



Women in Finance

Dear members,

As we enter 2024, I offer deep appreciation to all of our volunteers and members who made 2023 such a success. What fabulous accomplishments, with 300 events, four galas recognizing industry leaders and raising funds to support our initiatives, the Impact Investing Symposium and Global FundWomen Week, along with a wonderful Global Volunteer Conference! These were possible because of the dedication of our hard working volunteers in our 32 locations supported by our talented staff/consultant team members. I had the privilege to connect with so many of you at these events and it was inspiring to see our members and volunteers in action! On behalf of the board of directors, I thank each of you for giving your time and talent to advancing our mission and vision.

As your board chair, I want to share that the board's commitment to our mission of empowering women and realizing our vision of 30/40 has never been stronger. We are committed to increasing our engagement and communications with members this year. You will see a number of new efforts unfolding in the next several months. Watch for details in February on the executive search firm and CEO Search Committee details leading the search for our next CEO.

For the year ahead, we have a few key priorities on which we are focused. Foremost, is accelerating our path to achieve Vision 30/40. We will create momentum by enhancing our efforts around how we execute our mission of empowering women to achieve their professional potential at each career stage.

Together, we will leverage the power of our collective voice, especially important now, given what's happening in our industry. We plan to take a more visible role in standing as the leading advocate for women in finance and will continue to convey the decisively advantageous results generated by women leaders.

As important, is growing our membership. Membership dues, along with sponsor support and gala proceeds, enable our organization to provide the three pillars of education, peer engagement and impact activities that bolster and support our members. Enhancing how we partner and collaborate with our sponsors, "cousin" organizations, and other important stakeholders also will be a priority for 2024.

Based on the growth we've had the last few years, our board thought it necessary to conduct a member survey and a strategic review of our initiatives and operations in order to align, focus and enhance how we deliver on our mission and vision going forward. You'll hear more about those efforts through engagement surveys to come in the next few months, asking for you to share your thoughts and opinions.

As a global, established community that empowers women at every stage of their career, we are calling upon you as members and volunteers to build and engage with our network. We invite you to unite with us to strengthen our community, the power of our collective voice and the potential for change. Together, we are more powerful advocates for our members and our profession.

Yours in the mission,

A handwritten signature in black ink that reads 'Carole K. Crawford'.

Carole K. Crawford, CFA
Board Chair



100WF Monthly Monitor

January 2024



As we step into a new year filled with fresh opportunities and exciting ventures, 100WF would like to take a moment to express our gratitude for our sponsors' unwavering support. Your continued partnerships have been an instrumental part in driving our organization's success. We are grateful to have you by our side this year, and we are excited to continue building upon our shared successes together.

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CORPORATE SPONSOR UPDATE

We are thrilled to share that Brown Brothers Harriman has joined as a Silver Sponsor.

- Number of 100WF Registered Members: 30K+
- Number of LinkedIn Followers: 50K+
- Number of Locations: 32
- Number of Volunteers: 600+

LOCATION UPDATES



BUILDING BRIDGES: THE POWER OF ALLYSHIP CAYMAN ISLANDS

The Cayman committee organized an event "Building Bridges: The Power of Allyship" on December 6, co-hosted by Deloitte and Walkers. The Honourable André Ebanks, Deputy Premier, Minister for Financial Services and Commerce, and Investment, Innovation and Social Development, emphasized the significance of allyship in creating a more supportive and equitable environment for everyone. Attendees learned how to become effective allies, challenge biases, and promote a culture of respect and collaboration with colleagues at all levels.

After the keynote, attendees enjoyed networking with peers and making new connections over drinks and appetizers.

ANNUAL SENIOR PORTFOLIO MANAGER PANEL NEW YORK

On December 7, Morgan Stanley hosted the annual senior portfolio manager panel titled "Dive into New Portfolio Strategies" which served as the culmination of the in-person day of the Global FundWomen Week conference. The panel featured Sherrese Clarke Soares of HarbourView Equity Partners, Nancy Davis of Quadratic Capital Management, Ivelina Green of Pearlstone Alternative, and Maria Jelescu Dreyfus of Ardinal Investment Management. Kirk Sims of Teachers Retirement System of Texas moderated the session. The event attracted a diverse audience comprising conference participants and members of 100WF, who had the opportunity to engage in networking activities following the panel discussion. Notably, the event was jointly produced by the New York Education and Global FundWomen Week committees.



