

100WF Monthly Monitor

January 2023



What's the Monthly Monitor?

100 Women in Finance is excited to deliver this Monthly Monitor to our global community. The Monitor will summarize major organizational updates as well as highlight key events that are relevant to our membership. This edition as well as all historical publications can be found on our website under [News & Updates](#).

What's New at 100WF?

2023 is off to a very active start with a wide range of programming occurring all over the globe! We are actively reviewing applications for our 2023 EMEA Industry DEI Award, which will be presented at our London Gala in March. We will run similar application processes for our APAC and Americas Industry DEI awards later in the year. For additional information click [here](#).

We are excitedly planning for the Cayman and London galas on February 17th and March 7th. Applications for the second annual EMEA Industry DEI Award, originally scheduled to close on January 31st, have been extended to February 7th. The EMEA Industry Leadership Award recipient will be announced shortly. Both the DEI and ILA award recipients will be honored at the London Gala.

With the start of the new year, we are also pleased to introduce organizational changes. We warmly welcome Amy Flikerski, Sherri Rossoff and Heather Wyckoff to our Global Association Board. Carole Crawford and Barbara Novick will assume the role of Chair and Vice Chair respectively.

Lastly, we welcome to our staff Michele Gulitti as our Global Director of Marketing and Communications and Joan Werner as our Director of Finance.

We are happy to announce Gold & Aron Conseil joined our Corporate Sponsor program this month showing their support of 100WF's mission and Vision 30/40. Gold & Aron Conseil is the first executive search/recruitment organization to come onboard as a corporate sponsor.

- Number of 100WF Registered Members: 25K+
- Number of LinkedIn Followers: 38K+
- Number of Locations: 32
- Number of Staff Members: 23
- Number of Volunteers: 600+

LOCATION UPDATES



YE 100WF BOARD MEETING

Our December board meeting finished with a celebration of a year of successfully produced and executed events across our three pillars. We also acknowledged Diana Cantor, Elaine Crocker and Judy Posnikoff for their time and dedication as officers of the Board, and to Jennifer Dunn, a member of the Board, as their terms of service drew to an end. Their individual and collaborative contributions during their board term and over the years has been invaluable and greatly appreciated.

FIRESIDE CHAT IN MUMBAI

Jyoti Rai, lead volunteer on 100WF's Working Group in India, together with Sona Blessing, Swiss-based 100WF Global Council member, organized a fireside chat event with Manisha Girotra, CEO, Moelis & Company, India at the Quorum. A recognized finance stalwart, with more than three decades of investment banking experience, Manisha shared her breadth of knowledge and personal experience in the industry. Jyoti concluded the event by detailing the future plans to build out 100WF's working group in India. To learn more about this event or other events in India [click here](#).



SINGAPORE - CONVERSATIONS ON DEI

CEO Amanda Pullinger traveled to Singapore earlier this month to take part in discussions around Diversity, Equity and Inclusion. J.P. Morgan hosted this in-person and webinar event that took place on January 17th in their Singapore office. Over 200 industry professionals from the APAC region took part through in-person attendance and virtually.

OUR PILLARS

EDUCATION

AMERICAS

The New York education committee organized and produced the Annual Senior Portfolio Manager Panel on December 12th. This event has been generously sponsored by Morgan Stanley for over a decade. Speakers at this event included Lisa Audet, Founder and Chief Investment Officer, Tall Trees Capital Management, LP, Valerie Grant, CFA, Portfolio Manager, Nuveen, and Rosa Yi, CFA, Portfolio Manager, Lombard Odier Asset Management (USA) Corp. The panel, moderated by CNBC “Closing Bell” Anchor Sara Eisen, engaged in dynamic conversation concerning inflation, tightening monetary policy and geopolitical complexities. They elaborated on how these themes will affect specific market sectors and asset classes, how investors view these issues, and how you should anticipate the resulting opportunities and risks across credit and equity. Following the panel discussion attendees were invited to continue the conversation and network with peers over drinks and hors d'oeuvres. Thank you Anna Spector, 100WF New York education committee chair, for your individual contributions in organizing and executing such a successful event!

On January 19th the latest podcast in the series “Coffee Talk with Asset Allocators” was made available to our members. Rupal Bhansali, CIO of Global Equities at Ariel Investments in New York takes you inside the world of capital allocators in this flagship podcast series. In this episode, Rob Rahbari, senior investment officer and assistant treasurer at the University of Rochester's \$3B+ endowment, discusses how he parlayed his practice of law into a career in investing, his views on investment opportunities and where he is a self-confessed perma-bull, his advice to managers and how he is supporting DEI by launching IADEI (Institutional Allocators for Diversity, Equity, and Inclusion). To listen to earlier series podcasts [click here](#).

