

EDI Resources

Events and Recordings

We have run one other event for Early Career Professionals focusing on a variety of topics in the EDI space:

- Our event for Early Career Professionals in [March 2023](#) focused on potential solutions to the intergenerational pensions gap, how trustees are impacting board diversity and how powerful communications can be in improving engagement.

We have also 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)

External Resources

There are many organisations who conduct research and raise awareness in various areas of EDI in the pensions industry, including:

General Guidance

- [The Pensions Regulator](#) has detailed guidance on EDI for governing bodies and employers.
- The PLSA report '[Diversity & Inclusion Made Simple](#)' introduces concepts and good practice associated with EDI

Pensions Gaps

- Pensions Equity Group on reducing the [Gender Pension Gap](#)
- Social Mobility Foundation on the [Class Pension Gap](#)
- O:pen on the [LGBTQ+ Pensions Gap](#)
- Institute for Fiscal Studies on [Pensions for the Self-Employed](#)