

100WF Monthly Monitor

September 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?

There are so many exciting educational and networking events in the 100WF pipeline this fall! With less than two weeks remaining, the Impact Investing Symposium in New York City on October 10th is set to ignite our excitement. We are privileged to have an amazing group of volunteers leading out the conference and we are looking forward to seeing many of our members moderating panels, taking part as panelists and leading out Table Talk Discussions.

Our 2023 APAC and Americas Industry Leadership Award and Industry DEI Award recipients have been selected. Be the first to congratulate the award honorees and network with other industry leaders at the Hong Kong and New York Galas taking place on November 1 and 8 respectively. Don't delay in securing your ticket! Additional information in the Upcoming Events section.

Our global Volunteer Conference will take place on November 9. Whether you can spare a few hours or the whole day, this event is designed to bring together the dedicated volunteers of our organization and our dedicated staff to engage in meaningful conversation and forge new connections.

Just around the corner is Global FundWomen Week 2023 taking place December 4-8. Registration for the virtual conference is now open! The 2023 virtual program will consist of small group meetings providing allocators and managers opportunities for interaction and exchange information for managers and allocators. These group meetings will be conducted across all time zones. The event is open to female fund managers and to qualified institutional allocators who fit our [eligibility criteria](#).

We are thrilled to share the news that Rokos Capital has joined our Corporate Sponsor program this month. This exciting collaboration exemplifies their commitment to our Vision 30/40 and strengthens our ability to make a lasting impact.

Join us in recognizing Nicole Wiley's expanded service to 100 Women in Finance as she takes on the role of Interim CEO. Previously our COO/CDO, Nicole has a deep passion for our mission and wide understanding of our members' needs, the organization's operations, and our corporate partners' interests. Under her leadership, watch for continued progress toward Vision 30/40 and strong execution of the programs that you enjoy. She hopes to engage with you at one of our many upcoming events highlighted above. In the meantime, Nicole is eager to hear from you about how 100 Women in Finance can help you reach your professional goals.

- Number of 100WF Registered Members: 29K+
- Number of LinkedIn Followers: 46K+
- Number of Locations: 32
- Number of Staff Members: 26
- Number of Volunteers: 600+

LOCATION UPDATES



INVESTMENT HACKATHON HONG KONG

On September 16, 50+ volunteers from 100WF and J.P. Morgan worked with 48 students, all women aged 18-25, at the 100WF University Investment Hackathon held at one of J.P. Morgan's offices in Hong Kong. The student teams analyzed three HK/China consumer discretionary stocks (BYD, China Resources Beer, and Trip.com) and provided one recommended stock with a suggested sizing of 1%, 0.5% or 0.25% based on their conviction. Following their analysis, each team gave a four-minute presentation to the judges (three from J.P. Morgan, one from CFA Society, and two from 100WF). The judges and fictitious CFO/IR gave each team valuable feedback. The champion team was awarded a dinner with a senior female leader in this industry.

FUNDWOMEN PRIVATE LUNCH NEW YORK

On September 20, 100WF brought together 20 female investment professionals to discuss Impact Investing through the Gender Lens over lunch kindly sponsored by Capricorn Investment Group. The discussion was led by special guests Elizabeth Bailey of RH Capital, Michaela Edwards of Capricorn Investment Group and Evelysse Vargas of Zeal Capital Partners. The FundWomen roundtable series serves as a platform for networking and establishing meaningful dialogue with an aim to strengthen the network between female investment professionals. FundWomen events are open to female portfolio managers and institutional allocators.



Learn more about our FundWomen initiative here:
<https://100women.org/initiatives/fundwomen/>



CORPORATE RETURNSHIP PROGRAM: INTERCONNECTEDNESS OF PERSONAL BRAND AND NETWORKING

100 Women in Finance partnered with AllianceBernstein for a two-day workshop in Nashville in September. The workshop focused on transferable skills, enhancing personal brand and networking. Leveraging content from our LaunchMe Mentorship Program, we co-designed the workshop with executive leadership and team coach, [Allison Spargo](#). The workshop included breakout sessions, executive interviews, and tools to empower returners as they transition back into the workforce.

