

Table 1: Obstacles to Success for Diverse Advisers

Obstacles	Women Advisers	Advisers of Color
Limited visibility of leadership	78%	82%
Insufficient mentoring from successful advisers	77%	79%
Implicit bias (e.g., microaggressions, not being taken seriously)	76%	73%
Feeling disconnected from colleagues	69%	71%
Lack of advancement or development opportunities	69%	69%
Unsupportive management	67%	63%
Insufficient study groups or other networking opportunities	63%	65%
Limited access to prospecting networks	61%	72%

Source: Cerulli Associates, in partnership with the Investments & Wealth Institute, the Financial Planning Association® (FPA®), and the Investment Adviser Association