

# 100WF Monthly Monitor

April 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 and 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?

Our volunteer committees organized more than 30 in-person events globally across our three pillars in April, bringing our year-to-date total to 104. A highlight for the month was the official launch of our Nigeria location, which was attended in-person by 100WF CEO Amanda Pullinger.

The application process is open for our APAC and Americas DEI Awards, which will be awarded at our Hong Kong and New York galas, respectively. The eligibility requirements for the APAC have recently undergone revisions, with modifications made to the criteria for minimum employees. The new minimum threshold of 30 employees is more reflective of the APAC market landscape. Applications will be accepted through June 30, 2023.

Our Impact Investing Symposium (IIS), previously run under the non-profit High Water Women (HWW), is happening in New York City and we've shared the Save the Date with 100WF members and a select group of attendees who have participated in this event historically. Check out the [webpage](#) for event details! We have had an amazing response from our members with 40+ offering to volunteer. We're still looking for more volunteers to help with speaker recruitment, session development, audience engagement and onsite delivery. Contact [impactinvesting@100women.org](mailto:impactinvesting@100women.org) to get involved!

We are pleased to share that our Volunteer Conference will be returning this fall, scheduled for November 9 in NYC. Stay tuned for registration details, including accommodations and agenda. All inquiries should be addressed to [volunteerconf@100women.org](mailto:volunteerconf@100women.org).

We're excited to announce that this month, Man Group and Wells Fargo Advisory joined our Corporate Sponsor program, underscoring their steadfast support for 100WF's mission and Vision 30/40.

We are also pleased to introduce Sarah Finley to 100WF as Global Director of our FundWomen initiative.

- Number of 100WF Registered Members: 27K+
- Number of LinkedIn Followers: 41K+
- Number of Locations: 32
- Number of Staff Members: 26
- Number of Volunteers: 600+

# LOCATION UPDATES



## NIGERIA LAUNCH EVENTS

100WF marked the official launch of its Nigeria location this week with keynote speakers Sola David-Borha, former CEO of Standard Bank Group, Africa Region, and 100WF CEO Amanda Pullinger, addressing senior leaders in the financial services sector in Nigeria and 100WF member at a dinner sponsored by First Bank of Nigeria, Verod Capital, Citi, and Stanbic IBTC. Amanda, Nigeria Committee members and Nigerian Exchange Group executives also commemorated the launch with the NGX closing gong ceremony. Other events, organized by the 100WF Nigeria Committee, included a roundtable meet and greet session hosted by FirstBank and a cocktail reception hosted by Verod Capital which featured remarks by MOFI. Ending the week was a fintech-focused breakfast session organized by 100WFintech Visibility Committee.

Learn more at <https://100women.org/locations/nigeria/>

## 100WFINTech VISIBILITY INITIATIVE GLOBAL SERIES

This month, 100WFinTech launched its Global Series, kicking it off with interviews of three of the members of the 100WFinTech committee. Each interview provides personal insights into why these individuals are passionate about the fintech visibility initiative, and how they have built a successful fintech network in their respective regions. Over the next four months, we will be diving deeper into each region (North America, Europe, the Middle East, Asia Pacific, and Africa) to learn how committee and directory members have demonstrated fintech leadership and achieved higher visibility, inspiring the next generation of talent. To read these in-depth interviews and to learn more about the initiative visit the [100WFinTech webpage](#).



## SEC WEBINAR NEW YORK

On April 25, Bonnie Sussman, Partner at EisnerAmper and 100WF MidCareer New York Committee member, held a webinar on SEC enforcement priorities & future policies, with over 270 registrations from our membership. SEC representatives, Antonia M. Apps and Maurya Crawford Keating were keynote speakers. Bonnie moderated topics ranging from identifying conflicts of interest, to ESG-related disclosures, guarding data, responding to malicious incidents, and advisor focus areas. The webinar provided valuable insight on SEC policies, compliance obligations and operational risk management for private funds.



# OUR PILLARS

## EDUCATION

### AMERICAS

100WF Toronto members gathered on March 28 for an interactive conversation produced by the Toronto education committee and hosted by Fitch Ratings at the National Club. Panel speakers included Sarah Keyes, FCPA, FCA, CEO at ESG Global Advisors, and Tamara Tisminetzky, Director of ESG Research, Sustainable Finance at Fitch. Sarah and Tamara discussed recent updates on ESG and Canada's Nuclear Power Strategy. They reflected on the social license to develop support for the government's nuclear power strategy as well as what lies ahead and the risks and opportunities faced by both issuers and investors.

On April 12, the New York education committee hosted their third in-person event of the year, which was graciously hosted by Natixis. The 100WF members in attendance were treated to an insightful panel discussion, titled "Focus on Real Assets: Aviation, Infrastructure and Electrofuels." Led by Moderator Jérôme Le Jamte of Natixis Corporate & Investment Bank (CIB) for the Americas, panelists Ravina Advani of BNP Paribas, Ayesha Choudhury of Infinium, and Yevgeniya Levitin of Natixis Corporate & Investment Banking, discussed the current trends, risks, and opportunities influencing infrastructure, electrofuels, and aviation investing. Following the panel discussion, members mingled over drinks and hors d'oeuvres, making it a wonderful evening of learning, networking, and connection.



