

100WF Monthly Monitor

November 2023



What's the Monthly Monitor?

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?

In November, our volunteer committees around the globe led over 45 engaging events - in-person and virtual - all aligned with our three key pillars: Education, Peer Engagement and Impact, and our Visibility Initiatives: FundWomen and FinTech. This year to date, we have produced over 300 events that have created value and opportunity for our members and supporters!

On November 1, the Hong Kong Gala was a sold-out event with 300 industry professionals in attendance in support of our mission and Vision 30/40. Approximately HKD 3.8 million in gross proceeds were raised for the benefit of the 100WF Hong Kong Foundation. Rachel Lord, Senior Managing Director at BlackRock, was honored as the recipient of the 100WF APAC Industry Leadership Award, and Victoria Funds Management Corporation was announced as the winner of the 2023 APAC Industry DEI Award. To read the full announcement and view photos from the event click [here](#).

More than 450 industry professionals attended the New York Gala hosted on November 8 at Cipriani 42nd Street. Over \$900,000 in gross proceeds were raised in support of the 100 Women in Finance Foundation. Kim Lew, Chief Executive Officer and President at Columbia Investment Management Company was honored with the 2023 Americas Industry Leadership Award, and Cambridge Associates was announced as the recipient of the 2023 Americas Industry DEI Award. Click [here](#) to read the event summary and view photos from the evening.

100WF hosted the Global Volunteer Conference on November 9 in NYC. Volunteers from locations around the globe were in attendance for the event. Opening remarks were given by 100WF Global Board Secretary and 100WF Co-Founder Sarah Dyer and 100WF Global Board Chair and Senior Advisor at the CFA Institute Carole K. Crawford, CFA. These remarks highlighted the remarkable success of the organization and shed light on the future trajectory. Closing remarks were given by Barbara Novick, 100WF Global Board Vice Chair and Co-Founder and former Vice Chair of BlackRock. Thank you to all the volunteers who organized and led information sessions for our attendees. The feedback received to date has been positive and insightful. We plan to share an event summary, including video clips and photos, in the coming weeks.

We are excited to welcome Michelle Bushe as our new Chief Financial Officer. Michelle is based in the United States, more specifically, the Midwest area. With her extensive experience and expertise in nonprofit financial accounting, we are confident that she will greatly contribute to our growth and success.

- Number of 100WF Registered Members: 30K+
- Number of LinkedIn Followers: 48K+
- Number of Locations: 32
- Number of Staff Members: 26
- Number of Volunteers: 600+

LOCATION UPDATES



CORPORATE MIXOLOGY COMPETITION CAYMAN

On October 26, the Cayman Gala committee held the 100WF 7th Annual Corporate Mixology Competition. The event successfully raised \$7,500 in net proceeds for the benefit of the 100 Women in Finance Foundation. Attendees had the opportunity to taste a variety of creative cocktails and socialize with industry peers. The competition was fierce, with teams from various companies showcasing their mixology skills. After careful consideration, the volunteer judges awarded Deloitte with the "Best in Glass" award for their outstanding cocktail creation. PWC was recognized as the "Best Overall" team, impressing the judges with their creativity and presentation. Finally, the "People's Choice" award, determined by popular vote, went to EY for their crowd-pleasing cocktail.

LONDON STOCK EXCHANGE MARKET OPEN

On October 31, 100WF opened trading at the London Stock Exchange to celebrate the individuals and firms whose support is crucial to advancing 100WF's mission and achieving Vision 30/40. Amy Flikerski, Managing Director and Head of External Portfolio Management, CPP Investments, and a member of 100WF's Global Board opened the market. Amy highlighted how the organization brings together industry firms to share their best practices of Diversity, Equity and Inclusion, and ways to support and retain talent which is critical to furthering progress toward greater gender balance at the senior and executive levels within the industry. Attendees also heard from Yulia Galasyuk, Director, EMEA Relationship Management, Citi and 100WF MidCareer London committee chair and Elena Koycheva, Head of ESG Client Experience, BlueBay Asset Management and 100WF MidCareer London committee member who highlighted the key takeaways and actionable solutions from the 100WF Global MidCareer Survey.



FIRST IMPRESSIONS DINNER LONDON

The Impact committee organized a First Impressions Dinner on November 22 that was hosted and sponsored by UBS UK. This event unites a select group of UBS UK senior executives and clients, along with their daughters, nieces, or mentees, with a diverse group of students from local public or partner schools, all invited by 100WF. The format of the evening included a panel of industry professionals followed by dinner. It is designed to provide students with insights into different roles within the industry and to encourage open conversation and learning. The featured panelists and role models shared their personal stories and described their day-to-day experiences in the finance industry. Opening remarks were delivered by Bea Martin, Head Non-Core and Legacy, President EMEA & UK Chief Executive at UBS, and Professor Rosie Campbell, Director of the Global Institute for Women's Leadership at King's College London.



