



Women in Finance®

2023 Pre-Career Activity Report

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Introduction

The mission of 100 Women in Finance (100WF) is to strengthen the global finance industry by empowering women to achieve their professional potential at each career stage.

We operate under a guiding principle that we call Vision 30/40. It is the goal for women to occupy 30% of senior investment roles and executive committee positions by 2040. Even with our efforts, and those of so many other organizations working toward gender equity, we still have quite a way to go for women to hold even close to the number of investment or executive roles in finance that men currently hold.

Achieving a goal like Vision 30/40 will require reaching more women who are already in finance while simultaneously advocating for a new generation of industry leadership.

Impact is one of 100WF's three pillars, along with Education and Peer Engagement. Through our Impact work, we aim 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.

Education

Education and Professional Programming (both in-person and virtual) help women to broaden perspectives, gain insights, and sharpen skills at every stage in their career

PEER ENGAGEMENT

We empower women with connections and resources, providing the opportunity for networking, career advancement, and increased presence.

IMPACT

We believe that expanding the pipeline of women entering finance, banking, technology, and business higher education will ultimately increase female representation in leadership roles of these sectors.

VISION
3040

Committees and Programs

Impact Committees

The 100 Women in Finance Impact Committee exists to enable and facilitate opportunities for 100WF members to participate in 100 Women in Finance's Impact pillar in their local communities.

Regional Impact committees create opportunities for engagement between 100WF-member role models and pre-career young women for the purpose of encouraging the exploration of careers in the finance industry. Each of our regional Impact committees plays a role in expanding the pipeline of female talent entering the finance industry with the objective of reaching our 30/40 goal.

Impact Programs

100 Women in Finance's Impact pillar is comprised of two components: our Impact proprietary programs (the "Impact Programs") and our external strategic partnerships.

100 Women in Finance designs our Impact programs to reach professionals at every stage of their career and for pre-career young women in college or university. Several programs aim to introduce students to careers in the finance industry. We connect students to our network of professional members for mentorship and relationship-building through curated programs designed to cater to each level of their career path.

In order to join these programs, pre-career women must be members of the organization. 100 Women in Finance is proud to offer complimentary membership to university students pursuing finance, business, STEM, and other industry-relevant degrees. Students who become 100WF members enjoy all the features of 100WF's Global membership level, including the following:

- Invitations to attend 100WF's global education programming
- Access to recorded content for on-demand viewing
- Access to the 100WF NextGen Group, a global peer network and programming platform for those in early-stage finance industry careers
- Invitations to special events hosted by external organizations
- Access to the 100WF job board
- Entitlement to 100WF's membership benefits, such as discounts on industry education certificate programs, resources, and conferences

Investing in the Next Generation

After many years of investing in charitable initiatives, 100 Women in Finance pivoted to our "Investing in the Next Generation" model in 2019.

Investing in the Next Generation Initiative programs serve students at all phases of their academic journey. Programs are intended to be beneficial both to students with a great deal of support, as well as for those who may find themselves lacking guidance from their university or home communities. All global programs are open to any currently enrolled student, regardless of residence location.

Through our Investing in the Next Generation Initiative, 100WF collaborates with industry firms, nonprofit partners, and colleges and universities using a three-pronged approach:

Introduce

Demystify the world of finance and investing, rendering it more appealing and accessible to young women of diverse backgrounds.

Educate

Increase young women's awareness of the finance industry's full career spectrum via partnership with grassroots organizations that directly deliver critical STEM and finance education

Connect

Provide young women with relevant and relatable finance industry role models and mentors, while opening the doors to career opportunities.



100 Women In Finance

Investing in the
Next Generation

Impact Partners

100 Women in Finance supports organizations whose charitable objectives align with our Investing in the Next Generation initiative. In 2023, these included:

Bay Street Deconstructed	Onyx Initiative
Council for Economic Education	Rock The Street, Wall Street
Educate Girls Globally	STEM for Her
Females in Finance	The Hong Kong Award for Young People
GAIN – Girls Are Investors	The Joyce Ivy Foundation
Girls Just Wanna Have Fund\$	The Sadie Collective
Girls Who Invest	Hong Kong Unison
Inspiring Girls International	University Impact
Junior Achievement Hong Kong	Wall Street Bound

