley (renaye.manley@seiu.org) should you have any additional questions or comments. We appreciate the time taken to gather and think through your responses. Thank you.