

Karen Chin

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How did you first get interested in the asset management industry?

Born in Swaziland, to Chinese parents, and raised in Portugal, I was brought up in a home where my parents were strong, hard-working, and determined individuals. Starting with \$90 to their name, after fleeing Mozambique's communist regime and government appropriation of their home, my parents supported five children and my grandfather. Their work ethic was unmatched as they labored around the clock to support their family. At the age of 13, my parents moved to Canada in the hopes of a better education and a climate of inclusion for their children.



My career and personal life have been greatly influenced by my parents' drive and adaptability. The investment industry first interested me because I wanted to make more money to enjoy the things my family was once not able to afford, to help my parents carry the household, and to plan for a comfortable future. However, since then my motives have changed. Invesco has given me a lot of opportunities, and because of these opportunities, I have found my true passion - people. Where I once measured my success through my own accomplishments, now I measure it

“Where I once measured my success through my own accomplishments, now I measure it through the growth of others.”

through the growth of others.

Describe how Invesco embraces diversity, whether gender diversity and/or diversity of thought.

To me Invesco presents a great opportunity to work in a global team environment where everyone is led by the same principles and are bound by our Purpose. We value innovation and are given opportunities to work on challenging assignments. We have a voice at a table where creative thinking and differentiated views are heard, valued and rewarded. More recently, with the four-point pledge, Invesco has positioned itself as a leader when it comes to improving diversity of thought by addressing gender diversity within the firm.

What do you find most valuable about the Invesco Women's Network?

I am the chapter head for IWN Charlottetown, and I have been a mentor in the iMentor program for almost four years now. I find that the organization has been instrumental in highlighting talented women at Invesco, and has also done a great job at the development and networking of Invesco women. For me specifically, it has allowed me to leverage my passion - development

of people – and also feel very proud to be an employee of Invesco, a firm that is striving to be a leader in industry in gender diversity and inclusion.

What are some of your personal passions outside your career?

As a mother of two girls, I want to contribute to a future where, in the words of Sheryl Sandberg, my children “have the choice to not just succeed, but to be liked for their accomplishments.” I do so by “walking the walk” with my children, engaging in mentorship of women within the community, participating in presentations/talks in the community, and volunteering for the Family Violence Prevention Services in PEI. As a lover of animals, I act as a board member for the PEI Humane Society. Last but not least, I’m a CrossFit enthusiast!