



ASSOCIATION FOR
FINANCIAL
PROFESSIONALS

AFP DEI Initiative **Annual Impact Report 2023**

ABOUT THE AFP DEI INITIATIVE

The AFP Diversity, Equity and Inclusion (DEI) Initiative was created to introduce treasury and finance careers to students and early career professionals from underrepresented communities and help them further develop their careers.

At AFP, we know that every individual carries a wealth of knowledge within. Bringing together diverse skills, mindsets and backgrounds benefits the entire profession. To propel the profession into the future, we must create more seats at the table and more opportunities for diverse voices to be heard.

Our goal is to empower students and early career professionals with professional development, skills building, ongoing training and continuous learning so that they can lead rewarding careers in treasury and finance.

Thank you to founding partner Invesco and partners J.P. Morgan, Standard Chartered and Wells Fargo for supporting the AFP DEI Initiative.

Thank you to past partners Amazon and Morgan Stanley for supporting the AFP DEI Initiative during 2022-2023.

AFP DEI INITIATIVE ADVISORY COUNCIL

The AFP DEI Initiative is led by the AFP DEI Initiative Advisory Council, whose mission is to introduce treasury and finance career opportunities to underrepresented communities. The Council shares information and aids AFP staff in developing resources that help individuals from diverse backgrounds excel in the treasury and finance profession.



Chair

MAY VANG, CTP

Vice President of Treasury and Chief Investment Officer
Blue Cross and Blue Shield of Minnesota



Council Members

ANNA PENN

Head of North America Diversity & Inclusion
Invesco



LISA DAVIS

Global Head of Digital Channels
J.P. Morgan



PATRICIA FUSTER

Chair of Americas D&I Council
Standard Chartered



LISA WONG BOULDIN

Global Treasury Management Execution
and Enablement Group
Wells Fargo

Past Council Members

COLLEEN RAMSAY, CTP

Senior Manager, Global Cash Management Americas
Amazon

BETANYA AKLILU

Manager Director
Morgan Stanley

A LETTER FROM MAY VANG, CTP

Chair of the AFP DEI Initiative Advisory Council
and AFP Board Member

Serving as the Chair of the AFP DEI Initiative Advisory Council is not simply a role for me; it's a profound privilege and a responsibility I hold with utmost reverence. My journey, marked by the unique intersectionality of being a woman, a woman of color and a leader in finance, fuels my commitment to bridge existing DEI gaps.

In the dynamic and competitive market, research consistently underscores the advantage of diverse teams, showcasing enhanced performance and innovation. The deliberate efforts of the AFP DEI Initiative to cultivate a pipeline of diverse treasury and finance talent contribute to a rich tapestry of thoughts and perspectives.

The mission of the AFP DEI Initiative is to introduce treasury and finance career opportunities to underrepresented communities and help individuals from diverse backgrounds excel in the profession. Through curated educational resources and a robust network, we empower students and early career professionals on their journey of continuous growth so that they can lead rewarding careers in treasury and finance.

The AFP DEI Initiative stands as a crucial cornerstone, fostering an inclusive community tailored for treasury and finance professionals. Let us collectively elevate one another, creating a path that paves the way for diverse and talented leaders shaping the future of treasury and finance.

Sincerely,

May Vang, CTP



KEY ACCOMPLISHMENTS



AWARDED
30 GRANTS
THROUGH THE AFP 2023
GRANT PROGRAM



LAUNCHED THE
**AFP CERTIFICATION
SCHOLARSHIP PROGRAM**



CREATED INFORMATIONAL
CONTENT THAT GENERATED
90,000+ VIEWS



ORGANIZED AFP DEI INITIATIVE
PROGRAMMING THAT HAD
150 PEOPLE
IN ATTENDANCE AT AFP 2023

LAUNCHED
ON THE RISE,
A MONTHLY NEWSLETTER
FOR STUDENTS AND EARLY
CAREER PROFESSIONALS





COLLABORATING TO AMPLIFY OUTREACH

AFP hosted a webinar, “What a Career in FP&A Could Look Like for You,” that Management Leadership for Tomorrow (MLT) shared with its network of early career professionals from underrepresented communities. During the webinar, a diverse panel of FP&A professionals explained what FP&A is and the career possibilities within FP&A.

AFP was an exhibitor at the Association of Latino Professionals for America (ALPFA) Convention 2023. We connected with 159 students and early career professionals at the event and talked to them about AFP’s CTP and FPAC credentials and the AFP Grant Program for our annual conference.