WEBINAR

Interview with The Rt. Hon. Baroness Catherine Ashton of Upholland, former EU Foreign Policy Chief

21 November 2023

8:00 AM EST

1:00 PM GMT

3:00 PM SAST

5:00 PM GST

Produced by:
100WF London Education Committee



**Baroness Catherine Ashton
of Upholland**
former EU Foreign Policy Chief



Raquel Rodriguez
PIMCO
Moderator



John Studzinski CBE
PIMCO
Introductory Remarks

INTERVIEW WITH THE RT. HON. BARONESS CATHERINE ASHTON OF UPHOLLAND, FORMER EU FOREIGN POLICY CHIEF LONDON - WEBINAR

[Log in to your member profile](#) to watch the webinar on-demand now. This session has been made available to our global membership by the webinar sponsor, PIMCO. The interview features the Rt. Hon. Baroness Catherine Ashton of Upholland, former Vice President of the European Commission and former High Representative of the EU for Foreign Affairs and Security Policy in conversation with Raquel Rodriguez, Head of UK Consultant Relations, PIMCO. The webinar gives a close-up view of high-level geopolitics and covers crucial skills in international relations including strategies for managing conflict, negotiation and the art of delegation. John Studzinski CBE, Vice Chairman of PIMCO gave introductory remarks.



Sponsor:

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OUR PILLARS

EDUCATION

AMERICAS

In November of last year, PwC hosted two events, the “CFO Perspectives: Managing in an Uncertain Environment” on November 27 organized by the Washington DC committee, and the “Transformative Leadership” on November 30 organized by the New York committee.

During the Washington D.C. event, the panel of CFOs: Maria Izurieta of Code42, Elaine Marion of ePlus inc., and Juanita Russell, CPA of Common Securitization Solutions, shared insights and tips from their corporate finance careers. They discussed topics such as managing the environment, adjusting strategy, and collaborating with C-suite colleagues to drive results. The session was expertly moderated by Lisa Mayr of Marigold.

In New York City, members and professionals from PwC heard from Celeste Mellet of Global Infrastructure Partners, Krista Murphy of Point72, and My Chi To of Voya Financial, Inc. They discussed the impact of transformational leadership on fostering loyalty, driving high performance, and empowering women to advance and excel as leaders. The event was moderated by Julia Lamm of PwC, with opening remarks delivered by Debbie Bigman of the 100 WF team and a former PwC executive.



CFO Perspectives: Managing in an Uncertain Environment
Washington, D.C.



Transformative Leadership
New York

On November 30, the Chicago committee organized an educational wine-tasting and networking event in celebration of the holidays. Members learned to discern the features of six international wines produced by women winemakers and consider if the price is truly indicative of quality in this unique market. The event was hosted by EY.

Continuing the festive spirit, the Salt Lake City committee organized a Holiday Party and Indian Cooking Demo on December 6. Members and guests enjoyed networking, drinks, Indian appetizers, and a cooking demo with Lavanya Mahate, owner of Saffron Valley and founder of the local nonprofit, Rise Culinary Institute. Attendees learned about Rise Culinary Institute’s mission to transform the lives of area refugees and immigrants through training in culinary skills and employment opportunities. The event was hosted by Grandeur Peak.



Holiday Wine Tasting and Networking
Chicago



Holiday Party and Indian Cooking Demo
Salt Lake City

(Continued on next page)

OUR PILLARS (cont'd)

EDUCATION

EMEA

Our committees in EMEA produced a diverse range of high quality events in 2023. We have included some highlights from Q4 below and we look forward to a full calendar as we kick off 2024!

On October 18, the London committee organized “Future of Working in the World of Finance” which was co-hosted by the Milken Institute and Copper. The panel included Niki Beattie of ClearToken, Rich Ditzio of Milken Institute, Lord Philip Hammond of Copper, and Hanneke Smits of BNY Mellon Investment Management. Sophie Baker of Pensions & Investments facilitated the discussion which covered macroeconomic themes and how key drivers such as technology, sustainability, DEI, AI and blockchain will influence the future of the industry. Lucy Balicki of Copper and a member of the London education committee, delivered the opening remarks.



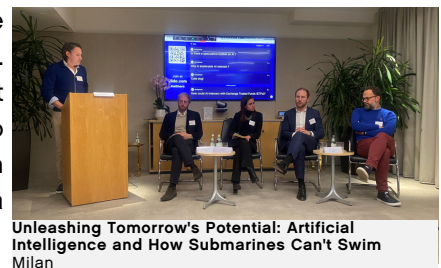
Members in Johannesburg enjoyed hearing from Aurélien Mali, VP Senior Credit Officer - Sovereign, Sub-Sovereign, Moody's Investors Service about South Africa's credit profile through the prism of ESG considerations. The highly topical presentation took place on November 1, shortly after South Africa's Medium Term Budget speech. Committee member Isabella Burke opened the session and committee chair, Janice Johnston, gave closing remarks. The insightful presentation prompted a lively discussion among members following the session. The event was hosted by Moody's Investors Services at the Four Seasons Hotel, Westcliff, Johannesburg and was organized by the South Africa committee.

