



Association for  
**FINANCIAL  
PROFESSIONALS**

# AFP DEI Initiative **Annual Impact Report 2024**

---

## **ABOUT THE AFP DEI INITIATIVE**

The AFP Diversity, Equity and Inclusion (DEI) Initiative was created to introduce treasury and finance careers to students and early career professionals from underrepresented communities and help them further develop their careers.

At AFP, we know that every individual carries a wealth of knowledge within. Bringing together diverse skills, mindsets and backgrounds benefits the entire profession. To propel the profession into the future, we must create more seats at the table and more opportunities for diverse voices to be heard.

Our goal is to empower students and early career professionals with professional development, skills building, ongoing training and continuous learning so that they can lead rewarding careers in treasury and finance.

Thank you to founding partner Invesco, partner J.P. Morgan and contributing partner Fitch Ratings for supporting the AFP DEI Initiative.

Thank you to past partner Standard Chartered for supporting the AFP DEI Initiative during 2023-2024.

## AFP DEI INITIATIVE ADVISORY COUNCIL

The AFP DEI Initiative is led by the DEI Initiative Advisory Council, whose mission is to introduce treasury and finance career opportunities to underrepresented communities. The Council shares information and aids AFP staff in developing resources that help individuals from diverse backgrounds excel in the treasury and finance profession.



### Chair

#### **MAY VANG, CTP**

Vice President of Treasury and Chief Investment Officer  
*Blue Cross and Blue Shield of Minnesota*  
*AFP Board of Directors*



### Council Members

#### **ANNA PENN**

Head of North America Diversity & Inclusion  
*Invesco*



#### **LISA DAVIS**

Global Head of Digital Channels  
*J.P. Morgan*

### Past Council Members

#### **PATRICIA FUSTER**

Chair of Americas D&I Council  
*Standard Chartered*

## A LETTER FROM MAY VANG, CTP

Chair of the AFP DEI Initiative Advisory Council  
and AFP Board Member

Serving as Chair of the AFP Diversity, Equity and Inclusion (DEI) Initiative Advisory Council is an honor and a responsibility that inspires me every day. As a leader in finance and a woman of color, I have witnessed both the challenges and the incredible opportunities that come from building a profession where DEI is not just ideals but foundational pillars of success.

The financial landscape is changing rapidly, with innovation, uncertainty and opportunity defining our path forward. To meet these challenges, we need diverse voices, experiences and perspectives to help us adapt, lead and thrive. Time and again, research proves what many of us already know: inclusive teams outperform, innovate faster and are better equipped to navigate complexity. But this isn't just about performance; it's about creating a field where everyone feels empowered to contribute, grow and lead.

The mission of the AFP DEI Initiative is to introduce treasury and finance career opportunities to underrepresented communities and to support individuals from diverse backgrounds in excelling within the profession. Through our carefully curated educational resources, expansive professional networks, and impactful grant and scholarship programs, we empower students and early-career professionals to unlock their potential and pursue fulfilling careers in treasury and finance.

But this initiative is about more than programs or metrics; it's about creating a lasting culture of inclusion that benefits all finance professionals. Whether you are a seasoned executive, a rising leader or just beginning your career, this work matters to you. By building a more diverse and inclusive community, we enrich our profession, expand our collective potential and ensure a stronger, more innovative future for finance.

The AFP DEI Initiative is a cornerstone of this effort. Together, we can challenge the status quo, lead by example and create pathways for the next generation of talented leaders. Let's continue to elevate one another, champion bold conversations and ensure that our profession reflects the rich diversity of the world we serve. I am passionate about this work, and I invite you to join me in creating a more inclusive and equitable future for all treasury and finance professionals.