*Toronto education event hosted by Fitch Ratings at the National Club*



*New York education committee event hosted by Natixis*

On April 18, the Salt Lake City education committee produced an in-person event "Expanding Women's Access to Capital" hosted by Tanner LLC and SheMoney. Jacki Zehner of ShePlace/SheMoney moderated a panel discussion on how expanding access to capital for women leads to greater economic expansion and opportunity. Panel speakers included: Jacquelynne Elliot, Silicon Valley Bank; Kat Kennedy, Kickstart; Rachelle Morris, RevRoad Capita; and Christina Qi, Databento. Among other insights shared by the panel, the discussion explored how to empower women on both the demand and supply side of capital. The event concluded with the Salt Lake City committee outlining the benefits of a 100WF membership to newcomers and outlined the upcoming 2023 programs planned for Utah's registered members. Following the event, members and their guests were invited to continue the conversation and network with colleagues over refreshments.



# OUR PILLARS (cont'd)

## EDUCATION

### EMEA

Swiss pension funds must maintain inclusivity, with non-discriminatory rules. However, payment parity isn't always guaranteed. On March 6, the Geneva education committee produced an event reviewing how employers are addressing gender equality. The event was generously hosted by Centre Patronal. Isabelle Cohen Solal, COHerence&SOLutions, moderated the panel which included Sophie Cathala, Pension Fund Director at CICR, and Brenda Duruz-McEvoy, Head of Social Policy at Centre Patronal. At the event, 100WF members learned about driving change and the view of pension fund managers on the gender pay gap. Following the event, participants were encouraged to keep the conversation flowing and express their viewpoints on the topic, all while mingling and enjoying refreshments with their peers.



The healthcare industry is innovating at a rapid pace, creating a need for capital to fuel growth and investment returns. On March 29, the London education committee produced an engaging panel discussion hosted by Norges Bank Investment Management which was moderated by Sasha Trower, Partner at VenrexExpansion, around the drivers of this need in the healthcare investing arena. Specific areas of focus included augmented computing power, novel patient treatment approaches and a better understanding of diseases. 100WF members got an in-depth overview and understanding of the industry's landscape from panel speakers Bjørge Bakke, Analyst of Healthcare Equity Strategies at Norges Bank Investment Management, Joanne Bugg CFA PhD, Investment Manager at Wellcome Trust, and Michelle Ross, Chief Investment Officer & Managing Partner at StemPoint Capital. Following the discussion, members had the opportunity to share their perspective with peers as they networked over refreshments.



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# OUR PILLARS (cont'd)

## EMEA

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On April 13, the Milan education committee produced an in-person event, “Analyze and Improve the Gender Pay Gap,” hosted by PwC. Governments across Europe are prioritizing gender equality by tackling pay gaps between men and women. Similarly, businesses are adopting diversity and inclusion strategies to promote and retain talent. 100WF members and their guests filled the room to hear panel speakers discuss best practices and lessons learned. Panel speakers included: Paola Barazzetta, Partner, Corporate & Compliance, PwC TLS Avvocati e Commercialisti - PwC Diversity & Inclusion Leader, PwC; Licia Ciocca, Human Resources - Inclusion Diversity & Social at Banco BPM; Tania Giallatini, Head of Executive Management and People Acquisition at Poste Italiane; Anna Chiara Lucchini, Group Head of Leadership Development & Group Academy at Assicurazioni Generali SpA; and Francesco Pasquale De Mutiis, Director at PwC. Following the event members and guests were invited to continue the conversations, share perspectives, and network over refreshments.



On April 18, the Germany committee produced a webinar, “Opportunities and Challenges of Investing in Private Debt,” sponsored by ICG and HPS. Over 100 members tuned in to discover the unique features of private debt. Julia Beinker, Managing Director at ICG, gave the introduction and Olga Braun-Cangl, Senior Investment Director at Cambridge Associates, moderated the discussion. Panel speakers included: Roisin Conran, Managing Director at HPS Investment Partners, Sina Timm, Private Debt Lead at Viridium Group, Hannah Wilcock, Associate Director, Marketing and Client Relations at ICG, and Celine Zissel, Senior Investment Manager at Allianz Investment Management. The panel shared their insights as to why investors and asset managers find private debt so interesting, despite market volatility and rising interest rates.

## APAC

On April 20, the Singapore education committee produced a sold out event titled “IWD Speed Networking” hosted by Saxo Markets. Inspired by speed dating, the format encouraged guests to interact and connect with as many peers as possible. The International Women's Day celebration encourages both men and women to support each other in advancing women's careers. In these small group discussions participants gained insights as they discussed tips for closing the gender gap in the financial industry. Additionally, members and their guests networked with drinks and bites while sharing anecdotes of success and strategies for empowering women at every career stage!



