Goldman Sachs’ Black Analyst / Associate Initiative
Investing in Black Professionals

By focusing on the key elements below, the Firm is able to better position Black analysts & associates for long-term career success.

**Key Roles**
- Ongoing Coaching
- Manager Excellence
- Sponsors
- Connectivity
- Senior Leader

**Objectives**
1. Invest in participant’s professional development
2. Retain talent and grow pipeline
3. Foster an inclusive environment
4. Develop effective managers
By focusing on the key elements below and by all stakeholders executing on their role, BAI will better position black and African American analysts and lateral associates for long-term career success.

**Participants**
- Meet with coach monthly
- Attend meetings prepared with an agenda
- Escalate issues to coach
- Check in with manager about BAI monthly
- Attend all regional and firmwide events

**Sponsors**
- Host manager / coach roundtables
- Host participant roundtables & events
- Act as visible advocate for participants
- Hold managers & coaches accountable for meeting with participants
- Escalate issues to HCM Global Diversity & Inclusion

**Managers**
- Meet with direct report (participant) monthly
- Meet with participant’s coach bi monthly
- Attend sponsor roundtables
- Hold participant accountable for attending events
- Escalate issues to sponsor and/or Global Diversity & Inclusion

**Coaches**
- Meet with participant monthly
- Meet with participant’s manager bi monthly
- Attend sponsor roundtables
- Hold participant accountable for attending events
- Escalate issues to sponsor and/or Global Diversity & Inclusion
THANK YOU

diversitybestpractices.com