DCIIA’s Vision: Enabling America’s workers to retire with financial security

The Defined Contribution Institutional Investment Association (DCIIA) is a non-profit association dedicated to enhancing the retirement security of America’s workers. To do this, DCIIA fosters a dialogue among the leaders of the defined contribution community who are passionate about improving defined contribution outcomes. DCIIA’s diverse group of members include investment managers, consultants and advisors, law firms, record keepers, insurance companies, plan sponsors and other thought leaders who are collectively committed to the best interests of plan participants.

Mission: To provide a forum for industry participants to enhance the employer-based DC system, emphasizing access, innovation, best practices and institutional approaches, with the goal of improving financial security for America’s workers.

Core Beliefs

- **Retirement Income Adequacy**: The primary role of DC plans is to create retirement income adequacy by helping plan participants build sufficient savings while working to support their spending needs in retirement.

- **Best Practices in Plan Design**: DCIIA supports innovation and sharing of best practices for well-designed retirement programs and serves as a forum for thought leadership in plan design that incorporates institutional asset management expertise and techniques as well as enhanced auto features, default investment options, and retirement income solutions.

- **Institutional Approaches**: The regulatory framework and industry infrastructure for the DC system should encourage and support institutional investment, retirement income, and advice approaches that focus on delivering higher returns and reduced risks while promoting improved fiduciary practices.

- **Choice**: Plan sponsors and their consultants should have the ability to select the best combination of partners to meet plan and participant needs, including for investment and retirement solutions, record keepers, custodians, managed accounts, advice and other service providers.

- **Transparency and Fees**: A full understanding of the scope and value of services being provided in relationship to fees and revenue sharing is critical for plan sponsors to evaluate the optimal combination of solutions to deliver improved retirement outcomes for their participants.

Core Activities

- **Independent Forums**: Provides independent forums for thought leadership to advance the employer-based DC system — Activities: Academic Forum, Public Policy Forum and Innovation Forum, DCIIA’s Ambassador Program, Town Halls, P&I/DCIIA Excellence and Innovation Awards, Plan Sponsor Roundtables

- **Actionable Insights and Research**: Advances best practices, and provides analysis and insights on important public policy, plan design and institutional investments to plan sponsors and industry participants — Activities: Whitepapers, research briefs and studies, and webinars

- **Educate Policymakers**: An independent resource to educate legislators, regulators and other policymakers on opportunities and challenges in the DC system — Activities: Provide a forum for policymaker and industry dialog, comment on regulatory initiatives, and provide research and analysis that helps inform the public policy debate
Why should you consider DCIIA membership?

We are a non-profit association dedicated to enhancing the retirement security of American workers. Membership is company based and can include as many employees as desired from any location or department. Here’s a snapshot of the 150+ organizations that are members of DCIIA:

More than 600 plan sponsors engage with DCIIA via our live events, webinars, committees, and other educational initiatives.

DCIIA fosters a dialogue among the leaders of the defined contribution community who are passionate about improving the retirement security of America’s workers. We were founded in 2010 by a coalition of 42 industry firms who shared a view that, if the right steps are taken with a focus on participants, the existing DC system has the ability to support positive retirement outcomes for America’s workers.

By bringing the right people together and working collaboratively to inform both the industry and policy discussions, DCIIA seeks to serve as an unbiased, informed resource in support of the DC community.
Diversity and Inclusion

Our Mission Is
“To provide a forum for industry participants to enhance the employer-based DC system, emphasizing access, innovation, best practices and institutional approaches, with the goal of improving financial security for America’s workers.”

We recognize and affirm the importance of diversity and inclusion in working together to further our aims in this regard.

DCIIA Beliefs
In providing a forum for industry participants, we must work to ensure that all members of our industry feel welcome and valued in DCIIA activities and events, regardless of gender, race, ethnicity, religion, sexual orientation, age, disability, socioeconomic status or other factors.

In working together toward our goal of improving the financial security of America’s workers we are cognizant that these workers represent a wide-ranging spectrum of diversity. We affirm that we can best serve this goal by including a rich variety of perspectives in member discussions and thought leadership.

We acknowledge that there are distinct groups that are being left behind in retirement savings at greater rates than others. Understanding and addressing this retirement savings gap is part of DCIIA’s mission.

We encourage DCIIA members to advocate for diversity and inclusion in their own organizations and seek to identify opportunities to raise the visibility of these issues industry-wide.

DCIIA Initiatives
When assessing member leadership opportunities within DCIIA, diversity and inclusion will be a part of the discussion. Similarly, diversity and inclusion will be a part of leadership discussions related to DCIIA staff hiring, management, and retention.

When planning DCIIA events, diversity will be considered and prioritized by staff and member leaders when working to identify speakers, panelists, and/or moderators.

We will continue to build out the Diversity & Inclusion topic area of our online Resource Library in order to highlight thought leadership in this area for a broad audience.

SHRM Definitions
Inclusion: “The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”

Diversity: “The collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”
Why join DCIIA?

Interact, share ideas, and build your network with peers in other organizations

• Learn about the latest industry trends, news, and public policy developments
• Discuss retirement issues with academics and policy makers
• Attend three annual DCIIA Forum events each year: Academic Forum (fall), Public Policy Forum (spring), Innovation Forum (winter)
• Connect with local members at our regional Ambassador events, held throughout the year

There are no additional fees for representatives of member firms to attend DCIIA events; however, the number of registrations per firm is limited based on seating capacity for the event.

What do DCIIA Members do?

We are a member-led organization, with volunteers running the committees, steering groups, and task forces that collaborate on research, events, comment letters, and more.

Our standing committees include:

• GLOBAL
• INVESTMENT POLICY & DESIGN
  • ESG Subcommittee
• PLAN DESIGN & ADMINISTRATION
• PUBLIC POLICY
• RETIREMENT INCOME

Regional Ambassadors

Ambassadors support DCIIA’s overall mission of improving retirement outcomes by bringing together engaged and passionate professionals in their local communities to share ideas, advocate for change and enjoy the process. We currently have Ambassador networks in Atlanta, Texas (Austin/Dallas/Houston), Boston, Chicago, New York, Philadelphia, San Francisco, and Washington DC.
Annual Excellence & Innovation Awards with Pensions & Investments
Since 2012, DCIIA and Pensions and Investments have co-sponsored this annual award for DC plan sponsors. These awards are designed to recognize DC plan executives and their employers for well-executed, creative and unusual projects that help ensure participants have an adequate income at retirement. Entries are judged on innovation as well as excellence in execution.

DCIIA Retirement Research Center
The Center develops original research focused on building retirement security, best practices for achieving retirement security, and protecting retirement security. The Center’s approach is practical, collaborative, credible, product agnostic, and transparent, and benefits from the input of its Academic Advisory Council and Plan Sponsor Steering Committee.

Membership in DCIIA is tangible evidence of an organization's desire to foster industry collaboration in pursuit of better retirement outcomes.

Thank you for your interest in DCIIA! Let us know if you have any questions about membership for your organization.

- The DCIIA Team