To learn more click [here](#).

OUR PILLARS

EDUCATION

AMERICAS

On August 10, the Salt Lake City committee organized a "Summer Networking and Social Hour" which presented an excellent occasion for professionals to connect with industry peers in a relaxed environment. Set in the heart of downtown, this gathering gave attendees the opportunity to rekindle connections with familiar faces and establish new relationships within the finance sector. The event actively encouraged participants to contribute their insights and recommendations for future programs, speakers, and social initiatives, promoting a spirit of community and active engagement.

The 22nd episode of 100WF's webinar series "Candid Conversations with CIOs" dropped on August 21. 100WF Board Member Rupal Bhansali moderates an engaging conversation with Laura Hill, CIO at Advocate Health, and Josh Rabuck, CIO at Indiana University Health about their perspectives on the impact and rewards associated with the role of a CIO. The episode is available for viewing [here](#). Catch up with previous episodes [here](#).

On September 19, the Toronto committee organized a breakfast event "Trust, Ethics and Transparency Issues in the Age of AI" hosted by Infinite Investment Systems Ltd. Zeenat Haq, of Infinite Investment Systems Ltd., in conversation with Lori Weir, Co-Founder & CEO of Four Eyes Financial, delved into the current concerns surrounding AI's reliability and data privacy. These concerns have led many professionals to exercise caution, especially when dealing with sensitive information. The event emphasized the vital components of transparency, accountability, and human oversight in maintaining trust in AI. Furthermore, it underscored the pivotal role of regulatory frameworks and responsible AI practices in shaping the future of trustworthy AI technologies. Attendees left with a better understanding of the complexities of AI and its impact on trust in our modern world.



The Cayman Gala committee outdid themselves once again, on September 20, with the annual 100WF Cayman Islands Mad Hatters Tea Party. Attendees were whisked away into a whimsical world, as they embraced the theme "Don't be late, don't be late for a very important date!" It was a delightful opportunity for guests to reconnect with peers, expand their networks, and show support for the 100 Women in Finance Foundation. The event featured an array of creative tea blends, enchanting "drink me" potions, and delectable delicacies that added to the magical atmosphere, fostering engaging conversations throughout. To make the experience even more memorable, guests were encouraged to don their maddest hats or attire, with a special prize awaiting the wearer of the Maddest Hat.



OUR PILLARS (cont'd)

EDUCATION

EMEA

Despite the ruse of a quiet summer, events in EMEA charged ahead. On July 11, the Germany committee organized an event in Frankfurt with keynote Dr. Gabriele Apfelbacher of Cleary Gottlieb Steen & Hamilton and co-author of a recent Investors4Diversity study on the impact of institutional investors on board diversity at German listed companies. The event "How Can Institutional Investors Promote More Diversity on German Boards?", hosted by Wellington Management Europe and FINVIA Family Office GmbH, drew together nearly 50 industry practitioners to discuss how institutional investors can promote more diversity on German boards. The discussion delved into trends in board membership, the role diversity plays in the investment decisions of institutional investors and recommendations for action. This dynamic event was conducted in German and moderated by Germany committee members Susanne Ballauff, Wellington Management, and Barbara Wokurka, FINVIA Family Office GmbH.



A week later on July 19, 100WF members in Milan enjoyed an exclusive session "Women Empowerment: Lighting Up the Future of Leadership in the Financial Services Industry," with Francesca Tagliapietra of Deloitte. Francesca addressed the latest results from the annual Deloitte report "Advancing women leaders in the financial services industry, 2023 update: a global assessment," and shared best practices and what steps can be taken to accelerate the path toward equity. After the session, attendees enjoyed the opportunity to network over drinks and refreshments hosted by Deloitte.

On July 24, the South Africa location celebrated its first-year anniversary with a high-profile event in Johannesburg hosted by Absa Bank featuring a fireside chat with Dr. Rashad Cassim, Deputy Governor of the South African Reserve Bank who shared insights into the macro-economic outlook of South Africa in conversation with 100WF South Africa committee member, Inal Henry. Attendees also heard from Jeanette Modise, Chief People Officer, from Absa Group and Charles Russon, CEO of Absa Corporate and Investment Banking about Absa's achievements in accelerating transformation and gender equity and why partnering with organizations like 100WF is strategic for their firm. Janice Johnston, Chair of 100WF's South Africa committee and CEO of Edge Growth Ventures also shared the ambitious plans for 100WF in South Africa and highlights from a successful first year. The event drew together finance industry experts, mid-career professionals and students from South Africa's top universities who enjoyed networking afterwards.



