Remit and role of the Inclusion in Finance Advisory Council

Membership: The Advisory Council (AC) is made up of CEOs or equivalent (C-suite representatives) of the member firms of Inclusion in Finance (IiF). It is recommended that all member firms nominate a senior representative to join the AC.

Roles and responsibilities: The AC is committed to ensuring the success of IiF by the provision of support, access, advice, strategic input, and commitment by all its members to the Steering Committee (SC), IiF communities and taskforces as appropriate.

The AC is also responsible for ensuring that the outputs of IiF (including its communities, taskforces and programmes) are acted upon within their organisations, as appropriate.

- Provide high level oversight, support and strategic input
- Help define goals, ambitions and success metrics for IiF overall
- Promote inclusion and cognitive diversity, in line with IiF's mission (see below), both internally in their firms and externally via the press, social media, etc.
- Lead by example – acting as an inclusive leader
- Ensure own firm is appropriately represented on the SC, communities and taskforces
- Consider aligning resources to IiF's communities and initiatives (for example, ensuring that company's own ERGs are connected to the respective IiF community)
- Ensure that the programmes, events, resources and initiatives of IiF are shared within own organisation and acted upon
- Understand and champion IiF's five-year ambitions (see below)
- Ensure that their firm participates in IiF's Goals & Progress online tool or respective annual surveys (from 2027)
- Some AC members may choose to act as an Executive Sponsor for an IiF community. This involves regular meetings with the community, providing a sounding board, but also acting as an advocate for the work of the community both internally within IiF and externally

Meetings and time commitment: Meetings are held every quarter and last 1.5 hours. Two meetings are held in-person (central London location) and two are virtual. If an AC member cannot attend a meeting, members can send substitutes, but these should be of appropriate seniority. AC members should commit to attending three out of every four meetings per year. We also ask AC members to attend our strategy meeting at the beginning of each year and encourage attendance at our IiF Annual Event.

In addition to attending meetings, AC members should allow time for liaison within their own firms around the initiatives/programmes/events discussed.

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IiF's global ambitions for the next five years:

- Inclusion of all: Ensuring opportunity, access and positive working environments for everyone across financial services
- Greater focus on cognitive diversity: Building awareness, tools and leadership capability to harness diverse thinking as a driver of innovation and performance

- Address under-representation: Expanding proven programmes to improve representation across socio-economic backgrounds, gender, ethnicity, neurodiversity and disability
- Global financial sector impact: Strengthening coordination across the UK, Europe and North America with a global framework and local adaptation
- Further, faster progress: Launching a new accreditation framework, enabling firms to benchmark progress and track long-term outcomes

IiF's mission, vision and values:

Our mission: To reshape the financial services industry to achieve better outcomes, underpinned by the twin foundations of inclusion and cognitive diversity to power robust decision-making and drive long-term business success.

Our vision: By getting this right, we will have embedded inclusion, created opportunity for all talent, and develop cognitive diversity that powers innovation. This creates value for clients, member firms and individuals as well as finance globally in the long-term. In this future, representation improves, culture thrives, and the industry appeals to, attracts and develops a broad range of exceptional talent. This finance industry earns trust because it delivers sustainable success to clients.

Our values (Our fundamental beliefs and guiding principles):

- Bold leadership: We challenge the status quo to create meaningful change
- Evidence-led: Our strategy is grounded in data and measurable business impact
- Collaborative impact: We amplify progress by working together across the industry
- Respectful challenge: We welcome diverse perspectives to drive better solutions