Announcing the New IRIS+ Racial Equity Theme

Shifting Power

Redefining Risk

Promoting Racial Justice

In Partnership with:

GIIN

GIIN
GLOBAL IMPACT INVESTING NETWORK

In Partnership with:

CAPEQ

CAPEQ

PolicyLink

PolicyLink

JUST capital

JUST capital

FSG

FSG

Define Metrics

Core Metrics
This starter set of core metrics — chosen from the IRIS catalog with the input of impact investors who work in this area — indicate performance toward objectives within this strategy. They can help with setting targets, tracking performance, and managing toward success.

These metrics are aligned with work by the Corporate Racial Equity Alliance to develop racial equity practice standards for investors, likely to be published in early 2022. For further detail, see the alignment for the POWER strategic goal here. Interested in providing feedback on these IRIS metrics in the forthcoming public comment period? Request an invitation here and include “Racial Equity theme” in the box.

- Percent of AUM distributed to communities of people historically marginalized due to race and/or ethnicity
- Racial equity strategy
- Number and percent of investing organization staff members completing antiracism training
- Number and percent of fund managers completing racial equity training
- Number and percent of investment committee members completing racial equity training
- Racial equity audit completed
- Racial equity communications practice
- Stakeholder engagement
- Number and percent of investor organization staff from groups historically marginalized due to race and/or ethnicity
- Number and percent of investment committee members from groups historically excluded due to race and/or ethnicity
Conversation Catalyst

Catherine Burnett
Chief Impact Officer, Phillips Foundation
Discussion

• What surprised you about what the Conversation Catalyst shared?

• How are you advancing some of these lessons learned within your own organization?

• What would it take to embed these changes into the broader system?
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- Percent of AUM distributed to communities of people historically marginalized due to race and/or ethnicity
- Number and percent of entrepreneurs (or fund managers) in pipeline from groups historically marginalized due to race and/or ethnicity
- Racial equity audit completed
- Biased investment terms used
- Stakeholder engagement
- Percent of AUM invested in companies founded or led by leaders from groups historically marginalized due to race and/or ethnicity
- Value and percent of AUM dedicated to supporting capacity building efforts for companies led by leaders from groups historically marginalized due to race and/or ethnicity
Conversation Catalyst

Nick Jean-Baptiste
Founder and Managing Partner
Jacmel Growth Partners
Draw on Evidence

This mapped evidence shows what outcomes and impacts this strategy can have, based on academic and field research.

Select a Outcome or Impact to find the supporting research.

- Decreased Investment in Industries and Companies Perpetuating Racial Inequity
- Increased Adoption of Equitable Policies and Practices
- Increased Investment in Communities Historically Marginalized due to Race and/or Ethnicity
- Increased Participation in Industry Advocacy Campaigns Around Racial Justice
- Increased Tracking for Results Disaggregated by Race and/or Ethnicity
- Racially Inequitable Outcomes through Traditional Investment Processes

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- Percent of assets under management (AUM) distributed to communities of people historically marginalized due to race and/or ethnicity
- Racial equity strategy
- Racial equity advocacy strategy
- Number and percent of policy advocacy efforts that are racially equitable
- Community engagement strategy
Conversation Catalyst

JaNay Queen Nazaire
Senior Advisor, PSG Equity
Co-founder, Black Gravity
What is one action you will take to apply a racial equity lens to your investments?
Next Steps

• To be invited to participate in the public comment period for these metrics sets, sign up at iris.thegiin.org/collaborate/ and write “Racial Equity theme” in the box.

• For more information on IRIS+ or this theme, contact Lissa Glasgo at lglasgo@thegiin.org.
Thank You!