

Kristian Fok

CIO, Cbus

Supporting diversity

Sponsorship
ELEVATE

Mavis Robertson
Scholarship

Secondment
Programme

Inclusion in
Investments

AIST Super
Graduates

Targets

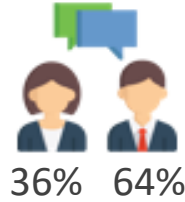
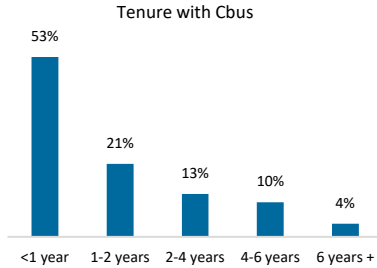
Internal career
pathways

Future Impact
Programme

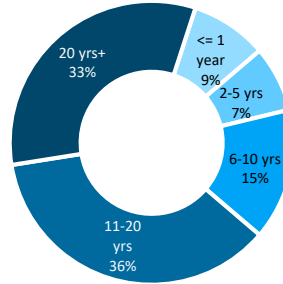
Gender neutral
recruitment ads

Diversity of background and experience

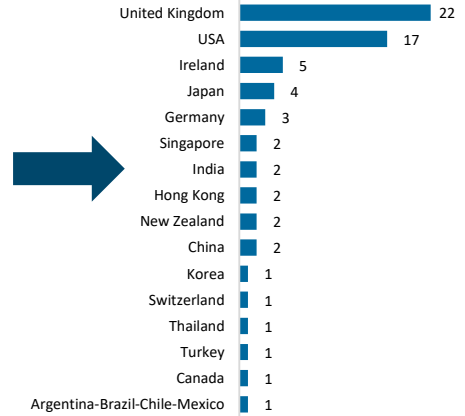
(79% or 80 out of 101 staff members participated in the survey)



Years of experience working in financial services



53%
Have experience
working overseas



36%
Born overseas



39%
Speak a language
other than English



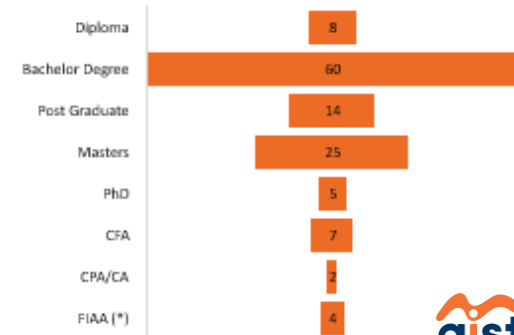
24%
Have board advisory
experience



19%
Worked for a start-up
organisation



Qualification



* FIAA: Fellow of the Institute of Actuaries Australia

Developing behavioural diversity – Investments Leadership Team

