



Dear Industry Leader,

I am writing on behalf of the Investment Diversity Advisory Council ("IDAC") to invite you and your organization to join me in an exciting collaborative process that I believe will transform the financial services industry, delivering better results for our stakeholders and businesses. I founded IDAC and my firm is a financial Sponsor because we believe the principles embodied in IDAC's Mission, Vision and Statement of Intent (see attached files) will deliver better bottom-line results for our stakeholders.

After being launched in February 2020 by ten allocators and one consultant, IDAC was formally transitioned to an independent, industry-governed initiative in September 2022 by over 120 asset owners, investment consultants, asset managers and financial industry organizations to improve Talent Maximization via Diversity, Equity and Inclusion ("DEI").

IDAC Member organizations can benefit from and contribute to the debate on Talent Maximization policy development in several ways:

- Monthly Participation on **Working Groups**
- Quarterly Participation on **Industry Cohort Roundtables**
- Annual **Sponsorship of the Global Summit on DEI**
- Multi-Year **Partnership on Strategic Projects** building Talent Maximization Infrastructure

Participation on Working Groups

Each Member is invited to participate on at least one of the five interdependent IDAC Working Groups that meet virtually throughout the year.

- **Project: "Moving the Needle"** (*Develop strategic plan to achieve IDAC objectives including: 1) Double the AUM of diverse-owned managers to at least 3% in a half-decade; and 2) Deliver 10,000 new professionals into our industry in a decade*)
- **Talent Pool Expansion** (*connect supply and demand of talent, help effective programs to scale by showing new markets how to replicate*)
- **Standards of DEI Disclosure** (*establish and promote standard DEI definitions, disclosure metrics and format*)
- **Digital Resource Library** (*speed progress by building a searchable database of academic studies, case studies, implementation roadmaps, manager data, talent pool supply and demand info, and personal video testimonials of professionals who have led successful change*)
- **Summit Planning** (*drive themes, content, logistics for next three Global Summits on DEI*)

Participation on Industry Cohort Roundtables

To our knowledge, IDAC is the only industry organization focused on DEI that invites all participants (asset owners, diverse-owned asset managers, majority-owned asset managers, investment consultants, and industry organizations (which include "DEI Force Multipliers", professional organizations, bankers, brokers, legal and accounting firms, in addition to other service providers) to all sit down as equal participants worthy of contributing crowd-sourced ideas toward achieving a common goal. Each stakeholder has something to gain (Talent Maximization) and something substantive they will be asked to give toward realizing that gain.

Annual Sponsorship of Global Summit on DEI

Your Sponsorship of the Global Summit on DEI is a tangible stake in the ground saying that your organization supports meaningful action on Talent Maximization and not just endless talk about DEI without any articulated goals or metrics for measuring success. Sponsorship and attendance at the Global Summit gives your organization a front row seat for taking stock of creative solutions and implementation methods presented by the IDAC Board, Working Groups and Industry Cohorts. Outstanding success stories (perhaps including yours) will be featured at the Summit.

Multi-year Partnership on Strategic Projects

Perhaps your organization is interested in providing financial or technical partnership in building the infrastructure required to drive meaningful change toward turbocharging our industry by injecting the underutilized talent pool we have not historically tapped.

Projects in need of strategic partnership include:

- **Underwriting and technical development of the Digital Resource Library.** This Resource Library is the missing connectivity that can accelerate progress by sharing best practices, information and roadmaps that can catapult progress
- **Underwriting Talent Pool Expansion projects** such as financing and advocating for financial literacy programs introducing children to our industry beginning in 6th grade
- **Underwriting original academic research projects** on topics where data is missing and where the conscious and unconscious barriers to progress need to be better understood
- **Underwriting a full-time CEO** of IDAC to drive change more effectively in government relations, public-private partnerships, and fundraising

I have attached additional background information to support the case for being a Member, Sponsor or Strategic Partner of IDAC. If you have questions, I and my colleagues in IDAC Leadership are available to set up a more detailed conversation at your convenience. We hope this guidance will be helpful in securing your organization's active participation in the transformational change IDAC is working to create.

