

EDI Resources

Events and Recordings

You may find recordings of all previous SPP EDI-focused events, as well as our library of EDI interviews and discussion sessions, on the [events section of our website](#).

Previous Events

We have run two events focusing on a variety of topics in the EDI space:

- Our event for Early Career Professionals in [October 2024](#), which focused on alternate routes into pensions, neurodiversity in the workplace, developing engagement with inclusive communications and the pensions savings gap.
- Our event for Early Career Professionals in [March 2023](#), which focused on the intergenerational pensions gap, the importance of inclusive communications in improving engagement and how trustees are impacting board diversity.

Interviews and Discussions

We have conducted a variety of discussion and interviews on different areas of EDI, including:

- An [interview with Sandisiwe Dhlamini](#), EDI Lead at The Pensions Regulator
- A [conversation with Michaela Gibson](#) on neurodiversity in pensions
- A [conversation with Brenda Kite](#), exploring her personal journey of transition
- A panel discussion on attracting and retaining diverse talent in pensions . This is a four-part series, with each part focusing on a different area:
 - [Part 1](#): Where firms are on their EDI journey
 - [Part 2](#): Interventions over the Employee Life Cycle
 - [Part 3](#): Staff Hiring and Retention
 - [Part 4](#): Leadership Engagement and Measuring Efforts

Media Articles

Our members have published articles in the pensions media on topics including pension gaps and attracting and retaining diverse talent within pensions:

- Daniel Gerring on the [LGBTQ+ Pensions Gap](#) (August 2024)
- Shayala McRae on the [Ethnicity Pensions Gap](#) (May 2024)
- Madelena Cain on the [Differences in Retirement Outcomes for Men and Women](#) (March 2024)
- Harriet Burchett on [Attracting and Retaining Diverse Talent within Pensions](#) (August 2024)

Consultation Responses

We also provided a response to the [Institute and Faculty of Actuaries' 2023 consultation](#) on their proposals for regulatory requirements on DEI.