The 17th episode of Candid Conversations with CIOs dropped on January 24th. This 100WF Signature Series is a monthly spotlight series that is designed to inform and inspire women from all backgrounds and career levels by featuring executive female role models. This episode featured Kim Sargent, Chief Investment Officer at The David and Lucile Packard Foundation and Brian O'Neil, Chief Investment Officer at Robert Wood Johnson Foundation. For access to this episode, as well as previously recorded episodes, [click here](#).

EisnerAmper and Carta generously sponsored and hosted our Northern California members and their guests for a VC Fundraising and Compensation panel. Mehwish Shafi, Senior Manager VC of Carta, moderated the conversation between Kandice Cota of Trac VC, Rita Astoor, Head of VC Business Development at Carta, Alyssa Rausch, Senior Tax Manager at EisnerAmper, and Sara Ledterman, Managing Partner at 3+ Ventures. The conversation covered a broad range of topics including how VCs are investing in 2023, fundraising as an emerging manager, how to take advantage of compensation packages, and maximize tax saving opportunities.



*Senior Portfolio Manager Panel hosted by Morgan Stanley
New York*



*VC Fundraising and Compensation Panel
Northern California*

OUR PILLARS (cont'd)

EMEA

On January 17th our London education committee produced an in-person event on the Macroeconomic and Geopolitical Outlook for 2023 that was hosted by UBS. Several members and guests attended to hear the panel of speakers which included Rachel Elwell, Chief Executive Officer at Border to Coast Pensions Partnership, and Barry Gill, Head of Investments at UBS. Melissa Earlam, Partner at Lansdowne Partners, moderated a discussion that explored key themes that could impact global investing such as, slowing economic growth, escalating inflation and political tension. The evening concluded with networking and shared insights over drinks and canapés.

Our Germany education committee organized an in-person event on January 19th hosted by Bethmann Bank / ABN Amro. The theme for the evening's discussion was Capital Markets and the Road Ahead. Panelists included Sandy Bierwirth-Zeussel, Head of Investments at SOKA Bau Pension Fund, Jennifer Paffen, PF Manager at Bethmann Bank, Anne-Kathrin Petersen, CFA, Director and Senior Investment Strategist at BlackRock, and Reinhard Pfingsten, Chief Investment Officer at Bethmann Bank. The panelists, moderated by Sabrina Marggraf, shared their approach to portfolio allocations in an increasingly complex investment environment and how ambitious return expectations can be achieved. Attendees had an opportunity to network with their peers over drinks following the panelist discussion.

On January 20th, the Milan education committee produced a webinar on what space economy is and why investors should invest in it. Participants featured Matteo Cascinari, Partner at Primo Ventures, Simonetta Di Pippo, Professor of Practice of Space Economy & Director of the Space Economy Evolution Lab (SEELab) at SDA Bocconi, Juan L. Mallo, Partner at BlueStar Investment Managers SA, and Luca Paolazzi, Ceresio Investors, Fondazione Nord Est. Angela Antetomaso, Forbes Italy, moderated an engaging conversation amongst the panelists regarding a multitude of activities in the space economy, including reusable rockets and satellites that are being deployed for connectivity and data gathering. A recording of this webinar is available on our website.

On January 26th, the Zurich committee produced an in-person Fireside Chat with Camille Vial, Managing Partner and CEO of Mirabaud & Cie SA, moderated by Anjeza Kadilli, PhD, Professor of Finance, Haute Ecole de Gestion, Geneva. Mirabaud Group hosted this in-person event at their office in Zurich. 100WF members and their guests gleaned insights on how digitalization is transforming the financial sector and serving as a lever of innovation and competitiveness. After the program, participants had an opportunity to discuss their views with colleagues during an apéro.



*Macroeconomic and Geopolitical Outlook for 2023
London*



*Capital Markets and the Road Ahead
Germany*

OUR PILLARS (cont'd)

APAC

Conversations on Diversity, Equity and Inclusion, an in-person and webinar event was hosted by J.P. Morgan on January 17th, in their Singapore office. Approximately 100 finance industry leaders representing over 60 different companies were in attendance and over 100 participated via videoconferencing. The panel, moderated by Elaine Choo of J.P. Morgan, included Rachel Ang of Southern Ridges Capital, Deanna Ong of GIC and 100WF CEO Amanda Pullinger. Candid conversations transpired amongst the panelists around creating truly diverse, equitable and inclusive policies and practices within management teams and at the core of firms. This culture can create meaningful change internally and in society. Several breakout sessions were conducted to continue the conversations. This was a great way to share ideas around DEI as we prepare for the opening of the APAC DEI Award application process in March.

The Australia education committee organized a fully booked event scheduled to take place on January 31st. EY is generously hosting this event, Leadership Lessons from Three Women Members of Parliament, in their Sydney office. Speakers for this event include Allegra Spender MP, Independent Federal Member for seat of Wentworth, Zali Steggall OAM MP, Independent Federal Member for seat of Warringah, Kylea Tink MP, Independent Federal Member for seat of North Sydney. Sara McKerihan, Managing Director, Vice Chair, Australia and New Zealand, Citi will moderate a discussion about how a background in corporate can lead to success and leadership in public service at the national level. Sara will probe the panel speakers about their career journeys and what motivated them to move into elected positions to represent and serve their communities.