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OUR PILLARS (cont'd)

EDUCATION

EMEA *Continued*

In Cape Town, on August 24, sunny skies and an engaging topic by two thought leaders Dr. Rufaro Nyakatawa, PhD, CFP®, MBA, TEP of Jersey Finance and Helena Conradie, CFA of TenFour Partners, attracted a full house for "Follow Your Inner Compass to a Successful Career," hosted by Jersey Finance. Our speakers recounted their personal journeys to becoming pioneers of financial and business inclusion on the African continent and purposefully contributing to communities at large and defining the new style of sustainable leadership. South Africa committee member Tania Pringle moderated and South Africa Committee Chair Janice Johnston gave closing remarks.



On September 8, the Nigeria committee organized "Your Path to Success in Finance" sponsored by Citi and First Bank of Nigeria Ltd. Senior leaders, Chinwe Egwim, Chief Economist at Coronation Merchant Bank, Abimbola Ozomah, Senior Banker & Director of Global Network Banking at CitiBank, and Abimbola Sulaiman, CFA, Executive Director of Investments at ARM Pensions, shared lessons learned and tips on navigating career challenges and opportunities with young professionals in Lagos. Saratu M. Kitchener, Special Projects Officer & Senior Strategy Associate at Africa Finance Corporation, moderated the panel.

The insights of these role models sparked engaging discussions around the role of mentorship in careers, the balance between delivering excellence and building visibility, as well as when to make a career pivot and how to overcome the difficulties along the journey.



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OUR PILLARS (cont'd)

EDUCATION

APAC

Members of our Singapore location had the pleasure of attending a masterclass on "The Real Leadership Challenge" by esteemed Professor of Management Practice at INSEAD, Narayan Pant on September 7. The event provided an insightful exploration into this thought-provoking topic. It was a great opportunity for our Singapore location, who collaborated with the renowned INSEAD EMFin program, to not only gain insights into the program but also engage in meaningful networking with students, faculties, and accomplished alumni of INSEAD.



On August 31, Vanessa Bennett, CEO and Co-Founder of Next Evolution Performance shared her insights and research with members in Sydney into how to improve productivity while avoiding burnout. The event was hosted by HSBC.

Some key points from the highly interactive session include:

- High performance is a culture where people feel engaged to do their best work to achieve optimal productivity, profitability and energy... without fatigue and burnout.
- If expectations aren't managed and difficult (but necessary) conversations don't happen, we can fall into the trap of saying yes to every task and over commitment.
- Know what you need to stop doing in order to make space for activities you want to start on.
- Our brains cannot handle continuous partial attention to multiple tasks; therefore manage requests so you remain present.
- Cognitive energy is to a knowledge worker what physical energy is to an athlete.



The India Working group organized an engaging session on September 13 with Sheela Kulkarni of World Gold Council about gold as a strategic asset. The session covered the drivers of gold demand, its correlation with other asset classes and how gold increases risk-adjusted returns in a portfolio, as well as how to invest in gold-backed products. Sheela's keynote was followed by an interesting panel discussion with Claire Lincoln, World Gold Council and Ghazal Jain, Quantum Mutual Fund, moderated by Jyotii B Rai, Singularity VC, on when to buy gold for investment, its performance in USD and INR and how much gold should one allocate in a portfolio. The event was hosted by World Gold Council.



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OUR PILLARS (cont'd)

PEER ENGAGEMENT

The main aim of our peer engagement pillar is to build connections and help create lasting professional relationships that provide a support network as members advance through their careers. Over the summer months our Early and MidCareer committees across many of our locations have taken the opportunity to pursue building these deeper connections through networking events, including brunches, charity runs, yoga workshops and more.