Best regards,



Anthony A. ...
President



Save the Date

The 2023 Global Summit will begin with a welcome reception on Tuesday, September 19, 2023 followed by a day-long event on Wednesday, September 20, 2023 in Chicago, IL. The keynote speakers and agenda will be released this summer.

STATEMENT OF INTENT

All Members Will Be Asked to Sign the IDAC Statement of Intent

Vision:

A more inclusive investment ecosystem to produce better financial results for our stakeholders that is more reflective of the US labor force.

Mission:

Engaging all stakeholders to transform our industry to fully embrace the extraordinary talent of historically underrepresented groups.

Objective:

Increase the representation of historically underrepresented groups in the industry by 10,000 new entrants and doubling the assets managed by diverse-owned firms to at least 3% by 2028.

Principle #1:

We believe that talent exists among the general population, yet historically under-represented groups, who are critically important to the success of the investment industry, are not equally represented and lack access.

Principle #2:

We recognize the work numerous organizations have completed to progress diversity in the investment industry and that measurable targets are critical to success.

Principle #3:

We believe that we cannot manage what we do not measure, so disclosure is both necessary and in the interest of our industry's success.

Principle #4:

We believe a bi-partisan, self-governing council selected from a broad set of Industry Cohorts can transform our industry to be more representative of the stakeholders we serve.

I hereby agree to the above Statement of Intent

Member Signature

Name

Company

Date



WHAT IS THE INVESTMENT DIVERSITY ADVISORY COUNCIL

IDAC was launched in February 2020 as an *independently operating* forum for investment organizations to share best practices and document progress on diversity, equity and inclusion in the asset management industry

IDAC'S MISSION



To **Bring Together** like-minded asset allocators, asset managers, advocacy groups, professional societies and academics committed to taking practical steps to fully engage the best talent from all sources to meet our stakeholder objectives



To promote **Transparency, Structure Standards** and **Practical Steps** that can drive the integration of DEI throughout our industry



To share **Best Practices, Case Studies**, and **Implementation Roadmaps** illustrating different paths to success and examples for overcoming challenges along the way

BENEFIT OF MEMBERSHIP

- ✓ **Connect** with the industry DEI thought leaders
- ✓ **Share Ideas** with industry peers
- ✓ **Contribute** to and **Access** the IDAC Digital Resource Library

Establish Your Organization as a DEI Thought Leader!

HOW TO GET INVOLVED



Join Us

Join us for our 2023 Global DEI Summit in Chicago



Share Your Ideas

We want to know what DEI initiatives are important to you

Become a Member

Become a Financial Sponsor

Learn more by reaching out to us at admin@idac.net

IDAC FAQ

What distinguishes IDAC from other DEI focused organizations?

The leaders of IDAC understand we are all in this together, as current DEI inequity gaps in our industry are far too great for one organization to solve. Thus, IDAC has reached out to strategically align with NASP, NAIC, NAA, IIDC, and other DEI focused organizations via both collaborative and independent efforts that complement their existing works. However, what distinguishes IDAC is that it is:

- A task force, specifically designed to develop solutions for closing all DEI inequity gaps (capital funding, hiring initiatives, education, etc.) within our industry.
- An organization that leverages people, efforts, and resources across all components of our industry (e.g., asset managers, allocators, consultants, and academics).

What is the purpose of IDAC?

- To bring structure, standards and transparency to drive the integration of diversity, equity and inclusion throughout the asset management industry
- To bring together like-minded allocators, asset managers, advocacy groups and academics, sharing diversity, equity and inclusion (DEI) best practices that can serve as roadmaps for policy development and implementation
- To accelerate the momentum and adoption of diversity, equity and inclusion as a priority in the asset management industry

How can my organization benefit from becoming a member of the IDAC?