*Conversations on DEI hosted by J.P. Morgan
Singapore*



*Conversations on DEI hosted by J.P. Morgan
Singapore*

PEER ENGAGEMENT

The 2021 Early Career Compensation Survey data results have been reviewed and contextualized into the annual report. If you have any questions please contact earlycareersurvey@100women.org.

The Early Career Women of our Cayman Islands location started the morning of January 13th with an enlightening breakfast session designed to energize our members in balancing professional and personal pursuits. Patrizia Bruzio, Managing Director of Brown Brothers Harriman Trust Company (Cayman) Limited shared practical tips of how attendees could achieve their goals with insights gained from her experience.

(Continued on next page)

OUR PILLARS (cont'd)

PEER ENGAGEMENT *Continued*

On January 19th, 100WFinTech in association with the Fintech Association of Hong Kong hosted an in-person panel discussion on Web3.0 & Metaverse - The Future of Digital Web Management. This dynamic session co-moderated by Wendy Wong, 100WFinTech committee member, and Michelle Chan, Fintech Association of Hong Kong, covered local market trends in HK, global observations, use cases and practical implementation tips regarding web3.0 and its integration into digital wealth management. The speakers on the panel included Karen Belin, Co-Founder of AngelHub & WHub, Benny Ho, Head of Business Development - New Ventures at Animoca Brands, and Dominic Maffei, Hong Kong Head at SC Ventures.



*100WFinTech Event
Hong Kong*



*Joyce Ivy Foundation Event
New York*

IMPACT

Our strategic partner, ViableEdu, kicked off its winter cohort on January 10th. For the next eight weeks, students (including five who were nominated by 100WF) will learn the foundations of finance from expert instructors.

A group of 100WF staff members and Angels attended a reception hosted by the Joyce Ivy Foundation on January 19th. Joyce Ivy is one of 100WF's 20+ global nonprofit partners, which we support through grants, volunteers, and industry connections.

Planning is well underway for a series of university events this quarter, including at Chapman, Bentley, Middle Tennessee State, and the University of Virginia.

UPCOMING EVENTS



EMEA INDUSTRY DEI AWARD

The goal of the 100WF Industry DEI Award is to encourage innovation and positive action in the area of Diversity, Equity and Inclusion within different firms across the industry. We seek to recognize those organizations that are driving forward and shaping the future of women in the finance industry. 100WF and sponsor J.P. Morgan hope to make these organizations' efforts and positive results more visible to other companies and individuals, inspiring others to be catalysts of change. The application period for the EMEA award began on November 21st and will conclude on February 7th. The winner will be announced at the London Gala on March 7, 2023.

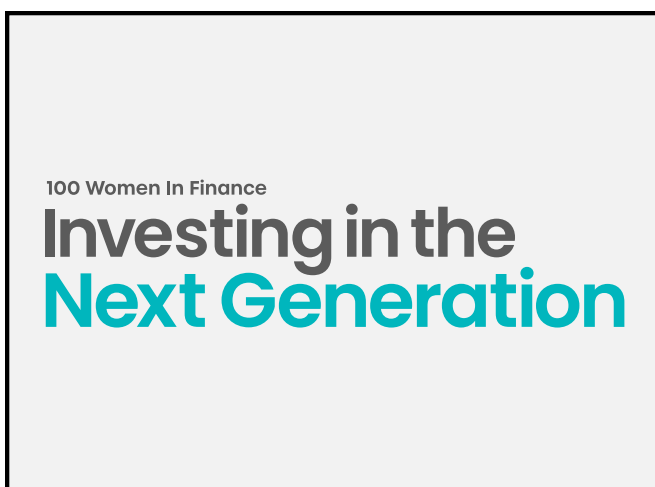
Learn more at fundraisers.100women.org/industry-dei-award

2023 GALAS

The 2023 Cayman Gala will take place on February 17th at the Kimpton Seafire Resort and Spa. Sponsorship opportunities and individual ticket pricing will be available shortly. Click [here](#) for more information.

The 2023 London Gala will take place on March 7th at the Victoria and Albert Museum. For more information regarding sponsorship opportunities or individual ticket sales go to the [London Gala Page](#).

Learn more at fundraisers.100women.org



INVESTING IN THE NEXT GENERATION

Our Impact visibility initiative aims to reach, inspire, and support young women at high school, university, and business school levels who will become a talent pipeline for the future leadership of the industry. Regional JumpStart Hong Kong will kick-off on February 2nd with an in-person and virtual event sponsored by UBS. Global JumpStart and LaunchMe registration is now open! The LaunchMe applications are due February 28. Global JumpStart (virtual) will take place on March 3.

Learn more 100women.org/about-us/invest-next-gen