PROVIDING SUPPORT TO UNDERREPRESENTED COMMUNITIES

AFP 2023 Grant Program

After the success of the AFP 2022 Grant Program, in 2023, AFP increased the number of grants awarded from 10 to 30 and received great interest in the Grant Program from across the United States.

The AFP 2023 Grant Program awarded grants to 10 undergraduate and graduate students, 10 early career professionals and 10 experienced professionals. Through the complimentary registration provided by the Grant Program, treasury and finance students and professionals who might not otherwise have been able to attend AFP 2023 were able to participate in the conference.

The program also paired student and early career grant recipients with a mentor to provide advice on their career goals and help them make the most of their conference experience.



What makes AFP really special to me is the opportunity to learn about many other areas of treasury and finance and to meet others across the industry who are engaged in similar and new and interesting topics.

- GLORIA LI, CTP
AFP 2023 Grant Recipient



After I was informed [that I had received the grant], they had a mentor reach out to me who has been an exceptional role model.

- SAMANTHA LEVY
AFP 2023 Grant Recipient



Networking with people like me, people who have paved the way for me to be here, hearing their stories and successes, and being in the same room with people just like me who are trying to get there [has been special].

- SHANEQUA DAWSON
AFP 2023 Grant Recipient



AFP Certification Scholarship

In 2023, AFP created the AFP Certification Scholarship to help high-potential students and early career professionals from underrepresented communities who have 0-2 years of full-time work experience pursue the Certified Treasury Professional (CTP) or Certified Corporate Financial Planning and Analysis (FPAC) certification as first-time candidates. We opened our first application window for the FPAC in 2023 and will open our first application window for the CTP in 2024.



CREATING RESOURCES TO DEVELOP CAREERS

Our resources to help students and early career professionals learn about treasury and finance and land their next role generated over 90,000 views in 2023.

Learn About Treasury and Finance

Discover Careers in Treasury and Finance

A web experience that introduces the treasury and finance profession.

Top 5 Tasks of a Treasury Analyst

An overview of the main responsibilities of a treasury analyst with explanations for each task.

Top 5 Tasks of a Financial Analyst

An overview of the main responsibilities of a financial analyst with explanations for each task.

Meet May, a Treasury Professional

Videos with May Vang, CTP, Vice President of Treasury and Chief Investment Officer at Blue Cross and Blue Shield of Minnesota, in which she explains what treasury is and some of the career possibilities within treasury.

Meet Salma, an FP&A Professional

Videos with Salma Mgawe, Director - Financial Planning and Analysis at Invesco US, in which she explains what FP&A is and some of the career possibilities within finance.

Land Their Next Role

Tips to Land and Succeed in a Finance Job

Advice from Frank Dotro, Head of Global Liquidity Distribution at Invesco Global Liquidity, on how to land a job in finance and then succeed in that job.

Landing Your Next Role Video Series

A four-part video series in which Jennifer Acosta, Managing Director at J.P. Morgan, gives advice on how to write a resume, prepare for and ace an interview, and follow up with an interviewer.

Grow Their Career

AFP also launched On the Rise, a monthly newsletter to help students and early career professionals grow their careers. Each issue contains articles and resources on topics they need to know as they begin their treasury and finance journey.

Convening Professionals on DEI

At AFP 2023, we organized AFP DEI Initiative programming that had 150 people in attendance.

At the AFP DEI Roundtable “Fostering Diverse Development Opportunities,” panels discussed how individuals can take actionable steps to support their own growth and how organizations are supporting the development of today’s talent, measuring their progress and holding leadership accountable to support representation.

Attendees came away from the roundtable with ideas on how their organizations can better promote and expose their personnel to a diverse portfolio of projects and track and measure the organizational impact of DEI initiatives.

At the AFP DEI Reception, attendees from diverse backgrounds were able to make new connections and grow professional relationships.





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ABOUT THIS REPORT

The Association for Financial Professionals (AFP) published this report to provide an overview of our diversity, equity and inclusion (DEI) efforts under the AFP DEI Initiative. This report is for the calendar year 2023. The data in this report is from January 1, 2023, to November 29, 2023.

Headquartered outside of Washington, D.C., and located regionally in Singapore, AFP is the professional society committed to advancing the success of treasury and finance members and their organizations. Established and administered by AFP, the Certified Treasury Professional and Certified Corporate FP&A Professional credentials set standards of excellence in treasury and finance. Each year, AFP hosts the largest networking conference worldwide for about 6,000 corporate financial professionals.

For more information about the AFP DEI Initiative, please contact Melissa Rawak, Managing Director, at mrawak@afponline.org.