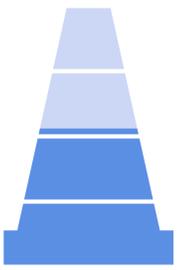
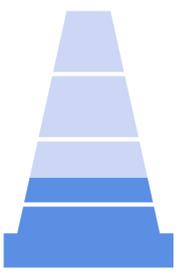


The Experience of Black Women in Capital Markets

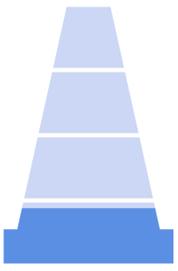
Included?



52%
are uncomfortable mentioning their personal life at work

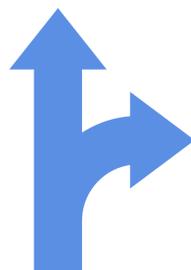


35%
say they fit in with their firm's culture

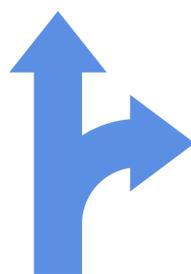


23%
have felt afraid for their safety while at work

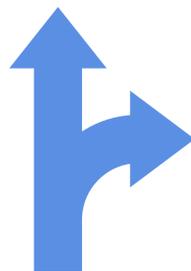
Optimistic?



55%
expect to be promoted in the next 5 years

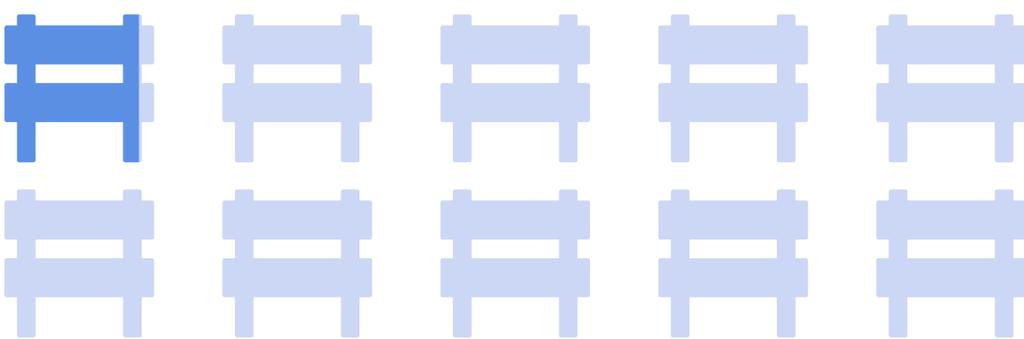


55%
aspire to the C-Suite

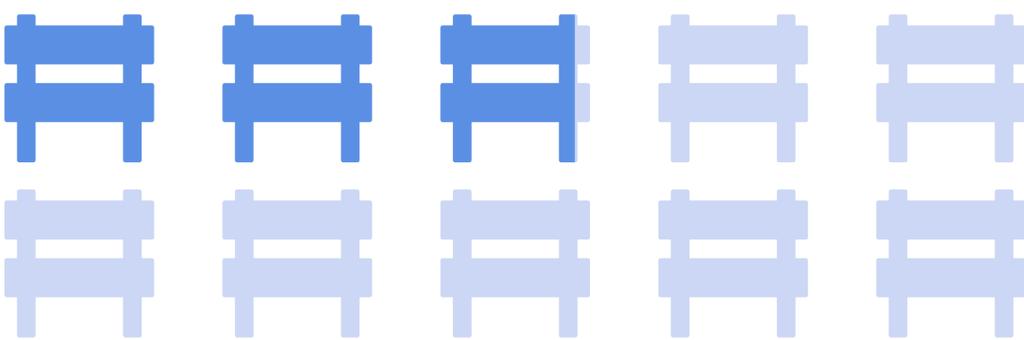


24%
would like to leave their firm in the next year

Supported?



9%
say there is a clear path for them



29%
have someone who creates stretch opportunities and advocates for them

As an industry, we are committed to doing more to lay the foundations of success for Black women.

These findings are based on survey data in 2019 from 600 professionals in Canada's capital markets. Please see [The Equity Equation report by WCM](#) for full details.