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What/who motivated you to want to have a social impact through investing?

- There are so many people in this space who I'm grateful for. I'm inspired by the many innovators who are redesigning what it can look like to put capital to work for people and our planet, instead of the other way around.
- I've been motivated by the opportunity presented by the investment space--to create meaningful impact where other things sometimes can't. And at the most basic level, I'm inspired by the opportunity to contribute to lasting change in a world that badly needs it.
- I'm also grateful to those professionals who "held down the fort" throughout history, when conversations about "sustainability" and "equity" weren't in vogue, especially not in finance. They paved, and continue to pave the way, for the folks today who are continuing the charge.
- On a personal front, I am forever thankful to my family--siblings, aunties, near and far. And to my Mom, in particular, for nurturing the curiosity I had about the world, people, and society from a very young age.

How have your experiences as a Black person contributed to your work? Has your unique perspective created opportunities or barriers that you may not have had otherwise?

- My experiences have provided an additional perspective, and approach to this work, that can help accelerate meaningful action. Maybe the most interesting way, is in how it affects the way I view this work: it's impossible not to see the ways that capital allocation affects people's everyday lives, from disparities in who feels the worst of climate change, to someone's access to social mobility, to the types of businesses that get funded. I'm sure it's the same in other industries that touch these areas, but in this one, in particular--when you have that perspective, when you see those connections, it's difficult to treat your work as just another day job.

Based on your experience, what are the barriers to equity in the sustainable finance industry?

- The biggest one is exposure. How do you get in if you don't know it exists? What if you don't have the resources to navigate the industry?

- Another is support. Finance can still be a very traditional and challenging industry, and not all environments are conducive to equity. It's why it's important to connect with other folks who are in the sustainable finance industry (get on LinkedIn and reach out, we all love to help).

What do you see as the future for black professionals in this industry?

- I see a bright future built on community, mutual respect, and support.

What can non-Black colleagues do to be better allies?

- Don't be afraid to be wrong; don't be afraid to ask; be willing to listen; advocate for your colleagues when they're not present; just be yourself when they are.

What would you say to a young black student to encourage him/her/them to consider a career in sustainable finance?

- So often, it can be easy for people to lose sight of what capital is. It's a tool. Not a religion. And the same way technology, policy, and ideas can shape our lives--so can capital. I hope young people will see it as a viable pathway for creating change--because it's powerful, overlooked, and has real consequences for how the world looks and feels.
- If you want to make a difference, don't just look into research and policy--look into finance, and sustainable finance in particular.