



Women in Finance

100 WOMEN IMPACT COLLECTIVE

CONNECTING THE FINANCE INDUSTRY TO DIVERSE TALENT

It is a long standing and recognized fact that women are underrepresented in investment management and executive roles in the finance industry. Research shows this disparity is not explained by appreciable differences in performance.¹

Additionally, recent data suggests female-managed hedge funds have a better approach to risk management than their male counterparts based on superior performance during the Coronavirus pandemic.²

The question today is: What are we going to do about it?

1. Sargis, Madison and Pavlenko, Laura. "Fund Managers by Gender, The Global Landscape," Morningstar, November 2016.

2. Financial Times, "Women-led hedge funds beat male rivals in coronavirus crisis," May, 2020

This complex problem requires a multifaceted solution

At the most basic level, we must expand the pipeline of women entering sectors like finance, banking, technology and business higher education.

This broadened participation will also increase female representation in leadership roles across all these sectors.

We believe that broadening the pipeline will require coordinated action on a large scale.

That's why we're launching the 100 Women Impact Collective - a collaborative platform with a mission to:

- 1** Demystify the world of finance and render it more appealing and accessible to young women.
- 2** Increase young women's awareness of the full universe of possible career paths in finance, by investing in grassroots organizations that provide critical STEM and finance education to help them fully explore their options.
- 3** Connect women in finance with seasoned industry professionals who can mentor them, expand their networks, and help them gain practical experience, while opening the doors of their firms to talented prospective future hires.



We need to do a better job at articulating the dynamism of our industry. We need to tell potential candidates that this is a fun, exciting, competitive field where you can meet and work alongside some of the world's smartest minds. It's also a place for those who harbor deep intellectual curiosity about the course of global affairs, human societies, and how the world works."

Carole Crawford, Founder and Managing Partner of fincap360
Global Chair, Fintech Visibility Committee, 100 Women in Finance

Our work - **building comprehensive solutions to create scale**



AWARENESS - Positively portraying the work of finance-industry professionals and identifying how it improves the lives of real people - we do this by:

- **Media work** - Extensive media campaigns focused on creating awareness including documentaries, interviews, print articles, and publishing op-eds
- **Thought leadership** - hosting an annual conference, collaborating with the wider community of Diversity & Inclusion organizations and platforms
- **Impact Research** - working with research institutions and think tanks to collaborate on publications and bring insights to bear



EDUCATION - Many finance careers require a prerequisite background in STEM, data science, and other subjects. Working with girls at the middle-school and high-school levels is essential for increasing women's participation in finance - and fintech-focused studies in college. That's why we partner with innovative grassroots organizations undertaking this work in the following academic areas:

- Investments and Portfolio Management
- Business Administration
- Credit and Lending
- FinTech
- STEM



COMMUNITY - Engaging female students early in their academic careers with direct connections to finance-industry firms and professionals will instill brand and industry affinity. Our employee engagement programs in the following areas are critical to establishing those early connections:

- Mentoring
- Role Modeling
- Fellowships
- Internships
- Networking Events
- Job Placement



We want to change traditional perceptions of the world of finance. When you work for an organization like the Pennsylvania Public School Employees' Retirement System (PSERS), you are serving your community by ensuring that teachers, school administrators and other devoted public servants enjoy secure livelihoods in retirement. We need young women considering careers in finance to grasp this sector's potential to bring prosperity to their own communities and improve human wellbeing."

Susan Oh, Director of Risk Parity, Currency Hedging, and Strategic Implementation for Pennsylvania Public School Employees' Retirement System (PSERS).

Our unique advantages: We are a talent enabler, a community connector and a resource integrator.

- We know the needs of the industry. With the collective insights of our 15,000 members, executive management staff with deep industry expertise from asset management, financial services, and financial technology leadership, we are from and of the industry. **We represent the industry.**
- Critically, we also bring expertise from the social-impact sector. Members of our 100 Women Impact Collective management and advisory teams draw on unique skills and experiences from these disparate backgrounds to employ innovative strategies to catalyze transformative change in sectors like finance.
- Our unique advantage lies in driving change through a disciplined approach to our impact work. As veterans of the world of finance, we appreciate and utilize industry-standard due diligence, vetting and investing best practices to ensure results.





Current Impact Portfolio

Investing in us means investing in a portfolio of the most innovative, capable enterprises working to empower women in finance. We apply rigorous due diligence processes and stringent impact suitability requirements to select organizations that represent diverse communities from across the globe

Portfolio with Purpose

Joyce Ivy Foundation

Females in Finance

Forte Foundation

Big Brothers Big Sisters of America

Founders 4 Schools

Horizons National

The Women's Foundation of Hong Kong

GirlForce 100

Duke of Edinburgh's International Award

Let's Work Together

Help us amplify



100 Women Impact Collective Annual Ideas Summit



100 Women Impact Collective Annual Research & Report



100 Women 'Faces of Finance' Campaign

Help us educate



Invest in our entire portfolio



Invest in a specific area



Invest in a specific organization



Invest in a specific location

Build a community



Sponsor a 100 Women Impact Collective World of Work summer role-model program



Provide mentors to our program participants



Provide internships to our program participants



Sponsor a 100 Women Impact Collective Scholar at your company



Provide jobs

Our strength lies in our long history of building relationships with some of the world’s most highly-committed, impact-minded philanthropists, changemakers and business leaders. Our more than 15,000 core members represent leading financial institutions with global presences and almost unlimited transformative potential. Ever since our inception, our leadership has been committed to connecting the wider business community to ardent drivers of social change.

100 Women Impact Collective seeks to build on that legacy of progress to diversify, and ultimately strengthen, the world of finance, by making it more inclusive.

Our Supporters

BlackRock	GoldenTree Asset Management	Nuveen
Tudor Investment Corporation	Katten	PAAMCO
UBS	KKR	Paul Weiss
Allianz Global Investors	KPMG	PIMCO
Apollo Global Management	Maples Group	Point72
CIBC	Morgan Stanley	Wellington Management
Citco	NATIXIS	
Citi		
Deloitte		



Our Leadership



CEO
100 Women in Finance
Amanda Pullinger



Global Director
100 Women Impact Collective
Chaitali Patel

100 Women in Finance Global Association Board Members

100WF Global Chair

Lauren Malafronte

Managing Director
Scotiabank

Jane Abitanta

Founder and Principal,
Perceval Associates, Inc.

Dagmar Baeuerle

COO & Co-Founder,
Inventio Capital Management
(HK) Limited

Christina Bodden

Partner, Maples

Diana Cantor

Partner, Alternative Investment
Management, LLC

Jennifer Dunn

Partner, Schulte Roth & Zabel

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Archana Parekh

Portfolio Manager, Millennium
Capital Management

Dr. Judith Posnikoff

Managing Director, Martlet
Asset Management, LLC

Armando Senra

Head of US, Canada and Latin
America iShares, BlackRock

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Finance is everywhere. This is an industry with a broad footprint—over 80% of global assets are managed by private firms for pension plans, endowments, foundations—all of whose beneficiaries are everyday people. At the end of the day, finance pervades and improves our livelihoods, making the world a better place.”

Amanda Pullinger, CEO, 100 Women in Finance



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Impact@100women.org | 100women.org