



100 Corporate WOMEN Leaders in STEM

a publication by STEMconnector®



Laura LaRosa

Director of Client Development,
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Founded in 1956 by the Pew family to manage their charitable assets, The Glenmede Trust Company, N.A., (“Glenmede”) is among the nation’s leading investment and wealth management firms. The company oversees more than \$38 billion of assets under management for high-net-worth individuals, families, family offices, endowment, foundation and institutional clients. Headquartered in Philadelphia, the firm has offices in Ohio, Delaware, New Jersey, New York and Washington, DC. For more information, please visit www.glenmede.com.

Laura LaRosa is Director of Client Development. In this role, she is responsible for setting the strategy and practices that guide the Company’s business development professionals. Ms. LaRosa and her team spearhead initiatives to broaden relationships with individuals, families, endowments and foundations.

Ms. LaRosa joined Glenmede in 1994 and has over 30 years of experience in fixed income trading, sales and client development. Prior to her current role, Ms. LaRosa served as Director of Portfolio Management, overseeing a team of investment professionals responsible for managing \$17 billion of assets for clients, and was previously Director of Fixed Income, managing over \$7 billion in assets. Ms. LaRosa is a frequent speaker on portfolio management, fixed income, impact investing and investment strategy and serves as a member of both Glenmede’s Management Committee and Investment Policy Committee.

Ms. LaRosa is very active in her community and serves on multiple boards and committees for local charitable organizations. Ms. LaRosa is on the Board of the Committee of Seventy, serving on their Executive, Finance and Governance committees. She serves on the Barnes Foundation’s Corporate Leadership Board as an ambassador for the Corporate Council Program. She is the Finance Chair of Friends of Rittenhouse Square and serves on the Finance Committee of the Williamson College of the Trades. She is also a member of the Forum of Executive Women. Additionally, Ms. LaRosa is a board member of St. Christopher’s Hospital for Children as well as the Friends of the Avenue of the Arts.

Ms. LaRosa received her B.A. in Political Science from the University of Pennsylvania.

As a woman who has been in finance for over 20 years, I have experienced the enormous strides women have made over the past two decades. And while I have been one of many valued women at Glenmede since joining, I am conscious of the career challenges that existed in the past and continue to be challenges many women face today.

When I graduated from college with a degree in Political Science, I had no idea what path my career would take—or the unique perspective on diversity it eventually would afford me. As I moved from fixed income trading to portfolio management and business development, I often found myself to be one of few women in my workplace. Early in my career, as the head bond trader at a very large brokerage firm, for example, I was the lone woman on a trading desk of 10 people. And I was the youngest female vice president in the company; there was one other woman besides me who held that title—and she was 80.

But, as I rose through the ranks in a traditional, male-dominated industry, my experience provided me with valuable insights into the crucial importance of gender diversity, especially in the world of STEM. And I have tried consistently to leverage my role both to help other women achieve their professional goals and to increase female participation in STEM careers, both inside and outside of Glenmede.

CHAMPIONS OF GENDER DIVERSITY

At Glenmede, in fact, we have a deep commitment to promoting diversity and a long track record as champions of female leadership development both within our organization and in the communities we serve. As part of that charge, our talent acquisition and mentoring strategies put women’s empowerment front and center. In addition to helping younger female professionals to hone their competencies in finance, I believe it’s critical we emphasize the importance of being an effective communicator. Speaking with authenticity and empathy is imperative—especially during times of high geopolitical risk and market volatility. Engaging with next-generation women is a highlight for me and I often feel I learn more than I teach. We also have partnered with such organizations as Million Women Mentors, which aims to increase female participation in STEM careers, so it might not come as a surprise that more than half of Glenmede’s workforce is comprised of women.

A look at the composition of our own leadership at Glenmede underscores our long-standing commitment to promoting gender inclusion. Women at the company make up 34 percent of Managing Directors

and Vice Presidents, a number well above the industry average of 25 percent for executive and senior-level officers and managers in the financial services industry. In addition, women comprise 55 percent of our Management Committee and 13 percent of our Board of Directors, which puts us in the second-best ranking of the 2020 Gender Diversity Index, an index of Fortune 1,000 companies.

VALUES-DRIVEN INVESTING

Central to our embrace of gender diversity is our long history as a values-driven organization. To that end, I recently have played a key role in shaping and sponsoring Glenmede’s impact investing platform, which seeks to help align clients’ investments with their values. After several years developing our strategy and approach, we now are able to provide clients with a suite of investments offering not only a financial return, but also measurable social and environmental results. That means infusing client portfolios with Environmental, Social and Governance (ESG) standards taking into account how a company performs in its role as steward of the natural environment, as an employer and community member and as arbiter of executive pay, internal controls and shareholder rights. But one important bedrock of the impact investing philosophy at Glenmede is looking at investments through a gender lens—making women’s empowerment and gender diversity a crucial consideration when constructing client portfolios, an approach that is one of the fastest impact investing segments.

In support of gender-lens investing, we recently hosted an inaugural “Investing in Women” forum in which we partnered with BRAVA Investments to bring leading women in private equity to discuss how investors can grow their assets while also advocating for women.

Looking forward, I am convinced that growth at Glenmede—and society, as a whole—will be inextricably tied to matters related to gender diversity. With that in mind, I plan to continue mentoring young, talented professionals, especially those from under-represented backgrounds, and to help refine our investing strategies to reap both significant financial and societal rewards. It’s an exciting prospect: seeking growth opportunities for the company, while also helping to shape the next generation of women in STEM at Glenmede and the larger community.