OUR PILLARS

EDUCATION

AMERICAS

The Salt Lake City committee organized “Board Service 101” on October 3, hosted by Zions Bank. The event featured speakers Deborah Bayle of NACD (National Association of Corporate Directors), Utah Chapter and Sui Lang Panoke of Zions Bank. The session provided insights into board responsibilities and covered the advantages of serving on corporate or nonprofit boards. Attendees enjoyed sharing ideas and plans for board service over drinks and refreshments after the panel.



On October 25, our Philadelphia members attended a captivating session on wine as a collectible asset led by Brian Ward from WineAdvise & Winston Art. Participants explored the unique aspects that make wine a coveted asset class and gained valuable insights into the valuation process. The evening, hosted by 1919 Investment Counsel, LLC., was further enriched by an intimate wine-tasting experience.

One day later, the Washington DC committee organized an event titled "Navigating the Path to Fund Directorship" in Washington DC. The event brought together industry experts to discuss fiduciary responsibilities and explore the diverse paths, roles, and opportunities in board membership. Speakers at the event included Julie Jack of Durable Capital Partners LP, Sherri Rossoff of RockCreek, who is also a Global Board member for 100WF, as well as Alaina Danley and Ivana Faltysova of Waystone. They shared their insights and experiences with the attendees. The event was hosted by Waystone and the Cayman Islands Government Representative to North America. It provided valuable information and networking opportunities for those interested in pursuing a career in fund directorship.

The Minneapolis committee's recent event on November 8, "Artificial Intelligence: What Now? What's Next?" provided an insightful exploration of AI's current and future applications in investment, client engagement, and operational efficiencies. The event was hosted by JP Morgan Asset Management and featured speakers Ellie Boldenow and Arezu Moghadam. Kirsten Rastrick of JP Morgan Investment Bank moderated the conversation.



The recording of 100WF's webinar titled "ESG Regulation that Impacts Investment in Latin America" is now available. The webinar, which took place on November 13 and was sponsored by Fitch Ratings, featured speakers including Lucia Barrera of Sustainable Fitch, Helena de La Torre of IFC, and Tamara Tisminetzky of Sustainable Fitch. During the event, the panel provided a comprehensive overview of the current state of ESG in Latin America and discussed how it compares to the global landscape. The webinar was moderated by Milena Carrizosa of Fitch Ratings. If you missed the webinar, you can watch the recording [here](#).

OUR PILLARS (cont'd)

EDUCATION

EMEA

Members in Zurich gathered on October 10 for “How Career Selection and the Leaky Pipeline Affect Women's Advancement” hosted by PKZ. Prof. Dr. Margit Osterloh, CREMA (Center for Research in Economics, Management and the Arts), University of Zurich, delved into the factors behind the disparity between women and men in their career advancement based on a recent study she co-authored. The conversation was moderated by Eleanor Tabi Haller-Jorden of The Paradigm Forum GmbH and explored whether career choices influenced by prevailing gender norms or discrimination against women are to blame for the discrepancy between women and men in career advancement.



On October 12, the London Education committee and the Association of Property Lenders jointly produced "Real Estate Investment: Opportunities and Challenges", hosted by Ashurst in London. The event featured panelists David Arzi of Starz Real Estate, Madeleine Cosgrave, Landsec Non Executive Director, Richard Craddock of LaSalle Investment Management, Laura Denenga of PGIM Real Estate, Britta Drexler of Apollo Global Management, Inc., Roxani McFadden of McArthurGlen Group and was moderated by Ruth E Harris of Ashurst. The well attended event covered key market themes, trends, pricing and the risks and opportunities of real estate investment.



Members in Frankfurt came together on October 18 for “Female Leadership: Führen durch effiziente Kommunikation - Leading with Communication” organized by the Germany committee. Bettina Orlopp of Commerzbank AG and Sabia Schwarzer of Merck Group, in conversation with Silvana Herold, Commerzbank AG, shared tips and first hand experiences on how to use effective communication with colleagues and supervisors to advance your career. The event, hosted by Commerzbank AG, was broadcast live to a global audience.

Also on October 18, the Paris committee organized “It's Your Money: Manage Your Investments - Parlons argent ensemble” hosted by BNPParibas MixCity. Charlotte Laurent of BNP Paribas Asset Management moderated an enlightening conversation between Emilie Bellet, Founder of Vestpod, and author of the bestselling book You're Not Broke, You're Pre-Rich, and Raphaelae Leroy, Director of Corporate Engagement BCEF, BNP Paribas. Cédric Lissillour, BNP Paribas gave opening remarks. After the panel, 100WF members enjoyed networking with members of BNP Paribas MixCity and guests.



