

WOMEN IN WEALTH

INVESTING IN THE NEXT GENERATION



Women represent the majority of the US population and earn the majority of undergraduate and master's degrees¹. However, women are severely underrepresented in wealth management, holding 31%² of financial advisors roles, 23%² of certified financial planners roles, and only 26%³ of executive positions.

UNDERSTANDING THE INEQUITIES WOMEN FACE

PAY GAP³

VS

CAREER OPPORTUNITY GAP⁴

VS

INVESTMENT GAP⁵

WOMEN MAKE
82 CENTS
– FOR EVERY DOLLAR –
THAT MEN MAKE IN 2021



EVEN AFTER ADJUSTING FOR OCCUPATION,
AGE, EDUCATION AND EXPERIENCE:

WOMEN EARN 4.9% LESS THAN MEN

MANAGEMENT OPPORTUNITY:

BY MID-CAREER (AGE RANGE 30-44)

ONLY 40% OF WOMEN
ARE MANAGERS OR HIGHER



EXECUTIVE LEVEL GROWTH:

BY LATE CAREER (AGE 45+)

**3% OF WOMEN HAVE RISEN TO
AN EXECUTIVE LEVEL POSITION**
COMPARED TO 8% OF MEN



WOMEN KEEP 71%

– OF THEIR –
MONEY IN CASH



**THE REAL COST OF THE INVESTING
GAP OVER A 35-YEAR CAREER SPAN
COULD BE MORE THAN**
\$1,000,000

FOUR REASONS WHY EQUAL REPRESENTATION IS CRITICAL TO THE FUTURE OF THE INDUSTRY

01 Diversity in the workplace, in any form, has proven to enable an optimal team culture while also increasing a business' reputation

02 Different perspectives can shape new ideas and contribute to enhanced collaboration

03 Embracing different competencies leads to growth and increased innovation

04 Increases the quality of the talent pool and attributes to the retention of high performing employees



THE EVIDENCE IS CLEAR

– women's economic empowerment is not only a fundamental aspect of promoting gender equality, but it is vital to enhancing business competitiveness, fueling inclusive economic growth and building equitable societies.

– JENNIFER HSIUNG, MANAGING PRINCIPAL, CAPCO

¹ <https://www.americanprogress.org/issues/women/reports/2018/11/20/461273/womens-leadership-gap-2/>

² https://www.cfp.net/-/media/files/cfp-board/knowledge/reports-and-research/womens-initiative/cfp-board_win_web.pdf

³ <https://www.catalyst.org/research/women-in-financial-services/#easy-footnote-bottom-3-3702>

⁴ <https://www.payscale.com/data/gender-pay-gap>

⁵ <http://money.com/money/5141680/investing-finance-gender-gap-pay-inequality/>