- Establish my organization as a DEI leader in building an industry that is better equipped to meet our stakeholder objectives by optimizing the talent pool for success
- Find creative ways to connect with the leading asset owners, forward-thinking managers, DEI Force Multipliers, policy developers, and diverse vendors offering portfolio management, risk management, transition management, and other front-, middle- and back-office services
- Showcase the unique DEI Journey traveled by my organization while also leveraging lessons learned from others that contribute to the IDAC Digital Resource Library

When is the next Global Summit?

The 2023 Global Summit will be a day-long event held on Wednesday, September 20, 2023, in Chicago, IL. The keynote speakers and agenda will be released this summer.

2023 IDAC MEMBERSHIP

— FORM



Welcome to the Investment Diversity Advisory Council (IDAC)! Please complete the information below and submit the completed form to admin@idac.net Wiring instructions are included at the bottom of the page.

MEMBER CONTACT INFORMATION

Name: **Title:**

Organization:

Address:

Email: **Phone:**

Membership/Sponsorship Amount:

Area(s) of Interest:

PAYMENT INSTRUCTIONS: MORGAN STANLEY

WIRE INSTRUCTIONS:

Account Name: Investment Diversity Advisory Council
Account Number: 40611172
Domestic Wire / ACH Instructions Wire / Credit Funds to:
Morgan Stanley
1300 Thames Street
Baltimore, MD 21231
ABA / Routing Number: 02100089 SWIFT CODE CITIUS33

PAY BY CHECK:

Pay to the order of:
Investment Diversity Advisory Council
Mail to:
IDAC
C/O Jaffe Management
330 West 38th St, Ste 1105
New York, NY 10018

CREDIT CARD: PAYMENTS ACCEPTED AT WWW.IDAC.NET

THANK YOU FOR YOUR INFORMATION



Membership & Sponsorship Value

IDAC Membership Fee & Summit Sponsorship Schedule - 2023				
	Member >\$20b in AUM	Member <\$20b in AUM	Allocators and DEI Force Multipliers	
IDAC Membership Fee <i>(does not include Summit registration)</i>	\$ 1,500	\$ 1,500	<i>waivable upon</i>	
Title Sponsor*	\$ 60,000	\$ 30,000	NA	
Diamond Sponsor*	\$ 30,000	\$ 15,000	NA	
Platinum Sponsor*	\$ 20,000	\$ 10,000	NA	
Gold Sponsor*	\$ 10,000	\$ 5,000	NA	
Silver Sponsor*	\$ 7,500	\$ 3,750	NA	
Summit Registrant*	\$ 2,500	\$ 2,500	<i>Fees are waivable</i>	
Meal/Reception Sponsorships*	<i>Negotiable</i>			
<i>Strategic Partnerships **</i>	<i>Negotiable</i>			

* \$1,500 Membership Fee is included in Summit registrations and sponsorships

**Seeking Strategic Partners to align with IDAC on:

- 1) Building Digital Resource Library; 2) Commissioning academic research on DEI; 3) Facilitating rationalization of DEI data and metrics; 4) Underwriting financial literacy programs in public schools; 5) Funding IDAC operating staff

Sponsorship Value	Title Sponsor	Diamond	Platinum	Gold	Silver	Summit Registrant	Virtual Membership
Maximum # of Summit Attendees	5	4	3	2	1	1	0
Prominent Signage at Summit	X						
Attendee List (30 days in advance)	X	X					
Attendee List (10 days in advance)	X	X	X				
Custom Marketing Booth	X	X	X	X			
Logo on Summit Signage	X	X	X	X	X		
Attend Global Summit on DEI	X	X	X	X	X	X	
Participate in IDAC Elections	X	X	X	X	X	X	X
Participate in Working Groups	X	X	X	X	X	X	X
Participate in Industry Cohorts	X	X	X	X	X	X	X
Share Your DEI Journey	X	X	X	X	X	X	X
Access to Digital Resource Library	X	X	X	X	X	X	X
Local Networking Events	X	X	X	X	X	X	X
Virtual Events and Webinars	X	X	X	X	X	X	X



THANK YOU TO OUR 2022 SPONSORS

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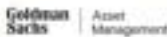
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