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OUR PILLARS (cont'd)

EDUCATION

EMEA *Continued*

On October 19, the Dublin committee organized "Master Digital Developments in Asset Management" hosted by Blackrock. 100WF members and industry colleagues heard from Mai Santamaria of Department of Finance Ireland, Amor Sexton of Blockdaemon and Tom McGrath and Fionnuala Donnelly both of BlackRock, about the opportunities and challenges of the digital transformation of financial services. The members' appetite to learn more about this important topic was palpable as questions flowed until the end. After the session, attendees enjoyed a dynamic networking reception with speakers and industry peers.



On October 25 in Kenya, members and industry colleagues gathered at the Residence of the Ambassador of the United States to Kenya for an event on the investment climate in Kenya. There was a keynote by David Rogovic from Moody's Investors Service's Sovereign Risk Group before attendees were invited to network with colleagues over refreshments. This unique event was produced by the Kenya committee.



The Middle East committee organized a fireside chat and networking dinner on October 25 around the FII Conference in Riyadh. The evening featured networking over dinner and a fireside chat with Huda Al Lawati, founder and CEO at Aliph Capital, and Jack R Selby, entrepreneur, managing director at Thiel Capital, and founder and managing partner at AZ-VC. This by-invite-only event for senior practitioners was hosted by Morgan Lewis & Bockius LLP and Standard Chartered Bank and was quickly oversubscribed!



Also in October, the Milan committee organized "Rethinking Distressed Assets in Italy" hosted by Linklaters. Alessandro Esposito of SC LOWY, Tommaso Micaglio of One33, Benedetta Zangari of Davidson Kempner Capital Management and Silvia Sinigaglia, Council Corporate Advisory gave an overview of the Italian market for distressed assets and special situations. The panelists touched on the skillsets investors need to find the most interesting opportunities and identify the challenges. Francesco Faldi of Linklaters moderated the engaging discussion.



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OUR PILLARS (cont'd)

EDUCATION

APAC

The Singapore Education committee kicked off the month with an engaging event "Challenges/Opportunities of Investing in Asian Markets" hosted by Norges Bank Investment Management. Soumi Mitra of Norges Bank Investment Management, Archana Parekh of Balyasny Asset Management L.P., and Winnie So, CFA, FRM, CESGA of Credit Suisse gave a thorough overview of trends for various asset classes and different local markets as well as discussed the impact of new technologies and economic trends. The session was moderated by Lisa Johnson of Panagram.

One day later in Sydney at the "Sleigh Queens - Dress To Impress EOY Celebration" hosted by Datasite, Australian members donated corporate clothing to the international nonprofit organization Dress for Success, supporting women re-entering the workforce. The event featured a presentation by Melissa Collins, CEO of Dress for Success, followed by networking opportunities and a chance to win 10 classes at Bodylove Studios for Reformer Pilates through a business card draw.

November 10 marked the beginning of the InvestHER Masterclass and Lunch series in Hong Kong. The event topic was "The Fundraising Playbook" featuring Scott Peterman of K&L Gates. Scott shared insights into effective strategies for brand building, crafting compelling offering documents and pitch books, and positioning yourself competitively in the changing landscape of capital acquisition. The Hong Kong InvestHer program series aims to empower women for financial security and foster career growth by providing essential knowledge and life skills to help them achieve financial independence.



PEER ENGAGEMENT

Following their speaking roles at the Impact Investing Symposium, the ESG New York Peer Advisory Group (PAG) co-chairs and members carried forward their discussions on sustainable investing. During their meeting on November 13, they focused on various approaches to integrating Diversity, Equity, and Inclusion factors into their strategies. Senior practitioners in ESG roles can anticipate the expansion of ESG PAGs in London and Switzerland in 2024. Exciting developments lie ahead!

The Early Career Germany committee's recent event on November 13, titled "Influence How Others Perceive You," was hosted by Wellington Management Europe GmbH. A large percentage of the attendees were new to 100WF and the event provided a valuable opportunity to introduce these guests to the many benefits of our organization. The panel discussion featured Valerie Huth of Fidelity International, Sabrina Leinweber of Indigo Headhunters GmbH & Co. KG, and Oliver Metzler, who shared insightful tips and strategies, including effective communication and self-expression to shape how others perceive them. The session was moderated by Lena Michel from Wellington Management Europe GmbH.