In addition to the grant funding distributed by 100 Women in Finance to our Impact grantee partners, we collaborate on events, share resources, and connect organizations in our ecosystem that are doing similar work. These activities are an investment to create the change we aim to realize. Examples of our partners include:

- Educate Girls Globally is a US-based nonprofit that exists to deliver, through the vehicle of a scalable, replicable model of education reform, an improved quality of life for traditionally-marginalized girls in developing countries. Since 2000, EGG has imparted 70,000 girls with critical leadership skills.
- Inspiring Girls International, a UK-based charity, helps girls ages eleven through fifteen to see all career fields as options for their future. Since their inception in 2016, they've helped over 55,000 young girls see potential career possibilities in STEM.
- Based out of the Washington, DC metro area, STEM for Her is a nonprofit promoting education around STEM-related topics. This can include education topics and events for young women that raise the profile of STEM generally. The immersive experience they provide young women seeks to close the gender gap in STEM-related workforces. Since 2003, they've helped over 7,500 young women see the opportunities for themselves in STEM.

JumpStart

At the global level, JumpStart is a virtual experience that provides college-age students with an introduction to the finance industry and the opportunity to meet experienced professionals. Throughout the course of the program, participants receive career guidance, industry information, interviewing and networking tips, and opportunities to interact with professionals, recruiters, and fellow students from around the world.

“ JumpStart brilliantly provided college-aged women direct access to women in business seats one would normally not meet or have access to, and that is priceless to participants. The enormous work that Allison Jegla [100WF Global Director of Impact] put in the program is nothing short of spectacular in terms of results.”

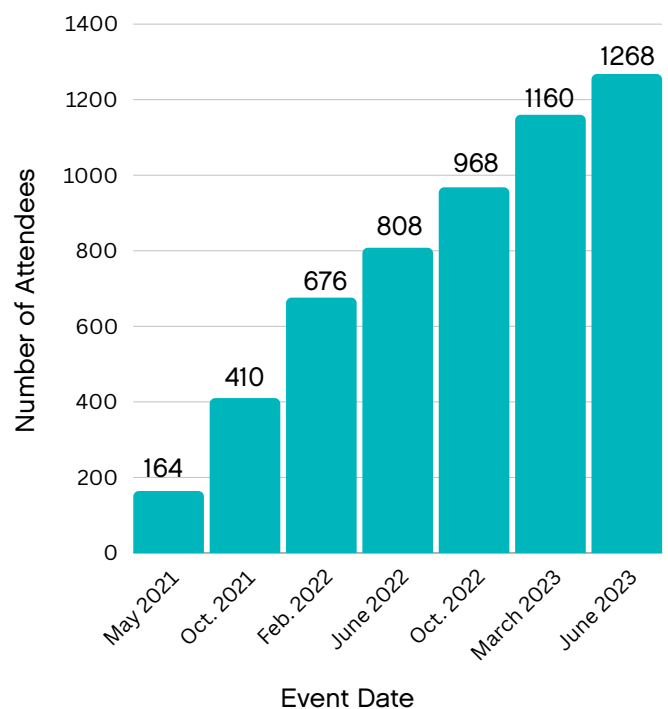
Cristina Garcia
JumpStart program chair

JumpStart is held three times annually at the global level. Since its inception, over 1,200 young women have attended a JumpStart event.

Benefits of the JumpStart program include:

- Provide broad exposure to various facets of the finance industry
- Prepare female students for tertiary education and/or careers by honing in on specific industry areas during breakout sessions
- Inspire young women through the introduction of industry role models
- Introduce internship opportunities or career opportunities in the finance industry
- Develop existing talent pipeline of future female finance professionals

Cumulative JumpStart Attendance





The first global JumpStart event for 2023 was hosted in March. This virtual event included keynote speaker Sherri Rossoff, Managing Director at Rock Creek, along with talks exploring FinTech, ESG, buy side, and the sell side.

Nearly one hundred students attended from twenty countries. In the post-event survey, 100 percent of attendees reported that they would highly recommend this program to a friend. This is the type of feedback the Impact pillar seeks to ensure our programming is helping students navigate their way into a finance career.