On April 26, the India Working Group organized and produced a webinar “Gold as a Strategic Asset Class,” sponsored by World Gold Council. Gold, a valuable commodity throughout history, makes for a sought-after investment option due to its unique properties. Amidst unpredictable economic conditions like the COVID-19 pandemic, investors are diversifying with strategic asset allocation. Jyoti Rai, 100WF India Working Group Lead moderated an engaging discussion with panel speakers Juan Carlos Artigas, Global Head of Research at World Gold Council, and Bekxy Kuriakose, Head Academics at OAWA about how gold investment has gained popularity as a safeguard against inflation. A recording of this webinar can be found in our [On Demand](#) section of the website.

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# OUR PILLARS (cont'd)

## PEER ENGAGEMENT

On March 22, over 70 members turned out for the private art gallery tour and networking event produced by the MidCareer New York committee and hosted by West Chelsea Contemporary located on Tenth Avenue in New York City. Members explored 20th century and contemporary art with a private tour led by Gallery Director Paolo Galli Zugaro of West Chelsea Contemporary. Afterwards, participants connected with industry peers and had the opportunity to expand their networking circle over cocktails, all while celebrating Women's History Month. The event concluded with a live raffle drawing sponsored by the gallery, giving participants a chance to win a book on women in art.



On March 23, the MidCareer Cayman committee produced an event as part of their Coffee and Conversation series, "Tenacity, Resilience and Overcoming Adversity," hosted by Artex at Pane and Pasta in George Town. Over 30 members kicked off their day with coffee and networking, discussing how women in sports and business succeed by tapping into their tenacity and resilience to overcome adversity. Kelly Sage, Founder of Rampd. Consulting moderated the conversation with Shaunagh Brown, a rugby player and elite athlete, and Suzanne Sadlier, the Managing Director of Artex, as they shared invaluable lessons learned, helping attendees gain new insights into success.

The Hong Kong MidCareer committee organized a delightful Happy Hour to celebrate International Women's Day on March 28th. It was a toast to Women's History Month, a time to recognize the resilience and successes of women. The event offered an opportunity to reconnect with contacts and expand your network through a self-sponsored happy hour. At the event, the 100WF EarlyCareer and MidCareer committee co-chairs shared the benefits of the organization with members and guests. It was a great opportunity for young professionals to learn more about advancing their careers, networking with peers, and supporting each other through their journeys. Overall, the Happy Hour was a huge success and a fitting celebration of the contributions and importance of women in our world.



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# OUR PILLARS (cont'd)

## IMPACT

The LaunchMe 2022 mentorship program ended in March 2023. Alexis Belladonna and Typhaine de Bure joined our closing session and shared the numerous ways both students and professionals can continue to stay involved with 100 Women in Finance to enrich their career experiences.

The LaunchMe 2023 mentorship program kicked off its second annual program with 214 mentee, mentor and committee participants across the Americas, APAC and EMEA. Adding to this year's global program, we're excited to announce regional-focused small virtual cohorts and in-person events, all thanks to the LaunchMe Professional and Student committees' dedication and innovative ideas. In addition to 1:1 meetings between mentees and mentors, each quarter the program will include group mentoring and outside perspectives in 4 key areas of professional development - Exploring Career Opportunities, Enhancing Professional Network, Building Essential Career Skills and Developing Business Acumen.

On April 6, Cristina Garcia, Priya Kaftan, and Jean Lu represented 100 Women in Finance during a panel discussion "The Power of Women Leaders in Finance" at New York University Stern School of Business. Multiple students reached out after the event to express how much they appreciated the speakers and inspiration they provided. Thank you to our panelists and Scholars of Finance for collaborating on this event!

The Impact team is pleased to announce the addition of three new members: Rachel Rabbitt, Manager of Special Projects of Impact, Jane Hayes Nally, University Relations & Data Assistant, and Ana Deeley, Programming Assistant. We look forward to working with you!



*"The Power of Women Leaders in Finance" hosted by NYU Stern School of Business*

# UPCOMING EVENTS



## APAC & AMERICAS 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. 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 APAC & Americas award is open and will conclude on June 30. The winner will be announced at the Hong Kong and New York Galas on November 1 and 8 respectively.

Learn more at [fundraisers.100women.org/industry-dei-award](https://fundraisers.100women.org/industry-dei-award)

## MEET TOP ACHIEVERS LUXEMBOURG

On May 10, join 100WF's CEO Amanda Pullinger, in Luxembourg, as she delivers the opening remarks at 100WF's next Break the Mould event, hosted by CIBC. The multi-part series, first launched in 2021 to celebrate the 20th anniversary of 100WF, features an array of accomplished individuals from beyond the finance industry. This edition's panelists include Léa Linster, Luxembourgish Celebrity Chef, Rajaa Mekouar, Founder & Managing Partner at Calista Direct Investors, and Varvara Tseliou, Chief of Finance Division at NSPA.

To learn more click [here](#)



## GLOBAL FUNDWOMEN WEEK VOLUNTEER RECRUITMENT

We are recruiting volunteers for our 2023 Global FundWomen Week conference. Planning is underway for a fall event, featuring in-person and virtual programming. To hear more about the event or how you can join a committee, please visit the [GFWW page](#) on our website.