

HamlynWilliams

Diversity

Report 2023



Gareth Carpenter

Executive Director
Client Growth and Strategy

In today's business landscape, diversity, equity, and inclusion (DE&I) have become increasingly important for organizations seeking to drive innovation, boost employee engagement, and ultimately, achieve long-term success. We are proud to present our annual DE&I report, which showcases the commitment we, and our clients have shown to fostering a diverse, equitable, and inclusive workforce through our placement services. This report provides a detailed overview of the diversity figures of our placements, highlighting our progress in supporting organizations to achieve their DE&I ambitions.

In a report by the Global Parity Alliance (part of the World Economic Forum), it was estimated that in 2020 companies worldwide spent \$7.5 billion on DEI-related efforts, a figure that is projected to more than double to \$15.4 billion by 2026. This significant investment growth has a compelling commercial reason: a 2020 McKinsey analysis found that diverse companies were 25 percent more likely to experience above-average profitability than those with low levels of diversity within their teams.

It is in this context of increased candidate and shareholder expectations regarding diversity, as well as the proven correlation between diversity and positive commercial and hiring outcomes, that Hamlyn Williams supports our clients in achieving their diversity objectives. Moreover, we have also endeavored to hold ourselves to a higher level of accountability in how we attract and retain diverse talent within our own workforce.

Looking at the data over the past few years it is positive to see that we increased the percentage of racially diverse placements that we make – up from 39% to 48%. This was undoubtedly encouraged by the proactive stance our clients have taken, investing in their own diverse hiring practices. At the same time however, the percentage of placements of women into our specialist verticals in Financial Services decreased. While still significantly above the industry average of 29%, we would hope to see this rise in future years back to 2021 levels and beyond.

Our own data only tells part of the story, ultimately we only see a portion of the market. There is an ongoing conversation with our clients around representation, the candidate experience and how we can partner to further increase the levels of diversity within the workforce.

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Racial Diversity - Placements

Racial Diversity*

39%

of Hamlyn Williams 2021 FS Placements were racially diverse

48%

of Hamlyn Williams 2022 FS Placements were racially diverse

25%

of placements across the US Banking Industry were racially diverse

*Released January 25, 2023 - 2022 Labor Force Statistics from the Current Population Survey by the Bureau of Labor Statistics



Ilanna Abramowitz SHRM-CP

Client Growth Partner

At Hamlyn Williams, we have consistently performed significantly above the industry average for diverse placements. This is a credit to our client's commitment to diverse hiring, and our own teams dedication to delivering diverse talent pools.

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Gender Diversity - Placements

Gender Diversity*

45%

of Hamlyn Williams 2021 FS Placements were Female

37%

of Hamlyn Williams 2022 FS Placements were Female

29%

29% Female

of placements across the US Banking Industry were Female

*US House FS Committee Staff Analysis

As benchmarked against the banking industry averages, we have overperformed in terms of placing female candidates. However, 2022 we saw a reduction in the placement of female talent from 45% to 37%.

In 2023 we are working to revert this trend to aim to improve the sophistication of our own reporting, allowing us to measure gender more specifically and accurately.



Mark DePanfilis

Client Growth Partner

Hamlyn Williams

Diversity project case study

DEI Hiring Partnership with major US Banking firm

Hamlyn Williams has collaborated two years running with a leading banking firm, supporting the transformation of their compliance and broader corporate governance function.

Our Challenge was to increase diversity in their recruitment process by developing an approach to enhance the representation of their shortlists and the candidates they interview.

30+

Hires in targeted
minority groups

50+

Total Hires

Our Solution;

- Hamlyn Williams established a bespoke team to **proactively identify, target, and engage diverse individuals** with the necessary skillsets.
- We worked with the client to **refine their recruitment narrative** and employer branding from a diversity perspective.
- Briefed, screened, and interviewed a **high volume of candidates from our diverse talent pools**.

We not only identified a wide range of game-changing talent with the required strategic and technical skill sets to help build out their compliance program, but were ultimately able to make the client's team more representative of the workforce.

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How we help you with your diversity ambitions

Our diversity offering is tailored to meet your DE&I challenges. Whether you have a well-defined diversity goal, or are seeking a partner to support your discovery – we believe in a white-glove approach that provides targeted assistance exactly where it is needed. We work with you to formulate a plan to achieve your diversity objectives. Below are some of the key projects we can help you with:



Organizational Hiring Review

By examining how, why, and where you hire, we work collaboratively to construct a hiring strategy optimized for diversity.



Employer Brand Workshops

We can conduct training and workshops both online and in person



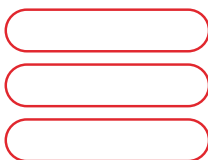
Targeted Diversity Hiring Campaigns

We can deliver tactical hiring projects to support departments where a need for better representation across the interview process has been identified



Recruitment Process Auditing

Our experienced team can analyze your data and processes to provide actionable, realistic improvements



Diverse Shortlists

With all clients we attempt to provide balanced shortlists for roles, however these can be further optimized to further attract diverse groups

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About us

Hamlyn Williams is a global provider of specialized talent within the Financial Services, Professional Services, Life Sciences and Engineering sectors.

Our customer portfolio includes hundreds of Financial Services organizations with whom we have built strong and sustainable relationships, from leading banks to high-growth fintech startups.

Through our global office network, we combine a localized, niche understanding of our specialist verticals with the scalability to offer rapid delivery to roles across Europe and the United States.



Contact Us

Find your local number at www.hamlynwilliams.com/contact

Alternatively, contact one of our experts:



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