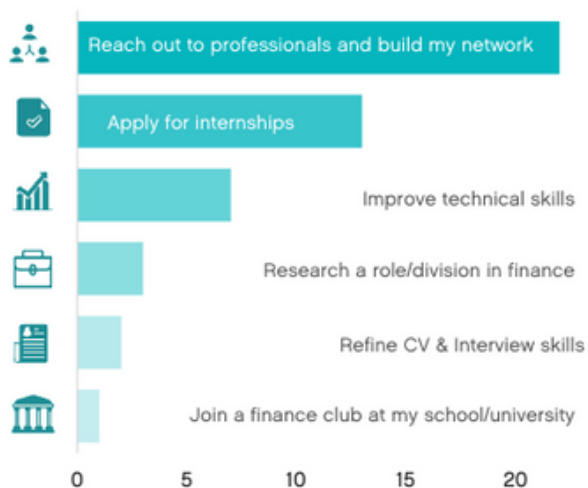


In June, the Impact team hosted our second global JumpStart event for students. Margaret Nienaber, COO of Standard Bank Group, was the keynote speaker providing insight on her journey in the career field. She discussed the demand that exists in the finance sector and how women joining the sector benefits the world. At this event, students also heard conversations on ESG, buy side, and sell side opportunities. Students also learned about “A Day in the Life” as a woman in finance and received tips on navigating their way into an early finance career role with a talk called “Financial Recruiting 101.”



Our final global event for 2023 was held in October. Students were excited to hear from keynote speaker Dr. Manuela Veloso, Head of AI Research at J.P. Morgan Chase, who shared her insider’s perspective on one of the most talked about areas of the industry. Students heard from 15+ additional speakers throughout the course of the day and also had the opportunity to meet each other in breakout rooms. With representation from six continents, participants had much to discuss! 97% of survey respondents noted that they would recommend the program to a friend, and they also conveyed the next actions that they were empowered to take after attending JumpStart (see below).

Following participation in JumpStart, the next thing I will do is:



JumpStart
100 Women In Finance

LaunchMe

LaunchMe is a twelve-month virtual mentorship and advocacy program focusing on four key areas: Exploring Career Opportunities, Enhancing Professional Network, Building Essential Career Skills, and Developing Business Acumen. Mentors and mentees participate in both 1:1 and group meetings focused on market and self-development skills that are relevant to both students and professionals. This program started in 2022 and runs annually from April through March. This year's cohort included over 200 women across the Americas, APAC, and EMEA.

LaunchMe provides a space to build trust, explore, and advocate. As a result, our Impact team has created a framework to support young women as they transition into their early career. LaunchMe global chairperson Debbie Bigman reflects on the program as “a platform for students to focus on concrete and soft skills that are best developed over time. And for professionals, regardless of what stage they are in, it's an opportunity to learn from outside perspectives and witness the impact of empathetic leadership.”

Mentee Benefits:

- Explore how personal values and aspirations align with career interests and opportunities
- Identify the tools and skills needed to be successful within the LaunchMe framework encompassing the four key areas of focus
- Utilize a development plan as an accelerator to customize early career steps

Mentor Benefits:

- Further develop and explore leadership skills and enhance emotional intelligence
- Gain experience addressing diverse career needs by mentoring individuals outside one's organization
- Share insight through the lens of real-life experiences and lessons learned
- Opportunity to guide career-ready students and advocate for new talent entering the industry

Corporate Partner

- Hands-on experience for managers addressing diverse needs of individuals, providing guidance on professional development and recognizing the importance of empathy when managing people and teams
- Opportunities for professionals to further develop management style and leadership attributes to be leveraged in a corporate environment
- Access to career-ready candidates to meet hiring needs and promote internship and full-time job opportunities



Having worked in equity research, which is mainly male-dominated, I have not seen many women in the equity research field. However, after connecting with many inspiring women in the LaunchMe community, my perspective towards the industry has changed."