Sincerely,

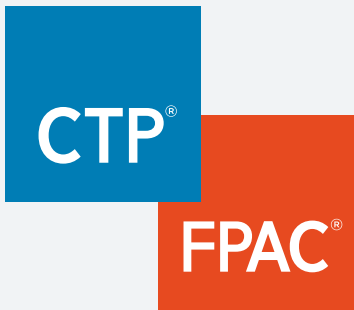
May Vang, CTP



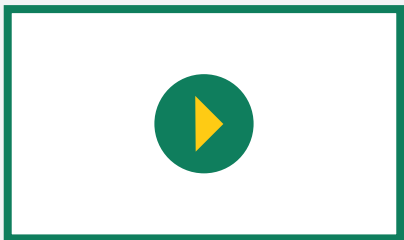
# KEY ACCOMPLISHMENTS



AWARDED  
**48 GRANTS**  
THROUGH THE AFP 2024  
GRANT PROGRAM



AWARDED  
**6 SCHOLARSHIPS**  
THROUGH THE AFP CERTIFICATION  
SCHOLARSHIP PROGRAM



CREATED INFORMATIONAL  
CONTENT THAT GENERATED  
**OVER 37,300 VIEWS**



ORGANIZED AFP DEI INITIATIVE  
PROGRAMMING THAT HAD  
**150 PEOPLE**  
IN ATTENDANCE AT AFP 2024

**DOUBLED  
SUBSCRIBERS**

TO ON THE RISE, A MONTHLY  
NEWSLETTER FOR STUDENTS AND  
EARLY CAREER PROFESSIONALS



## PROVIDING SUPPORT TO UNDERREPRESENTED COMMUNITIES

### AFP 2024 Grant Program

Building on the success of the AFP Conference Grant Program in 2022 and 2023, AFP increased the number of grants awarded from 30 to 48 and received great interest in the Grant Program from around the world.

The AFP 2024 Grant Program awarded grants to 11 undergraduate and graduate students, 20 early career professionals and 16 experienced professionals. Grant recipients came from a wide range of geographies, including countries such as South Africa.

Through the complimentary registration provided by the Grant Program, treasury and finance students and professionals who might not otherwise have been able to attend AFP 2024 were able to participate in the conference.

The program also paired grant recipients with a mentor to provide advice on their career goals and help them make the most of their conference experience. The mentors were experienced treasury and finance professionals who had previously attended the AFP Conference.



The wealth of knowledge, innovative ideas and the unique opportunity to connect with like-minded professionals was truly transformative. This was an invaluable investment in my career and personal growth. As one of the fortunate grant recipients this year, my journey doesn't end here — it's just the beginning.

– MANDISA MBATHA  
AFP 2024 Grant Recipient



All of the learning that I've taken from all of the sessions and the keynotes that I've been able to hear so far, they've been very encouraging. I've learned a lot to implement into my own firm and stuff that I can teach my team as well. I'm very grateful for learning all of that.

– ESOSA ENAGBARE  
AFP 2024 Grant Recipient



### AFP Certification Scholarship

In 2023, AFP created the AFP Certification Scholarship to help high-potential students and early career professionals from underrepresented communities who will be pursuing AFP's Certified Treasury Professional (CTP) or Certified Corporate Financial Planning and Analysis (FPAC) certification as first-time candidates.

Since launching the program, we've received growing interest, and we awarded six scholarships in 2024. Scholarship recipients came from a wide range of geographies within the U.S. and beyond, including countries such as Ireland and Nigeria.





## CREATING RESOURCES TO DEVELOP CAREERS

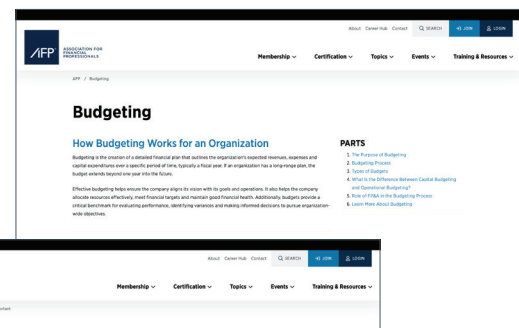
Our resources to help students and early career professionals learn about treasury and finance and land their next role generated nearly 87,000 views in 2024.

### Understand Fundamental Concepts

#### In-depth Education Explaining Important Fundamentals for Treasury, Payments and Finance

Sixteen pages covered key topics including:

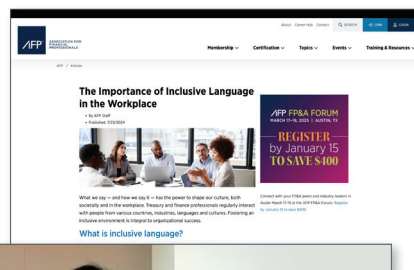
- Budgeting
- Business performance management
- Capital budgeting
- Cash forecasting
- Communication and data visualization
- Enterprise risk management
- Finance business partnering
- Financial institutions
- Financial modeling
- Financial operations
- Liquidity management
- Payments
- Payments fraud
- Technology in treasury
- Treasury management
- Working capital management