On November 7 in Switzerland, the Geneva committee organized “Be Resilient. Don't Stress About Stress,” featuring Emilie Ducommun, professional medical coach. During the event, Emilie shared tips and practical tools on how to master daily stress at work and home. Attendees learned to recognize signs and symptoms of stress and ways to improve resilience to stress. The event was hosted by Pulse Incubateur HES and RSM Switzerland.



On November 14, members in Cape Town enjoyed an intimate fireside chat with Ed Kieswetter, Commissioner of South African Revenue Service (SARS) followed by structured roundtable networking. During the conversation moderated by Nailah Limbada of M&G Investments Southern Africa, Commissioner Kieswetter shared his experiences of building resilient institutions and of rebuilding SARS during his tenure. Tania Pringle, a member of the South Africa committee gave remarks. The event was hosted by M&G Investments Southern Africa.

Members in Italy gathered on November 28 for an insightful session covering the challenges, risks, and rewards associated with investments in AI-driven technology. “Unleashing Tomorrow's Potential: Artificial Intelligence and How Submarines Can't Swim” hosted by Withersworldwide featured Tommaso Migliore of MDOTM, Stefano Quintarelli of Rialto Ventures, Lorenzo Tencati of LTH Group, Clelia Tosi of Fintech District and was moderated by James Shaw of Withersworldwide. This event was a hybrid format, both in person in Milan and virtual, view the recording [here](#).



On December 13 in Frankfurt, MSCI hosted “Build Resilience When Facing Adversity” organized by the Germany committee. Speakers included Heike Freimuth of EIB, Petra Hielkema of EIOPA, Edda Schröder of Invest in Visions, and Daniela Simonetta Sfameni of UBS Business Solution AG. The session moderated by Simone Ruiz-Vergote of MSCI ESG Research covered ways to implement and enhance your resilience in both your professional and personal lives. The event was conducted in German.

OUR PILLARS (cont'd)

EDUCATION

APAC

Members in Sydney came together on November 21 for an informative session “Sponsorship: What, Why and How” organized by the Australia committee. The panel included Michelle Guthrie, Andrew Landman, Sara McKerihan, and Lauren Grant and was hosted by BlackRock. Attendees gained valuable insights into how to identify and seek a sponsor to further advance their careers.



Sponsorship: What, Why and How
Sydney



On December 5, the Hong Kong committee organized an event, titled “What's on the Other Side? Switching Between Buy-side and Sell-side,” hosted by BNP Paribas. Several of 100WF members and their guests attended the event and heard from panel speakers Claudia Kwik of Kadensa Capital, Stephen Prince of BNP Paribas, and Karen Yeung of Primas Asset Management. Jason Chang of The Bund International moderated the conversation that touched on the opportunities and challenges that arise when transitioning between the buy and sell side. Additionally, panel speakers shared experiences and learned strategies from their journey to success. Following the discussion, members continued the conversation and engaged in networking over drinks and hors d'oeuvres.

The Singapore committee produced an event hosted by EMpower on December 7, which discussed the educational, health, and workforce needs of marginalized young people in emerging market countries. EMpower partners with local organizations to support initiatives centered around promoting education, good health, and relieving poverty among children, young people, women, and other disadvantaged individuals. Moderator Ashlesha Vaishampayan of T. Rowe Price led the engaging discussion with panel speakers Henna Hemnani of EMpower, Avon Neo of Nomura, and Lillian Wang of Arisaig Partners. A networking session followed in which attendees discussed how as individuals, or representatives of their firm, they can contribute to addressing these social issues through philanthropy and volunteer activities.



Learn How Philanthropy and Volunteerism Support Marginalised Girls and Young Women in Asia
Singapore

OUR PILLARS (cont'd)

PEER ENGAGEMENT

On November 21, the Early Career Dublin committee organized an event titled "The Rise of Female Entrepreneurs in Sustainability," hosted by the International Sustainable Finance Centre of Excellence as part of Climate Finance Week Ireland. Jennifer Carroll MacNeill, Minister of State, Department of Finance, delivered the opening remarks. Aisling McCaffrey of Grant Thornton and co-chair of the Early Career Dublin committee moderated the engaging discussion with Cathy Bryce of AIB, Sandra Healy of inclusio, Mamobo Ogoro of GORM, and Ann Shiels of FinLexSus. These women entrepreneurs showcased innovative approaches to addressing ESG issues and achieving the UN Sustainable Development Goals. The focus was on diversity, equity, and inclusion, training, sustainable finance, and support for women in entrepreneurship.