Industry professional and LaunchMe mentor

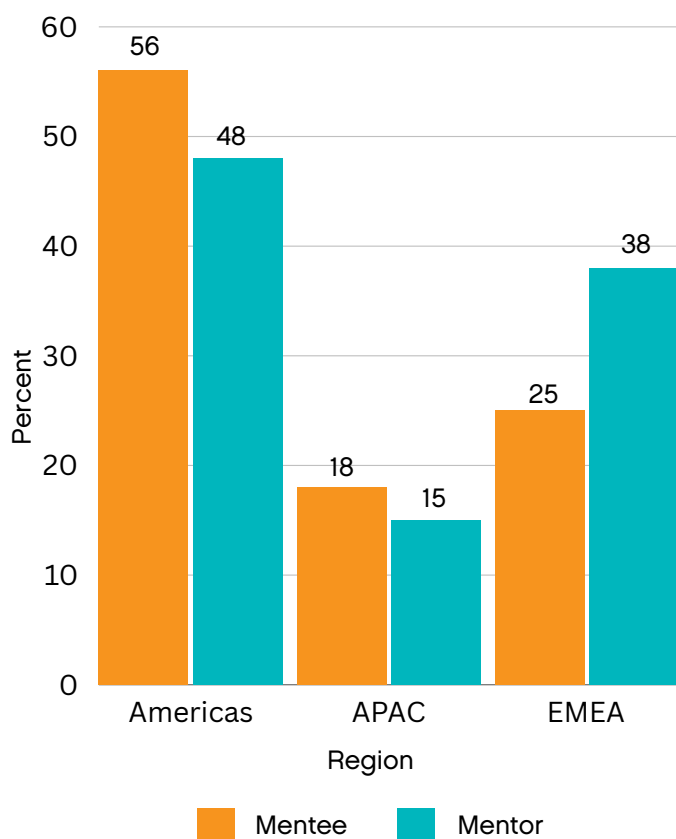


I attended the July LaunchMe meeting the week before I began graduate training for my new job in Investment Banking in London. The session was intimate, safe, and supportive. It allowed me to ask senior female industry professionals the kind of questions I simply wouldn't be able to ask anyone else. I received honest feedback on how to structure the way I network and interact within a firm in order to get ahead from day one. It is a privilege to be part of the LaunchMe program and to have a pool of such phenomenal mentors who generously give up their time to help students and young graduates thrive."

Student participant

Trinity College, Dublin

LaunchMe's Geographic Breakdown



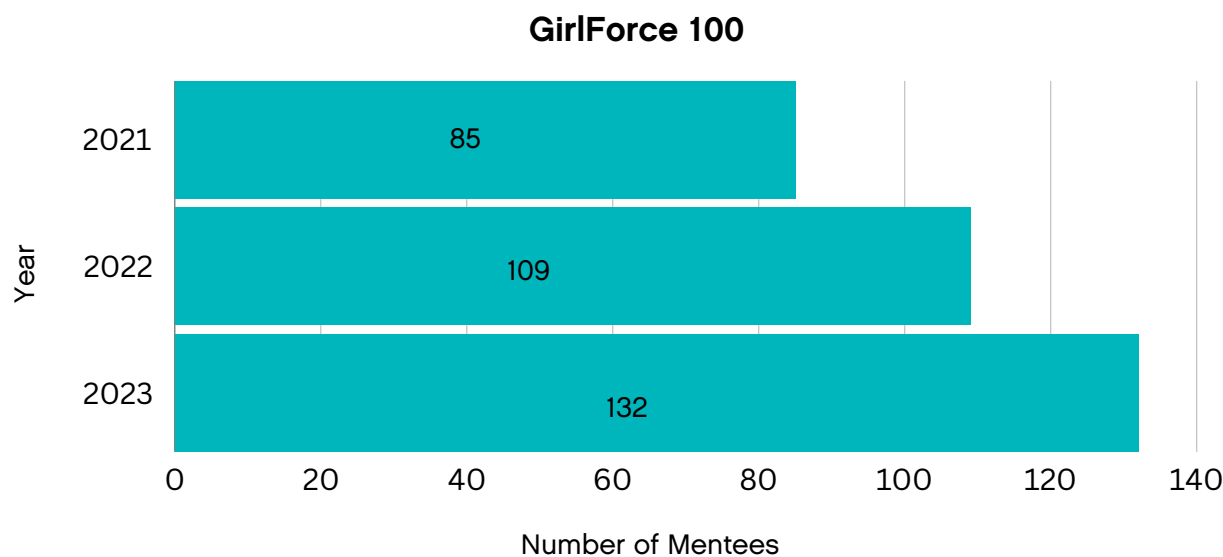
LaunchMe
100 Women In Finance

GirlForce100

GirlForce100 is a unique program that provides career mentoring, industry education, scholarships, and other professional development services to young women ages fifteen through eighteen who express interest in a finance career. GirlForce100 is designed for students who demonstrate the requisite potential, ambition, and commitment to further their education and careers.

