

ALBUQUERQUE BUSINESS FIRST

NM Diverse Organizations: Thornburg Investment Management creates space for inclusivity

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Thornburg Investment Management is one of our Diverse Business Leaders honorees for 2019 in the organization category. The company is an independent global investment management firm headquartered in Santa Fe. This year, Thornburg implemented a Diversity, Equality and Inclusion program to build on the firm's effort to create an inclusive environment and provide equal opportunity for employment and advancement.

Also created were two employee-led affinity groups: Women of Thornburg and Equal Ground, a group "open to all at Thornburg who seek to create a culture of inclusivity for LGBT+ employees and the workplace at large."

Thornburg is active in the community, participating and advocating for diverse communities. The firm also invests in education to help fund music and arts programs, classroom projects and books for libraries.

Describe your organization's philosophy on advancing diversity and inclusion in one paragraph.

At Thornburg, we embrace a diverse, equal and inclusive workplace in which our employees are empowered to share their full identities, ideas and perspectives. A culture built on diversity, equality and inclusivity is essential to achieve our clients' investment goals and vital to our firm's success. We are committed to a nondiscriminatory approach to hiring and provide equal opportunity for employment and advancement in the organization. Thornburg supports equal pay for equal work, and we continually assess pay equity across the organization. The firm supports multiple employee-led and employee-organized groups with missions to advance diversity, equality and inclusion inside Thornburg and the communities in which we work.

What challenges has your organization faced in putting your diversity and inclusion philosophy into practice? How have you navigated them?

In the investment management industry, we find that inertia tends to stand in the way of progress. However, concerns about disrupting an organization's stability and consistency with change are unfounded. In fact, adopting and embracing diversity renders a firm more stable and consistent with their mission to provide investment strategies to institutions and individuals. At Thornburg, we cannot claim to provide solutions for our clients if we refuse to move forward in our own thinking and address our employees' concerns and the needs of our broader community. Thornburg



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is a testament to that: what was once an unstated part of our DNA has become a stated diversity and inclusion policy, strengthening our values and reflecting the identities of our team and clientele.

How has your company supported and held space for employees to be their whole selves in the workplace? What impact have those efforts had?

At Thornburg, the initiatives that we support are primarily employee-driven, as their success and longevity depend on enthusiastic employee participation. The most evident examples are our two affinity groups, which foster intra-department connections, celebrate success and offer a network of support. Women of Thornburg, a group focused on engaging, elevating and empowering women of all experience and career levels at Thornburg, recently organized a panel discussion attended by about 50 women from the firm. They listened to the stories of five inspiring, high-level women who shared the habits, routines and tactics for their success. Another, Equal Ground, offers camaraderie and allyship for our LGBTQ employees by hosting social gatherings and other events. During the month of June – for Pride Month – we dedicated our firm-wide casual Friday "Donations for Denim" to organizations offering support, education and advocacy for LGBT youth and families.