SINCE WE founded Moelis & Company in 2007, we have been committed to creating a culture and workplace that is inclusive, diverse and transparent. As a new independent investment bank, we knew that to be successful, our workforce needed to be as diverse as our global client base — respectful of each other’s cultures, mindful of local customs, appreciative of the aspects that differentiate us and even more so for attributes we have in common.

Today, Moelis & Company’s business is primarily operated and managed by women, which includes our COO and heads of business management, human resources, talent acquisition, investor relations, and marketing and communications. The firm’s Board of Directors also reflects the founding belief that diverse leadership is essential for sustainable growth, and around half its members are underrepresented minorities. That said, I understand that diversity is not something that is achieved or accomplished — it’s an ongoing process that we have committed to improving in a number of ways.

While we’re pleased with the strides we’ve taken, we recognize that there’s more to be done not only at our firm but also in the financial services industry as a whole. Through a series of fellowships, mentor programs, targeted development opportunities and community outreach activities our team continues to launch new initiatives to make Moelis & Company a more inclusive and diverse place to work.

Rise above fellowship
The Moelis & Company MBA Fellowship is a discretionary award that provides individuals who have faced significant obstacles in their lives with the opportunity to excel in investment banking by helping finance their education. The MBA Fellowship is awarded to students who, through hard work and perseverance, have achieved their goals while overcoming adversity, hardship or unwarranted biases for any number of reasons. This includes gender, race, color, religion, national origin, ancestry, disability, veteran or military reserve status, gender identity, genetic characteristics, citizenship, sexual orientation, or any other protected category or characteristics.
Young leaders diversity program (YLDP)
This hands-on, immersive program gives diverse (women and underrepresented minorities) undergraduate sophomores across the United States an introduction to investment banking and a career on Wall Street. Through case studies and discussions, students discover more about life in finance, gain early exposure to senior bankers, and learn how Moelis & Company’s innovative and collaborative culture has made it one of the fastest growing firms in the industry. Following the YLDP’s first year, the firm hired a number of diverse, hard-working young people who’ve demonstrated the talent and drive we aspire to see in our firm’s future leaders.

Identifying female leaders
Diversity recruitment remains a priority at our company; both new and ongoing strategies have resulted in an increase in women joining the firm. One of our most successful recruiting initiatives focuses on women in business. We currently take part in several female MBA student events on campus, host women’s networking events, and offer both formal and informal mentorship programs for junior women at the firm. In addition to our recruiting efforts, the firm hosts its annual Moelis @ Wharton Leadership Program to develop the leadership skills of newly promoted, senior-level employees. Now in its third year, the program has nearly doubled its size in female attendees.

Young student development
It is absolutely vital that our people and our top performers see a clear pathway to rise to the most senior levels of our firm — regardless of gender, race, ethnicity or sexual orientation. I believe we have instilled that in our culture over the years and have supported that through internal talent development. But it doesn’t stop with investing in our own people. We also recognize the significance of engaging future leaders, namely high school students with extraordinary academic and leadership potential. By partnering with organizations such as The Posse Foundation and Minds Matter — nonprofits that identify students who may be overlooked by traditional colleges or may not have the means to attend university — we’re solidifying our commitment to giving the next generation an opportunity to succeed, long before they walk through our doors.

→ www.moelis.com/careers