On November 15, the MidCareer Cayman committee organized a session titled "Securing Your Legacy: Where There's a Will, There's a Way" as part of their Coffee and Conversations series. Led by Anthony Partridge, Partner at Ogier, the interactive session focused on the benefits of having a valid will for mid-career members. The feedback from attendees was positive, many expressed a newfound appreciation for the critical importance of having a will in place. The event was hosted by Ogier.



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OUR PILLARS (cont'd)

IMPACT

On November 3 in Salt Lake City, 60 students attended the University of Utah panel discussion “Explore Careers in Finance” sponsored by Morgan Stanley and Goldman Sachs. The topics and discussion were truly inspiring. Following the panel discussion, students had the opportunity to network over lunch with peers and 100WF members in Salt Lake City.



Erika Lau, a university student from Hong Kong, shares the inspiring journey of how she connected with 100 Women in Finance in a video clip titled, “A Beacon for Pre-Career Women.” In the video, Erika discusses how she first learned about 100WF and its benefits during a JumpStart event in 2022. This encounter opened doors to numerous opportunities that she had never imagined before. After attending the event, Erika actively engaged in the Impact Programs offered by 100WF in Hong Kong. Her participation in these programs led to her decision to transition from the science faculty to the business school in September of this year. To learn more about Erika's remarkable story, watch [“A Beacon for Pre-career Women.”](#)

VISIBILITY INITIATIVES

FINTECH

In Frankfurt, members heard from Laurent Bertrand of BTO (BetterTradeOff), Irina Gontcharova of Microsoft, Rukayyat Modupe Kolawole of PACEUPinvest® GmbH and Christina Epplen of Allianz Global Investors at the “Future of Finance: Where Cutting-Edge Tech Meets Wealth Management” event on October 25. The panel shared insights into the seismic shifts caused by emerging technologies like blockchain, artificial intelligence and decentralized finance and addressed how these developments could affect clients, firms and personal investments. The event was hosted by Allianz Global Investors and produced by the Global Fintech committee.

Also on October 25, the Global Fintech committee organized “From Data to Decisions: AI's Role in Client's Investment Journey” as a satellite pre-event to HK Fintech Week 2023. Attendees heard from Nelson Chan of Amazon Web Services (AWS), Benson Wong of J.P. Morgan Private Bank, Alex Ypsilanti of Quantifeed and Clarice Yue of Clifford Chance about the potential impact of AI on the wealth management industry and how the use of AI will affect your client experience. Jennifer Hsieh of Private Wealth Management Association (PWMA) moderated the session. This panel was a collaboration between the Private Wealth Management Association (PWMA), the Wealth & InvestTech Committee of the FinTech Association of Hong Kong and the 100WF Global Fintech committee. As a result of this event, 100WF members were given a 15% discount on tickets for HK Fintech Week.

On November 7, the Global Fintech committee organized “Scaling Fintech Globally: Navigating Challenges and Seizing Opportunities” hosted by EY in London. Attendees enjoyed hearing success stories, lessons learned and practical tips for scaling fintech companies globally from Alicia Ariffin, Global Head of People and Culture at SteelEye, Diana Dinis, Director of Product at Remote and Nicky Goulimis, Founder at Tunic and Nova Credit. Richa Verma, Director at EY moderated the engaging discussion. Members had ample opportunity to network with speakers and peers before and after the session.

UPCOMING EVENTS



GLOBAL FUNDWOMEN WEEK DECEMBER 4-8

Our long-awaited Global FundWomen Week is taking place next week! All members are invited to our opening webinar on December 4, "Why Diversity is Important at CalSTRS: A Conversation With Christopher Ailman, CIO." Click [here](#) for details and to register.

Wrapping up our in-person component of GFWW on December 7, The Annual Senior Portfolio Manager Panel, produced by the New York Education Committee and hosted by Morgan Stanley, remains a notable event not to be missed. For details, including speakers and registration, please click [here](#).

2024 CAYMAN GALA FEBRUARY 2

The Tenth Annual Barefoot Beach Gala will take place on February 2, 2024. Make it a night to remember with cocktails, food-tasting stations, and dancing under the starry Caribbean sky.

There are a number of branding and access opportunities available. Please contact the [Cayman Islands Gala Committee](#) for more information.



UPCOMING OPPORTUNITY TO HOST STUDENT SITE VISIT FEBRUARY 20

Our university contact at Rotman Commerce (University of Toronto) is planning a NYC Finance Trek the week of February 20. Twenty sophomores will visit top financial firms and network with alumni and industry professionals. Half the students on the trip are females looking to build careers in capital markets, investment banking, asset management and PE. If you are interested in hosting students for an office visit (including a firm overview, "Day in the Life" presentation, and networking), please reach out directly to Kirsten Neuendorff at kirsten.neuendorff@utoronto.ca. Please note that the majority of the students would require visa sponsorship to work full-time in the United States.