

Investing in Anti-Racism, Equity, Diversity, and Anti-Oppression

Making strategic decisions about where to invest personal or congregational finances can be a powerful way to contribute to anti-racism work. Some financial decisions can contribute towards equity, diversity, and anti-oppression.

Do you have a personal investment manager, or does your community of faith work on investing? If so, here are some suggested questions that you could explore with your investment manager about their policies and practices.

- Does the investment firm incorporate diversity, equity, and anti-oppression into their governance and operations? How? What changes has the investment manager noticed in the workplace that they attribute to those policies?
- Does the firm screen companies they invest in for diversity, equity, and anti-oppression policies and processes? What questions do they ask management when they do the screening? Do they screen out companies that don't have those policies and processes?
- How do you incorporate anti-racism, equity, and social justice into your investment philosophy and ultimately your security selection?
- When assessing a company to invest in, does the investment firm investigate how that company's products, services, and practices impact Indigenous and racialized communities?
- Does the investment firm invest in any companies that are recognized as leaders in the diversity, equity, and anti-oppression area? Which companies, and what are they recognized for?
- What is the racial diversity composition of the investment firm's management team? Board of directors? Owners?
- What percentage of your current assets under management are managed by portfolio managers who are Indigenous or racialized?
- What percentage of your current assets are companies led by people who are Indigenous or racialized?