Early Career New York members in New York City participated in the 2023 Cheryl Diamond NYC 5K Cancer Schlep on August 20. The event aimed to support research and treatment for breast, ovarian, and prostate cancer. Committee member Giorgina Natale led the initiative.



Early Career New York Run/Walk:
NYC 5K Cancer Schlep



Early Career London Sunday Brunch



MidCareer Cayman: Friday Flex

While the Early Career New York committee clocked up steps around New York City, Early Career London members engaged in table topic icebreakers at a Sunday brunch event. A fun gathering to help members build career aspirations and expand their professional networks.

On September 15, MidCareer Cayman members concluded their week with an invigorating Pilates workout followed by networking and a glass of bubbly with their peers. This Friday Flex event was a perfect way to wind up the week and leave the stress behind!

IMPACT

On September 15, the 100WF Singapore Impact committee hosted the "Future Trends in the Finance Sector and the Emerging Roles of Finance Professionals" panel at the Singapore Ministry of Education event for secondary and junior college career counselors. Our speakers Kerrine Koh of Hamilton Lane, Rachana Mehta, CFA of Maybank Asset Management Group and Sky Liu of Cobo shared stories about how they entered the industry and the many experiences that have kept them there. Damayanti Shahani of 100WF's Singapore Impact committee moderated the session. This event was a great opportunity to showcase 100WF's Investing in the Next Generation initiative and connect our corporate sponsors, members and volunteers with local talent as well as encouraging young women to enter the industry.

Our upcoming Global JumpStart program will be held virtually on October 6 from 9-12:30 pm ET. This is a great opportunity for students to learn more about the industry and gain introduction to role models. We are thrilled to welcome Manuela Veloso, Head of J.P. Morgan Chase AI Research, and Herbert A. Simon, University Professor Emerita at Carnegie Mellon University, as our keynote speaker. Registration is available [here](#) - please forward to any students who may be interested.

Opportunity in Charlottesville, VA: UVA Women's Business Forum Panel (November)

We are working with the undergraduate Women's Business Forum at the University of Virginia to host an event showcasing different roles in finance. The event will be a moderated panel format and questions will be provided in advance.

Date options are November 8 (between 5:30-8:00 pm) or November 13 or 14 (6:30-8:00 pm). If you are interested in participating, please email allison@100women.org with your availability. We will select the date that works best for the majority of interested individuals.

UPCOMING EVENTS



HONG KONG & NEW YORK GALAS NOVEMBER 1 & 8

Join us at the Hong Kong and New York Galas on November 1 and 8!

The galas are a golden opportunity to expand your professional network, forge meaningful connections, and gain valuable insights from the brightest minds in the industry. Witness the celebration of excellence as we honor the 2023 Industry Leadership Award recipients, whose remarkable achievements have shaped the landscape of the finance sector. Be inspired by the recipient of the 2023 Industry DEI Award, who is setting new standards and paving the way for a more inclusive future.

To learn more click [here](#).

100WF VOLUNTEER CONFERENCE NOVEMBER 9

We are thrilled to invite all our volunteers to connect, either in-person or virtually, at our 100WF Volunteer Conference! Our goal is to have representation from all 32 global locations of 100WF. The preliminary agenda features 100WF Global Board Chair Carole Crawford and 100WF Global Board Vice Chair Barbara Novick. It will be a content-rich one day event for 100WF volunteers providing ample opportunity to network with volunteer peers from all over the globe, as well as the 100WF staff team. There is no fee to attend for current 100WF volunteers. View additional agenda, venue, and suggested accommodation [here](#).

For inquiries click [here](#).



GLOBAL FUNDWOMEN WEEK DECEMBER 4-8

We are excited to announce that Virtual Registration is now open for the 2023 Global FundWomen Week. Taking place from December 4-8, 2023, the 2023 GFWW Program will feature an engaging virtual experience, focusing on small group meetings tailored to managers and allocators. These meetings will be scheduled to accommodate participants across different time zones. Instead of virtual 1:1 meetings, we have curated these intimate group sessions to foster interactive opportunities and encourage valuable information exchange. The event welcomes female fund managers and qualified institutional allocators who meet our [eligibility criteria](#).

For more information click [here](#).

