

Our Vision for D&I

We aspire to be one of the best investment management firms in the world. Fostering a culture of inclusivity is central to this: it will enable us to attract and retain diverse talent, encourage the free exchange of ideas, and enhance our relationships with clients and companies across the world. We are proud of what we have already achieved, but more needs to be done. It is our collective responsibility to continue to challenge our perspectives and improve in all that we do.

We are committed to:



Integrity

We are committed to living up to our shared beliefs and remembering our core purpose: delivering value for clients, supporting companies, and benefiting society through thoughtful long-term investment. We must strive to position ourselves as visibly in the debate around diversity as we have with other aspects of our investment approach, and lead by example.



Learning

We want to learn from thoughtful and diverse minds: from our colleagues and our employee-led networks to our external partners, our clients, the companies in which we invest, and the thought-leaders with whom we interact. As with our approach to investment, we will be led by careful consideration of what we believe to be in the best long-term interests of our clients, rather than simply following what others are doing.



Accountability

Each of us has a part to play in the creation of an inclusive culture. We must support our networks in the work they do to engage with and educate our colleagues, and create an environment in which every Baillie Gifford partner and employee has the confidence to be a visible and active ally for diversity.



Inclusion

Without inclusion, our efforts to retain and engage diverse talent will come to nothing. We must create and sustain a culture in which each of our colleagues feel they can speak up, be heard, and reach their full potential. This is how new ideas emerge, problems are solved, and mediocrity is eliminated.