

JEDI Investing: Measurement Indicators*

JUSTICE

- Percentage of assets under management (AUM) distributed to communities of historically marginalised people
- Percentage of AUM by the organisation that are invested with fund managers from historically marginalised groups
- # of reported incidents around workplace harassment and bullying
- Vulnerability: Workers operating in the informal economy and earning less than minimum wage.
- Job creation impacting between 100 and 500 vulnerable individuals

DIVERSITY

- Number and proportion of founders, or board of directors or other governing body members who belong to minority or previously excluded groups;
- Percentage of employees who belong to minority or previously excluded groups.
[Read more in this guide](#)
- Number and percent of entrepreneurs (or fund managers) in pipeline from historically marginalised groups

EQUITY

Workplace equity (hiring, retention, pay, mobility)

- % of exit interviews/job reviews mentioning inclusivity as issue/strength*
- % of senior management bonus linked to inclusion measures*
- [See more practical guidelines in this framework](#)
- Gender wage equity
- Fair career advancement policies
- Number and percent of investor organisation staff members/investment committee who identify as members of historically marginalised groups

INCLUSION

- [This Rockefeller research](#) identifies five critical characteristics of inclusive economies: equitable, participatory, growing, sustainable, and stable. Indicators include:
 - Education: Percentage of students with higher educational attainment than their parents (disaggregated by gender, race)
 - Equitable wealth: Ratio of income/consumption of highest to lowest quintile, highlighting the extent of inequality between income classes (disaggregated by gender, race)
 - Percentage of informal workers
- Also focused on impact, social inclusion and justice, [this Transform Finance research](#) outlines indicators including:
 - job access and quality
 - availability of funds for an emergency
 - health outcomes
 - access to good and affordable education, degree of career growth



*not an exhaustive list. Gathered from a mix of internal analysis and external sources. More frameworks at jedinvesting.com