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Rick Lacaille is executive vice president and senior investment advisor. He also leads and coordinates the environmental, social, and governance (ESG) initiatives at State Street. In his current role, he provides enterprise leadership for SSGA's ESG program to ensure a well-coordinated and optimized approach to SSGA's ESG policies, products, initiatives and thought leadership. Prior to this role, Rick was the Chief Investment Officer (CIO) of State Street Global Advisors and a member of the firm's Executive Management Group. As CIO Rick had responsibility for all investment management activity at SSGA, including research and trading. His prior responsibilities included SSGA Head of Global Active Equities and European CIO. Before joining SSGA in 2000, he held a wide variety of posts in quantitative fund management and research at Gartmore Investment Management, including periods as Head of Quantitative Research and Head of Structured Equities. Rick has a BSc (Hons) in Operational Research from Lancaster University and MSc in Econometrics from London Guildhall University. Rick is a member of the FTSE Russell Policy Advisory Board, the MSCI Editorial Advisory Board and the Asset Management Committee of the Investment Association. He is also a member of the Advisory Council for the AQR Asset Management Institute at London Business School. He is a regular writer and broadcaster on investment issues and speaks frequently at industry conferences.