The Rise of Female Entrepreneurs in Sustainability
Dublin

On December 13, the Cayman Island committee organized a fundraising event, Bubbles & Bling, for the benefit of the 100 Women in Finance Foundation (Foundation). The event was hosted by Island Jewellers. Attendees had the opportunity to view the latest jewelry collections in time for the holiday season. A portion of the evening's sales were donated to the Foundation. Members and their guests enjoyed bubbly while networking, and reflecting on the past year's events and how they supported the mission and progressed Vision 30/40.

IMPACT

Pre-Career

Thank you to AIA for hosting the First Impressions Dinner in Hong Kong once more this past November. During these events, students and their chaperones meet with female finance industry role models and explore various career possibilities together. The AIA event featured professionals across various areas of the industry: insurance, retail banking, equities, and funds. Each shared her personal journey into finance, inspiring both the student and adult attendees.



First Impressions Dinner
Hong Kong

OUR PILLARS (cont'd)

IMPACT

Pre-Career *Continued*

We are excited to announce dates for our Global and Regional (Hong Kong) JumpStart sessions. These events - both held virtually for Q1 this year - aim to introduce students to the finance industry, demystifying roles and providing them with access to role models.

The global event will be held on March 1, 2024 from 9am-12pm ET.

The regional event, friendly to APAC time zones but open to all students, will be held on March 5 from 4-7pm HKT.

Registration for both events will be publicized via email and on our LinkedIn page in early February.

100WFinTech

On November 7, the 100WFinTech committee organized an event “Scaling Fintech Globally: Navigating Challenges and Seizing Opportunities,” hosted by EY in their London office. The panel was moderated by Richa Verma, Director of EY Consulting/Banking Transformation, and consisted of panelists: Alicia Ariffin, Global Head of People and Culture at Steeleye, and Diana Dinis, Director of Product at Remote. Both Alicia and Diana shared their personal journeys, highlighting their significant contributions to the success of the fintech companies. Richa skillfully guided the conversation, offering the audience a diverse range of anecdotes. These anecdotes ranged from the challenges of talent acquisition in different jurisdictions to the importance of preserving company culture during periods of expansion.



Scaling Fintech Globally: Navigating Challenges and Seizing Opportunities
London

OUR PILLARS (cont'd)

IMPACT

FundWomen

Global FundWomen Week ran between Dec 4-8 and this year saw the return of an in-person conference in NYC. The event brought together over 60 female fund managers and 120 institutional allocators for a day of networking, thought leadership, and engaging discussions. The virtual conference ran across multiple time zones and included over 190 managers and over 1000 participants took part in 46 virtual spotlights.

Thank you to all our volunteers and our conference chair Priya Kaftan, Head of IR and Product Development at Heard Capital for their leadership and efforts. A special thank you to our event sponsors and supporters, without whom we would not be able to host the conference.

Want to take part in ongoing FundWomen events and updates? Register to be a part of our FundWomen Community in CLADE. Please keep your materials updated on our directory and help spread the word. All managers are required to be members of 100WF to participate in ongoing FundWomen events.

To learn more please contact FundWomen@100Women.org



Global FundWomen Week
New York City

WE ARE HIRING

Global Communications Director

We seek a highly strategic and experienced Global Communications Director to join our executive leadership team as we advance our mission and navigate an ambitious next stage of growth.

View the full job description and apply [here](#).

Senior Accountant

Reporting to the CFO, the ideal candidate will play a crucial role in maintaining accurate financial records, reporting, and ensuring compliance with Generally Accepted Accounting Principles.

View the full job description and apply [here](#).

UPCOMING EVENTS



2024 CAYMAN GALA FEBRUARY 2

The Tenth Annual Moonlit White Masquerade Gala will take place on February 2, 2024. Make it a night to remember with cocktails, seated dinner 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.

2024 LONDON GALA MARCH 6

The London Gala brings together industry leaders and participants for a special evening of recognition and fundraising. The gala will be held on March 6, 2024 at the V&A South Kensington for the benefit of 100 Women in Finance Foundation.

At the London Gala, the 2024 EMEA Industry Leadership Award (ILA) and the 2024 EMEA Industry DEI Award will be presented.

Please contact the [London Gala Sales Team](#) for more information about tickets or sponsorship opportunities.



2024-2025 APPLICATIONS OPEN

The 100 Women in Finance LaunchMe Mentorship Program is a comprehensive development and advocacy initiative that helps connect career-ready students to professionals and industry firms. Applications for LaunchMe 2024-2025 are open. More information, including an overview of the benefits for each population and how to apply, can be found [here](#).



[Mentor
Application](#)

[Mentee
Application](#)