



# Diversity, Inclusion and Engagement at AQR



Some say great minds think alike. At AQR, we believe diverse perspectives generate non-correlated thinking, which inspires our ability to engineer creative, differentiated solutions and build trusted relationships with our global clients.

We aim to foster an inclusive environment where the contributions of all of our team members are recognized and valued, and employees are encouraged to bring their authentic selves to work. Our diversity initiatives are designed to attract the best and brightest talent to our firm, create a true sense of belonging, and give all our employees opportunities to excel and thrive in their careers.

Diversity and inclusion are supported at the highest levels of our firm, with our Founders and Partners serving as executive sponsors of our diverse networks, recruiting and talent initiatives.

## Community

Creating a sense of belonging

Communities at AQR play an important role in fostering a diverse and inclusive environment. Our communities welcome and engage our employees and bring expertise and input to our broader firm, which helps to advance recruiting, retention, engagement, and overall cultural awareness. They also enable our employees at all levels to enhance their personal and professional development.

### AQR Pride

AQR Pride supports the success of AQR by fostering an inclusive community for LGBTQ employees and allies through efforts in recruiting, philanthropy, networking and education.

In 2019 and 2020, AQR received a 100% in the Human Rights Campaign’s Corporate Equality Index (CEI), a national benchmarking survey measuring LGBTQ workplace equality, making our firm one of the “Best Places to Work for LGBTQ Equality.”

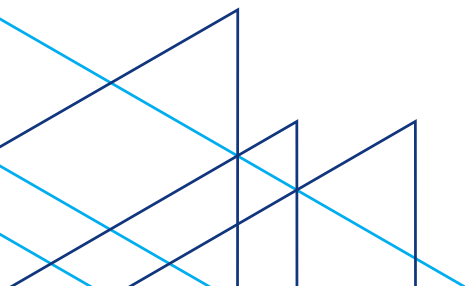
### AQR Women’s Initiative Network (WIN)

AQR WIN supports, engages and encourages our community of professional women at AQR. Led by a steering committee of ten senior AQR women, the initiative focuses on:

- Community:** Fostering community through social events, mentorship, and philanthropic efforts
- Recruiting:** Identifying talent through targeted channels including return-to-work and early engagement
- Development:** Investing in the skills to drive career and leadership development
- Policies:** Creating an environment and culture where all employees are supported through major life events and transitions.

### AQR Communities

AQR affinity groups focus on engaging diverse members of the community, helping with recruiting and philanthropy efforts, and leading the celebration of cultural traditions at the firm.



## Recruiting

### Identifying exceptional diverse talent

Our recruiting strategies are comprehensive and aimed at attracting exceptional diverse talent to our firm. We strive to create a welcoming interview process for each candidate, incorporate a diverse slate of interviewers and utilize a structured interview process to drive consistent candidate assessment and reduce bias in the interview process.

AQR also partners with various organizations to reach a broader, diverse candidate base and expose them to opportunities at AQR.

Our signature recruiting initiatives include:

### The AQR Early Engagement Women's Summit

Our annual program for high potential female second year college students. The summit features programming specific to women in finance as well as networking opportunities with members of the AQR Women's Initiative Network.

### Partnership with Disability: IN

The leading non-profit resource for disability inclusion worldwide whose vision is an inclusive global economy where people with disabilities participate fully and meaningfully.

### Partnership with Student Veterans of America

Empowers veterans in their transition to civilian life.

### Partnership with Management Leadership for Tomorrow

Equips African Americans, Latinos and Native American students with skills, coaching and connections to ensure talented underrepresented minorities can get on and stay on the path to senior leadership.

### Partnership with Out for Undergrad

An organization that helps high-achieving LGBTQ undergraduates reach their potential.

### Partnership with The Toigo Foundation

Fosters career advancement and increased leadership of underrepresented talent in finance.

## Women's Leadership

### Investing in and inspiring our talent

As a firm, we want every individual to have the opportunity to reach their full potential. To accelerate the leadership potential of women at our firm, we have developed a core set of leadership programs aimed at investing in our women at different transition points in their careers.

### Leadership Excellence for Senior Women

6-month small-group, cohort-based leadership development experience led by an external executive coach including group coaching workshops, individualized 360 feedback assessments and coaching sessions.

### Career Development Series for All Women

This series of 90-minute talks extends throughout the year, with topics such as "Building Credibility" and "Managing Your Career."

## Fostering an Inclusive Environment

### A core set of training programs

We offer comprehensive training programs for our employees and managers:

### External Thought Leadership

Each year, we invite thought leaders in Diversity & Inclusion to share their research and perspectives and drive dialogue within our firm. Past speakers have included Kenji Yoshino from New York University, author of "Covering: The Hidden Assaults on our Civil Rights," and Mahzarin Banaji from Harvard University, author of "Blindspot: Hidden Biases of Good People."

### Dignity and Respect in the Workplace

A required offering for all AQR non-managers, "Dignity and Respect in the Workplace" is focused on helping employees understand their roles in maintaining and supporting an environment of dignity and respect in the workplace and addressing anti-harassment and discrimination issues.

### Fostering an Inclusive Environment

A required program for all AQR managers, "Fostering an Inclusive Environment" is focused on helping managers understand their roles in building an inclusive environment and identifying and escalating issues.