

The Status of Women in Finance

Evidence compiled by AFFECT, a committee of the AFA

AFFECT (the Academic Female Finance Committee), www.affectfinance.org

(Renée Adams (chair), Michelle Lowry (vice chair), Manju Puri (chair elect), Ingrid Werner (AFA liaison), Brad Barber, Adair Morse)

AFFECT Founded in 2015 to promote the advancement of women academics in the field of finance.

AFFECT's mission:

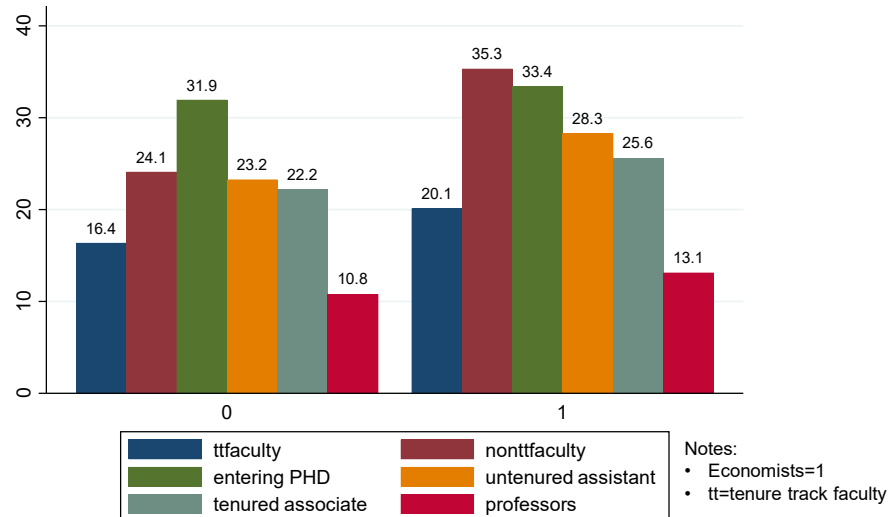
- Collect systematic data to better understand women's representation in finance
- Raise awareness
- Engage

AFFECT's motivation:

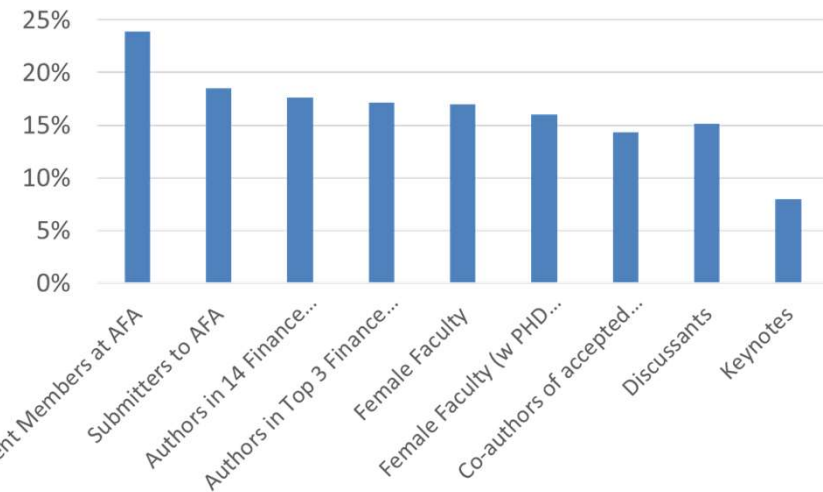
- Casual observation suggests the status of women in Finance is worse than in Economics

Benchmarking Finance Departments Against Economic Departments

Data for 2017 from AFFECT and CSWEP department surveys



The Status of Women in the Finance Profession



Recent changes by the AFA

Code of Professional Conduct.

Change to bylaws: allow for the removal of an officer, director, fellow, or editor for appropriate cause.

Updated AFA guidelines: professional conduct is a criterion that should be considered in nominations, awards, and other important activities.

The future for AFFECT

More work is needed: some feel the situation is getting worse

Carry out climate survey developed in 2017

Make data more salient

Further develop best practices

Engage with the journals

Data was compiled by Renée Adams, Michelle Lowry, Poala Sapienza, Pascal Adams and Chao Liu.

This poster was prepared by Renée Adams for the Joint Bank of England, Federal Reserve Board and European Central Bank conference on Gender and Career Progression, October 21, 2019.