

Diversity & Inclusion Questionnaire: Glossary

A note about D&I questions in eVestment

Asset owners and consultants want to understand each firm's diversity and inclusion policies in conjunction with the quantitative data they are providing. Therefore, it's important to also review the firm-level staffing questions in the ESG questionnaire and ensure details on pay-parity, mentorship and other diversity and inclusion policies are provided.

Entire portfolio decision-making team

Asset owners and consultants are looking for diversity of thought in the decision-making process. We suggest including all team members who research, evaluate, or otherwise oversee security selection within the portfolio. eVestment defines "key professionals" as portfolio managers and analysts.

Yes (diversity statistics can be provided for the entire decision-making team)

Select "Yes" when the product's entire team can be included in the statistics table. Teams that can only provide information on some of the team should select one of the two "no" options (see below).

No – Due to firm policy

Firms should select this option if their firm has a policy against providing D&I information. The policy may be firm-wide, or it may apply to teams in certain regions and/or of certain sizes (for example, to prohibit the disclosure of personally identifiable information on small teams). There is an opportunity to further discuss the firm's policy and provide supplemental information later in the survey.

No – Due to privacy regulations/laws that impact all or some of the team

Firms should select this option if all or part of their team cannot provide self-identifying information due to local regulations. An example might be a product domiciled in France, where it is illegal for employers to ask about racial or ethnic identification.

Race, Ethnicity, and Gender Categories

- **Asian:** May include individuals with origins in Northern Asia/Far East, Southeast Asia, and the Indian subcontinent. Specific examples may include Chinese, Filipino, Indian, Indonesian, Japanese, Korean, Malaysian, Taiwanese, Thai, etc.
- **Black:** May include individuals with origins in Sub-Saharan Africa. Specific examples may include African American, Barbadian, Ethiopian, Haitian, Ghanaian, Jamaican, Kenyan, Liberian, Nigerian, Somali, etc.
- **Hispanic, Latinx, or Spanish:** May include individuals of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin.
- **Indigenous/Tribal People (domicile-specific):** Users should populate and evaluate this category based on where the product is domiciled. For example, a product domiciled in Japan might include Ainu. A product in Australia might include Aboriginal and Torres Strait Islanders. A product in the United States might include Native Americans, Native Hawaiians, and Alaska Natives. A product domiciled in Norway might include Sami.
- **Middle Eastern or North African:** May include individuals with origins in Southwest Asia, the Middle East, or North Africa. Specific examples may include Arab, Bahrani, Egyptian, Iranian, Iraqi, Israeli, Jordanian, Kuwaiti, Lebanese, Moroccan, Palestinian, Qatari, Syrian, Tunisian, etc.
- **White:** May include individuals with origins in Europe. Specific examples may include: Danish, English, French, German, Greek, Hungarian, Irish, Italian, Norwegian, Polish, Scottish, Slovakian, Swedish, Swiss, etc.

- **Some Other Race or Ethnicity:** May include any responses that don't align in definition or in preference with the categories above.
- **Two or More Races or Ethnicities:** May include individuals who prefer to identify as a combination of races or ethnicities across multiple categories.
- **Female:** An individual self-identifying as a woman.
- **Male:** An individual self-identifying as a man.
- **Non-Binary:** An individual self-identifying as two (or more) genders, non-gendered, genderfluid, or otherwise non-cisgendered.
- **Decline to State:** Any individuals who prefer not to self-identify in any given category, or for whom providing categorical information would result in the unwanted ability to back into individual-level identification (very small teams, for example may have individuals that prefer their information not be included).

Military Veteran

An individual who has served or is currently serving in a national armed force.

Disabled

An individual with long-term physical, mental, intellectual, or sensory impairments.

Additional information regarding the diversity of the portfolio management team

Please provide any additional context around the data that may be helpful to users in assessing this product's diversity and the policies relating to it.

Supplemental diversity & inclusion documentation you wish to provide

Documentation may include supplemental narrative, demographic, or policy information, for example.

If you need any assistance, the eVestment Data Team can help:
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