With the launching of the Cayman Islands regional program in 2015, GirlForce100 is a strategic community partnership between 100 Women in Finance and the Cayman Islands Ministry of Education. This partnership provides support, educational guidance, and opportunity to young women in ninth through eleventh grade, attending local educational institutions in the Cayman Islands. As a one-on-one career mentorship program, GirlForce100 is designed to help female students gain confidence beyond the finance sector.

For the 2022/2023 career mentoring cycle, female students mentioned communication and assertiveness as the top social skills they wanted to work on. Accounting was the field students most wanted to better understand. Additionally, the young women noted that their career interests were in human resources, real estate, finance, law, and accounting. With this knowledge, GirlForce100 was able to develop programming to address these areas of interest for the mentees. This comprehensive approach is revisited and used each academic cycle.





Christina Bodden, Partner at The Maples Group and a 100 Women in Finance global board member, points out these programs are crucial for female students beyond the finance industry: "GirlForce100 helps build confidence, provide career opportunities, and build powerful peer networks. This academic year saw our original mentees achieve the goals they had originally set for themselves, landing scholarships, valuable internships, and first workplace entry. The volunteer operating committee [for regional program] takes on a holistic approach to not only help female students gain exposure to finance careers, but also offer the support needed to achieve their goals through career mentorship."

Over the course of the year, Cayman's GirlForce100 hosted a First Impressions Dinner, a talk at the governor's house, and even a self-defense seminar. These girls are supported far beyond traditional mentorship programs.

“ I am incredibly grateful for the opportunity to be a mentee in the 100 Women in Finance program. It has been a truly transformative experience that has allowed me to learn, grow, and connect with inspiring women in the finance industry. The skills and knowledge I gained from this program will significantly impact my future career success.

**Anjia Delapenha,
third-year mentee**

“ I'm a shy person in general, and GirlForce100 has helped me get out of my comfort zone. I've even noticed I have started volunteering for leadership roles in school whereas in the past I did not.”

**Kellita Thompson,
first-year mentee**

GirlForce100
100 Women In Finance

Impact in the Americas



In February, the Cayman Islands location held its inaugural First Impressions Dinner at the Ritz-Carlton, Grand Cayman. Mentees of the GirlForce100 program were invited to bring their parents or guardians along to listen to a panel discussion and meet with role models and mentors over dinner. HRH The Duchess of Edinburgh, 100WF global ambassador, was the guest of honor at the dinner and provided insights on her own career journey, spending time with each table throughout the evening.



100 Women in Finance hosted multiple events for young women across the United States throughout 2023. At the University of Virginia, we collaborated with the Women's Business Forum at McIntire to host "A Day in the Life" discussions on campus. 100WF members stepped up to the plate as speakers, allowing for the creation of multiple panel dates and a strong lasting relationship with McIntire.



In April 2023, 100 Women in Finance collaborated with Scholars of Finance to host a panel discussion featuring Cristina Garcia, Priya Kaftan, and Jean J. Lu, CFA at New York University. Multiple students reached out after the event to express how much they appreciated the speakers and inspiration they provided.



100WF collaborated with Chapman University in California to produce a panel and networking event centered on “The Future of Finance.” The three 100WF panelists shared insights about how their roles have evolved (and continue to change) over time and gave Chapman students helpful advice as they continue to think about their futures in the industry.



In August 2023, the 100WF Brazil location presented their second annual Regional JumpStart Program in São Paulo. In addition to the finance-specific knowledge they gained, students had the opportunity to engage in small group breakout sessions to practice delivering elevator pitches and receive feedback from industry leaders.



One participant reflected, “The event brought diversity of thought while being able to address technical and practical matters in finance. I feel that the knowledge I gained can be used both in my career and in life.”



In late 2023, the Salt Lake City committee produced a Career Panel event for undergraduates at the University of Utah. With 60+ highly engaged students and 15+ panelists and corporates attending, the event paved the way for future learning, support, and collaboration.

Impact in APAC



In December 2022, Hong Kong's Impact team collaborated with AIA to host their inaugural First Impressions dinner.



In February 2023, the Hong Kong Impact team hosted a regional JumpStart event at UBS. Over sixty university-age students joined to explore different aspects of the finance industry. Speakers shared insights and trends, then participated in speed mentorship in which over thirty seasoned professionals interacted with students.



At this event, students learned about different facets of the finance industry and had the opportunity to meet experienced finance professionals. Students were provided career guidance, interviewing and networking tips, key discussion points, and opportunities to interact with professionals, recruiters, and fellow students.



