

SHE

SPDR MSCI USA Gender Diversity ETF

Fund Description

SHE tracks a market cap-weighted index of US large- and mid-sized companies promoting gender diversity whilst exhibiting a relatively high proportion of women throughout all levels of their organizations.

FactSet Analyst Report

SHE seeks out companies that support and maintain a high level of gender diversity and promote women representation within their organization. Index construction begins with all the components of the MSCI USA Index, capturing the large- and mid-cap segments of the US equity market. The fund utilizes ESG metrics with each company initially assigned a score based on related controversies causing negative ESG impacts. Those that receive a score of zero or no score at all due to the severity of their controversies are excluded. The remaining securities are then given a new score reflecting the ratio of women in their organization and the effectiveness of their implementation of various diversity policies and programs. Final constituents are selected by sector and weighted by market cap, with an individual capping weight of 4.5%. The index is rebalanced quarterly. Prior to Dec. 8, 2022, the fund tracked the SSGA Gender Diversity Index and was trading under the name SPDR SSGA Gender Diversity Index ETF.