## Promote Inclusive Language

### The Importance of Inclusive Language in the Workplace

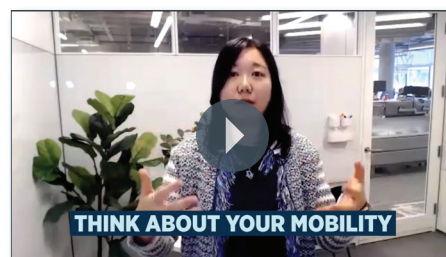
An article and two-part video series in which the Standard Chartered team explains what inclusive language is, why it's important and how to promote it in the workplace.



## Grow Their Career

### Tips for Moving Throughout Your Finance Career Successfully

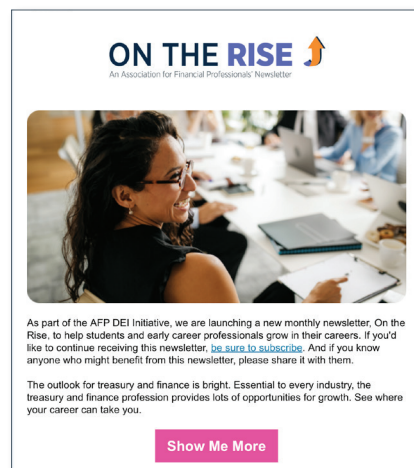
A video in which the J.P. Morgan team shares advice on what you can do today to impact your career path in finance.



## On the Rise

### A Monthly Newsletter for Students and Early Career Professionals

Since its launch in 2023, AFP has continued to grow On the Rise, a monthly newsletter to help students and early career professionals advance their careers. Each issue contains articles and resources on topics they need to know as they begin their treasury and finance journey. Over the past year, the number of subscribers to this newsletter has doubled.





## Convening Professionals on DEI

### AFP 2024, October 20-23 in Nashville

We organized AFP DEI Initiative programming that had 150 people in attendance.

#### AFP DEI Roundtable

At the roundtable “Fostering Inclusion to Support Engagement, Retention & Performance,” the panel discussed how individuals can take actionable steps to support today’s diverse talent and help them feel included and engaged within their organization. Attendees came away from the roundtable with ideas on how to embed inclusion into daily behaviors, leadership styles and organizational practices.

#### AFP DEI Reception

At the reception, attendees from diverse backgrounds were able to make new connections and grow professional relationships.



## Amplify the Impact or Participate In Our AFP DEI Initiative Programs

### AFP Grant Program

Student and professional grant recipients receive complimentary registration to select AFP events.

Learn more and apply or share with someone who might be interested.

[>> AFP 2025 Grant Program](#)

[>> AFP FP&A Forum Grant Program](#)

### AFP Certification Scholarship Program

High-potential students and early career professionals from underrepresented communities receive a one-time waived CTP or FPAC new applicant fee, one-year subscription to the CTP or FPAC Exam Prep Platform and one year AFP Membership.

Learn more and apply or share with someone who might be interested.

[>> AFP Certification Scholarship Program](#)

### AFP Mentoring Program

Treasury and finance professionals can participate in mentor opportunities to make an impact on the community.

Learn more.

[>> AFP Mentoring Program](#)

### Diversity, Equity and Inclusion Resources

Resources to promote diversity, equity, and inclusion at your organization.

Learn more.

[>> DEI Resources](#)





Association for  
**FINANCIAL  
PROFESSIONALS**

---

## ABOUT THIS REPORT

The Association for Financial Professionals (AFP) published this report to provide an overview of our diversity, equity and inclusion (DEI) efforts under the AFP DEI Initiative. This report is for the calendar year 2024. The data in this report is from January 1, 2024, to December 31, 2024.

Headquartered outside of Washington, D.C., and located regionally in Singapore, the Association for Financial Professionals (AFP) is the professional society committed to advancing the success of treasury and finance members and their organizations. Established and administered by AFP, the Certified Treasury Professional and Certified Corporate FP&A Professional credentials set standards of excellence in treasury and finance. Each year, AFP hosts the largest networking conference worldwide for close to 7,000 corporate financial professionals.

For more information about the AFP DEI Initiative, please contact Melissa Rawak, Managing Director, at [mrwak@afponline.org](mailto:mrwak@afponline.org).