For the half-day event, the key discussions included:

- A Candid Fireside Chat with HR
- The Backbone of the Financial Services Industry
- Inside a Hedge Fund
- The Rise of Fintech



In May, the Impact team hosted a workshop on personal branding and image styling for their Hong Kong LaunchMe cohort. Tracy Ho, a personal branding consultant and executive presence coach, met with students to show them how personal branding and career interests can align. Personal branding is an important element of everyone's professional journey and through Tracy's guidance, mentees added a new skill to their tool set.



In June 2023, Morgan Stanley hosted a "Day in the Life" event in which professional women discussed what a day in their life looks like, with a speed networking session following. One student noted that she "really enjoyed the tour and speed networking sessions. The staff members were really nice and welcoming and provided us with a plethora of information about the finance industry."

Hong Kong's Impact team held its second annual Investment Hackathon in September. More than fifty volunteers from 100 Women in Finance and J.P. Morgan worked with forty-eight students, all women ages eighteen to twenty-five. The students were challenged to research and analyze stocks and present their stock picks to a panel of judges. This format was established to provide an opportunity for college-age women to gain experience in research and stock analysis and to learn what it's like to be a buy-side/fund house analyst.



“ Through the hackathon, I had the opportunity to learn about stock pitches and gain a deeper understanding of investment banking. The immersive nature of the program allowed me to develop practical skills and knowledge that I can now apply in real-world scenarios. Thus, I feel more confident and equipped to pursue a career in investment banking. I am grateful for the invaluable learning experience and would highly recommend the 100WF JumpStart University Investment Hackathon to anyone seeking to enhance their understanding of finance and increase their prospects in the field.”

Student participant

Impact in EMEA



In December 2022, 100 Women in Finance held a Festive Fundraiser showcasing two Impact partners, GAIN - Girls Are Investors and Inspiring Girls International, in a fireside chat. This event featured an opening talk by Logie Fitzwilliams from Brown Advisory and two speakers: Tilly Franklin, CEO and CIO at University of Cambridge Investment Management Limited and founder of GAIN - Girls Are Investors, and Miriam Gonzalez Durante, international trade lawyer and founder and chair of Inspiring Girls International, who shared their passion and determination on the topic. The London Impact committee spearheaded this event, which was hosted by Brown Advisory.



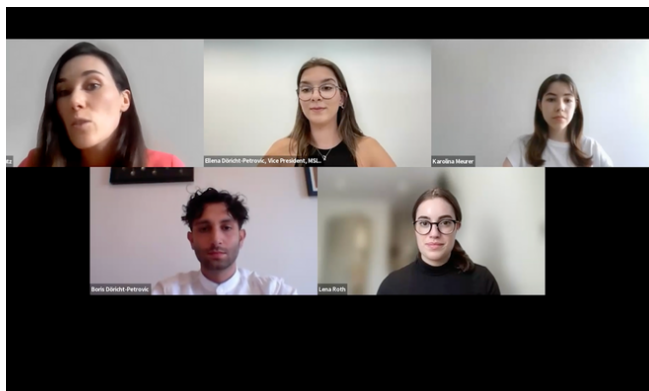
The Dublin committee organized the first student-corporate site visit in Ireland at Amundi Asset Management in March 2023. More than twenty students from Trinity College Dublin heard from leaders at the firm and gained an insider's perspective on a career there.



Also in March 2023, CIBC hosted a student site visit at their London office. After a unique opportunity to tour the trading floor, 100WF member Mingaile Janeliauskaite moderated an engaging panel that provided an insider's perspective of what it is like to work at CIBC.



In May 2023, the Middle East committee presented to students at Jumeirah College High School in Dubai. At this event, Vanessa Abernethy, cofounder of Oryn Legal Consultants, and Saleha Osmani, managing director at Falconridge Advisors, held a session called “Inspiring Young Minds,” a presentation on careers in the finance industry.



In July 2023, the 100WF Mid-Career committee in Germany organized an event with the student-led Munich Student Investment Club e.V. The conversation was led by Germany’s Mid-Career co-chair, Caroline Lutz. This virtual event was hosted by ACTUS Capital Partners AG, and celebrated the achievements of female student entrepreneurs who founded the investment club. There was a discussion on the challenges of launching during the pandemic and how students could join.



