

Recommendation to the Board

From the outset of this working group, we take this opportunity in expressing our gratitude to all members who volunteered their time, expertise and views that contributed to this working group achieving the success it did.

The purpose of the CAFII DEI working group was to further the goal of seeing greater diversity at the CAFII board level and to determine whether CAFII should propose best practices for members whether that be in the form of a policy, guideline, practice or some other format.

Th working group made significant strides, directly and indirectly on furthering the representation on the CAFII Board.

It subsequently then embarked on gathering information from all members to determine what member companies currently had in place to assist the working group on understanding what type of policy, guideline or best practice was required for member companies.

From the survey conducted, CAFII discovered the following:

- 1. Member companies already have robust DEI programmes and initiatives in place which includes shared goals that underpin what CAFII was looking for to further DEI;*
- 2. Further, member companies are actively involved in DEI initiatives which indicates that DEI is an important and continuing aspect of member companies' operations and culture;*
- 3. Most members have active DEI working groups within their organizations;*
- 4. **Succession planning:** Most organizations consider DEI for appointments at Board, and senior and management level.*
- 5. Interestingly most members have ESG policies which intersect with DEI which further indicates that our member companies are already actively expanding scope of DEI to all relevant parts of their organization and thinking of DEI holistically and how it continues to intersect with different developing areas.*

As a result of the outcome of the survey, it is now evident that all member companies have been actively involved in furthering DEI and further continue to make it a priority within their respective organization. Therefore, our recommendation to the EOC committee and the Board is to:

- 1. Dissolve this working group as the purposes for which the working group was achieved and a result of the survey, it is now evident there is no need for CAFII to develop policy, guideline or practice to drive DEI at member level; AND*
- 2. Integrate the objectives of the Working Group into other CAFII Committees that can still monitor DEI development, training etc. so that CAFII can continue to contribute in this space, including the Research, Media, Education & Communications (RMEC) Committee, and the Networking and Events Committee.*