

CLOSING THE GAP

Why Quant Finance Needs Women

And What We're Doing About It

The Gender Gap in Quantitative Finance

~35-
38%

Are women STEM students

Career interest data
suggests a gender ratio of
approximately 2.78 men for
every 1 woman interested in
becoming a financial
quantitative analyst.

11%

Portfolio Managers are
women

How Lioness Quant Was Born



The Gap

Women now enter quant graduate programs in near-equal numbers — yet make up under 20% of the quant workforce and just 9% of algo traders. We saw this at Columbia: brilliant women with no community, no clear path, and no one who looked like them at the firms they were applying to.

The Idea

What if we built a space designed from the start for women in quantitative finance? Not a side chapter of a larger club. A dedicated home.

Founded

Lioness Quant (CLQ) was founded at Columbia University to bridge that gap — connecting women to industry, technical skills, and each other.

What Lioness Quant Stands For

To close the gender gap in quantitative finance by equipping women at Columbia with the technical skills, industry connections, and community they need to thrive.

01



EDUCATE

Probability, mental math, Green Book, LeetCode & OAs, interview prep, and mentorship from Prof. Ali Hirsu (Columbia MFE).

02



CONNECT

Direct access to recruiters, alumni, and firms. We host company panels, site visits, and brunches with Citadel, Jane Street, Old Mission & more.

03



COMMUNITY

A genuine peer network — a newsletter, group study, and women who support, challenge, and champion each other through the career pipeline.

Programs, Events & Partners

Quant Skills Workshops

Probability, mental math, Green Book, LeetCode, OAs, and mock interviews — structured weekly sessions each semester.

Industry Speaker Series

Monthly panels with quant professionals. Real career paths, real talk — no sanitized recruiting pitches.

Firm Site Visits & Brunches

Off-campus visits and on-campus hosted brunches. Direct face time with recruiters and senior traders.

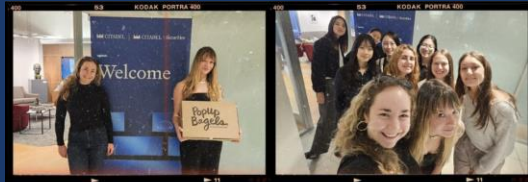
1:1 Mentorship

Students matched with senior women in quant finance for structured career guidance each semester.

Spring 2025 Partners

- Citadel
- Scotiabank
- Jane Street
- Old Mission
- AllianceBernstein
- Flow Traders
- Peak6

Spring 2025 Events



‘Citadel Brunch’



‘Old Mission & CLQ’



Jane Street Odd Events




What Actually Moves the Needle

01

Access beats inspiration.

Motivational content doesn't change careers. A direct introduction to a recruiter, a seat at a real trading desk, a conversation with someone who looks like you – that does. CLQ works because it removes friction, not just fear.

02

Community is the retention mechanism.

Women leave quant programs and firms in part because they feel isolated. Peer networks aren't soft – they're structural. When students have each other, they stay. That applies inside firms too.

03

Firms set the ceiling, not the floor.

We can build the pipeline from the university side. But if firms don't actively recruit from it, mentor through it, and sponsor visibility – the gap rebuilds itself. The university work only pays off when industry meets us halfway.

How You Can Help Close the Gap

1

Recruit through CLQ

Post roles directly to our members. We'll share with our network of Columbia women in quant and STEM. No extra work on your end — we do the outreach.

→ *Email us to get on the recruiting list*

2

Send a speaker or host an event

One hour of your time reaches 40-80 students hungry for real career perspective. Panels, office hours, site visits — we handle all logistics. We've hosted Citadel, Jane Street, Old Mission & more.

→ *Commitment: one event per semester*

3

Mentor one person

Our 1:1 program matches senior quant professionals with Columbia students. Even one conversation can change a career trajectory.

→ *Commitment: 1 hr/month for one semester*

JOIN THE MOVEMENT

The gap closes when we close it together.

Follow Us

@columbia.clq

Get Involved

Open to all Columbia
students

Partner

Recruiting &
sponsorship