Remit and role of the Inclusion in Finance Steering Committee

Membership: The Steering Committee (SC) comprises one or two representatives from each member firm of Inclusion in Finance (IiF), together with the IiF community leads. SC members should be sufficiently senior to represent their firms effectively and to influence their organisations' inclusion strategies. SC members typically act as the key point of contact between IiF and their organisation, playing an important role in two-way communication. This includes disseminating IiF information within their organisation, promoting IiF events, and supporting the implementation of initiatives, as well as facilitating potential participation in IiF programmes.

Roles and responsibilities: The primary role of a SC member is to ensure that the outputs of IiF (programmes, events, resources, training etc) are effectively communicated and shared within their own organisations, and that appropriate actions are taken. The SC member acts as the point person between IiF and their firm, in terms of:

- Ensure that all the recommendations, initiatives, events and materials are shared internally with HR teams, line managers, leads of ERGs and other relevant contacts and implemented where appropriate
- Review IiF's educational programmes and liaise with appropriate teams to consider taking part
- Source case studies, role models and best practice examples for sharing with IiF when asked
- Review all communications from IiF and ensure appropriate action is taken, including: participating in initiatives, completing surveys and socialising and sharing event information
- Ensure their own organisation participates in external IiF campaigns, and engages with IiF on press opportunities, social media or otherwise where appropriate
- Provide feedback to IiF on what is working and what could be improved
- Review membership to IiF communities and taskforces and encourage employees to get involved

SC members are committed to ensuring the success of IiF by providing advice, strategic input, leadership, support, and access, as well as by encouraging engagement from their own employees and their firms' employee resource group (ERG) networks. SC meetings and peer conversations provide a valuable forum for consultation and benchmarking, enabling members to act as sounding boards for one another's initiatives and challenges, and we encourage SC members to take part in these conversations, both at our meetings and via our message board, Basecamp.

We ask SC members to:

- 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.
- Understand and champion IiF's five-year ambitions (see below)
- Support the development of the overall IiF strategy, taking input from the Advisory Council (AC) and building on the collective and individual goals of IiF's communities and taskforces
- Provide oversight, insight, and ongoing support to IiF communities and taskforces

- Provide regular updates to their own firm's AC member on overall activity and progress

Meetings and attendance: SC meetings are held every two months and last one hour. Attendees should commit to attending five out of every six SC annual meetings. Members may send deputies to meetings; however, continuity of attendance is strongly encouraged. The SC meetings provide an opportunity to hear about all IiF's upcoming activities and are also an opportunity for holding peer conversations, providing a valuable forum for consultation and benchmarking, enabling members to act as sounding boards for one another's initiatives and challenges. We also ask SC members to attend our strategy meeting at the beginning of each year and encourage attendance at our IiF Annual Event.

In addition, members should allow time for internal discussions within their firms, and we encourage joining one or more of IiF's communities or taskforces.

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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