CRAIN'S
NEW YORK BUSINESS

The past few years have brought important progress toward gender diversity in the financial services industry, which is responsible for more than 60% of New York City's private-sector wages.

With peer-networking opportunities and the help of stepped-up recruitment, retainment and mentorship efforts, women now make up 22% of the executive level at financial services firms, a Deloitte study found.

That number is expected to grow to 31% by 2030.

Women make up more than 50% of the employees at Bank of America, thanks to the firm's commitment to a diverse and inclusive workforce. Twenty-seven percent of Goldman Sachs' new partner class is female.

Although there is still much more work to be done to achieve gender equity, the successes provide women with incentives and offer hope for parity in the upper echelons.

The 56 finance professionals on Crain's 2021 list of Notable Women on Wall Street have succeeded in wealth management, consumer and investment banking, equity research, asset management and quantitative strategy, among other areas.

The list includes immigrants, first-generation college graduates and women who have worked for decades in the industry. It represents C-suite executives and the heads of the New York Stock Exchange and Nasdaq.

In addition to their professional accomplishments, these women have demonstrated a commitment to mentoring female colleagues and helping their communities through pro bono work.

The honorees on Crain's 2021 list of Notable Women on Wall Street will pave the way for generations to come.

CRAIN'S NEW YORK BUSINESS 2021
NOTABLE
WOMEN ON WALL STREET

CINDY DISHMEY MONTGOMERY
Head of Data Strategy, Global Real Assets
Morgan Stanley

As head of data strategy for Morgan Stanley, Cindy Dishmey Montgomery works closely with business and investment leaders to develop and implement data and analytics in mission-critical areas of the investment management business. Dishmey Montgomery inspires leaders and global organizations to reimagine the future of their businesses and to achieve their visions with data-driven solutions. She strives toward a competitive advantage with innovative applications of data. Dishmey Montgomery previously was head of data and analytics at Revantage, a Blackstone real estate portfolio company. Before that, she was head of analytics and business intelligence for the capital markets group at Goldman Sachs. Dishmey Montgomery speaks publicly about data and technology and promotes Black and Latino representation in her field.