In October 2023, the Dublin Early Career committee produced a student site visit at Mediolanum Irish Operations. One participant said, “Mediolanum were such a wonderful, accommodating host. The insight they shared and their willingness to engage with the students was amazing.”



UBS UK generously hosted a First Impressions Dinner in October 2023, bringing together female students and industry professionals who shared insights about their jobs and career pathways. After a panel discussion that included opening remarks from Bea Martin (UBS Chief Executive for the UK) and Professor Rosie Campbell (Director of the Global Institute for Women’s Leadership at King’s College London), attendees were treated to lively small group discussions over dinner.

Appreciation to our Sponsors

The committed support of our corporate and individual sponsors enables 100 Women in Finance to build programs and initiatives and provide opportunities for women around the world. We would like to thank our sponsors for the support that makes our work possible.

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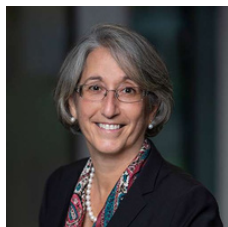
Final Note

Although the 2023 Impact Report does not reflect all the events hosted globally, the aim is to highlight the notable work done under our Impact pillar. The Impact pillar is comprised of staff members, board members, and, most importantly, volunteers. Without the help of all these individuals, 100 Women in Finance would not have positively impacted the lives of so many young women. For this year's final note, 100 Women in Finance would like to convey great appreciation for everyone involved. We are truly honored as an organization to have such dedicated members who support our mission.

Global Association Board Members



Carole K. Crawford, CFA
100WF Global Chair
 Managing Director,
 Americas, CFA Institute

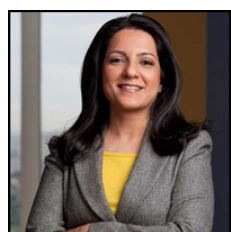


Barbara Novick
100WF Vice Chair
 Co-founder and former
 Vice Chair, BlackRock

Comprised of professional women and men who have distinguished themselves in our industry, our board of directors guides member and associate programs, oversees the activities of our committees, and directs focus for our strategic growth. As our industry and membership evolve, our board also is broadening and deepening its representation, leadership, and execution capabilities.



Dagmar Baeuerle
 Managing Director,
 Head of Platform Sales
 APAC & MENAT, HSBC
 100WF Impact Committee



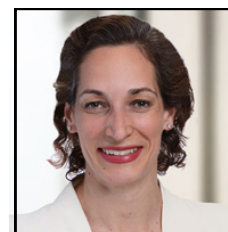
Rupal Bhansali
 CIO & Portfolio Manager,
 International & Global
 Equities, Ariel Investments
 100WF Impact Committee



Christina Bodden
 Partner, The Maples Group
 Head of 100WF Impact
 Committee



Sarah Dyer Dana
100WF Co-Founder



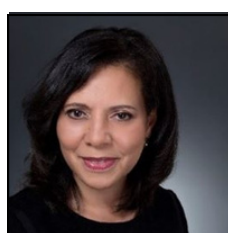
Amy Flikerski
 Managing Director,
 Head of External
 Portfolio Management,
 CPP Investments
 100WF Impact Committee



**Dr. Ulrike Hoffmann-
 Burchardi**
 Managing Director &
 Senior Portfolio Manager,
 Tudor Investment
 Corporation



Wayne Lee
 Managing Director and
 Head, Europe & Asia
 Pacific Region, CIBC



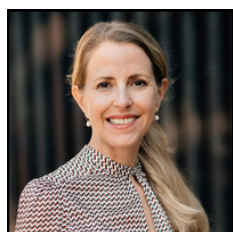
Michelle Morris
 Executive Director,
 Morgan Stanley



Archana Parekh
 Head of Asia Equities ex Japan,
 Balyasny Asset Management



Lisa Petrelli
 Managing Director,
 Country Head, Canada
 and Head of Global
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Ulrika Robertsson
 COO & Co-Founder,
 Impactus Partners



Sherri Rossoff
 Managing Director,
 RockCreek
 100WF Impact Committee



Armando Senra
 Head of US, Canada and
 Latin America iShares,
 BlackRock



Heather Wyckoff
 Partner, Investment
 Management Group,
 Schulte Roth & Zabel LLP

Thank you
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possible:

Debbie Bigman
Ana Deeley
Allison Jegla
Jane Hayes Nally
Rachel Rabbitt
Lena Wong

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