



WOMEN'S FORUM GLOBAL MEETING

Virtual Edition | 17-18-19 Nov. 2020

Beyond recovery:
Designing an inclusive world

Digital Report
2020 Women's Forum Global Meeting



WOMEN'S FORUM
FOR THE ECONOMY & SOCIETY

Foreword



In the face of the new reality instilled by the coronavirus pandemic, we are bound together more than ever. Let's dial up our solidarity as we design an inclusive recovery: for the women who continue to be disproportionately affected, and for everyone else who needs their leadership and positive impact.

After the pandemic, the world will never be the same. The coronavirus crisis and the subsequent recession drive home the urgent need to build back better and reshape the world together. These also present an unprecedented, once-in-a-lifetime opportunity to accelerate inclusive progress. How can women's leadership at all levels play an essential role in our social and economic recovery, empower the most vulnerable among us, and lay the groundwork for long-term resilience?

The Women's Forum for the Economy & Society has been transforming itself as an agile platform for innovative solutions, leading inclusive progress. We envision a world where women leaders are equal actors in every sphere, driving inclusive solutions that enable people, economies and societies to thrive in the post-pandemic world.

The Women's Forum Global Meeting from 17-19 November 2020 virtually gathered more than 25,000 disruptive thinkers, and doers across business, government, academia, civil society and other sectors to unlock the power of women's leadership and put it at the heart of the road to recovery. We launched the first Gender Equity Barometer to highlight the disparity between perception and reality on gender-related topics in G7 countries. Together with our partners, and through our Daring Circles initiatives, we aim to draw on women's talents and abilities to build back better.

At the Women's Forum Global Meeting, cutting-edge plenaries, dialogues, debates and roundtables highlighted the capacity of women to shape policy responses to the pandemic; to disrupt outmoded models of work, governing, and community; and promote solidarity in global governance. We also brought the capacity of corporates to the forefront, highlighting their best practices to fight the crisis and rebuild their organisations through diversity and inclusion. Drawing on the Meeting's insights, the Women's Forum will bring concrete recommendations to gender equality and women's empowerment in the G20 agenda.

In this challenging and disrupted world, and even more in the light of the Covid-19 crisis, women's talents and leadership must be fully expressed to design a more just and inclusive economy and society.

Therefore, we are strengthening our action to ensure that women are the leading force to shape the new world that humanity needs.

Women are leading a decade of action – and women's voices must be heard for an inclusive recovery. Will you join us to accelerate progress for an equal future?

Our annual Global Meeting programme is the culmination of the year's work on key issues

where women are disproportionately affected and where women have the potential to lead outsize change. Especially in a post COVID-19 era, a gender perspective is even more essential to reboot and rebuild a more resilient society. We bring change makers and thought leaders together to inform and reflect on these issues, complemented by partner-curated content that dives deep into how they manifest across companies and sectors.

Through the Global Meeting, we seek to inspire participants – whether individuals, companies or governments - to engage with the challenges at hand and take concrete steps for an inclusive recovery.

Our pillars for the Global Meeting are as follows:

DESIGNING AN INCLUSIVE WORLD

LEARN FROM	BUILD ON	RE-IMAGINE
WHAT HAS THE PANDEMIC HIGHLIGHTED ABOUT OUR SOCIETIES AND ECONOMIES THAT WE CAN NO LONGER AFFORD TO IGNORE?	WHAT POSITIVE TRANSFORMATIONS HAVE OCCURRED THAT WE NEED TO BUILD ON, RATHER THAN RETURNING TO BUSINESS AS USUAL?	WHAT IS OUR VISION FOR AN INCLUSIVE FUTURE? WHERE CAN OUR CHANGE HAVE THE GREATEST IMPACT?
- Undervalued frontline labour - Gender-based violence - Unequal health outcomes - Racial and intersectional injustice - The power of financial institutions	- A green recovery - Flexible work - Acknowledging unpaid work - Private sector mobilisation, innovation and collaboration - Community/solidarity/partnership	- Work-life balance - Equal access to skills of the future - Inclusive healthcare systems - Tech-for-good infrastructure - Creative public-private partnerships - Purposeful advocacy & activism - She-covery in economies & societies

KEY THEMES FOR THE 2020 WOMEN’S FORUM GLOBAL MEETING

Leadership for a more inclusive, resilient world - #Women4Inclusion

Equality and inclusion lay the groundwork for future resilience. How can we seize the current moment to lead with purpose, dismantle existing hierarchies and build more equal and inclusive organisations, communities, economies and societies?

Ethical artificial intelligence - #Women4AI

Artificial intelligence (AI) and other technologies have a growing influence on the way we work and live, but just 22% of AI professionals globally are women – meaning that existing biases, errors and inequalities can be missed, reflected and reinforced. Conversely, if designed by diverse teams and governed appropriately, AI and tech solutions in general can help shape a more inclusive world, even beyond the developed world and the workplace.

Empowered business - #Women4Business

Entrepreneurship, especially gaining a foothold in major supply chains, is a ready path towards economic empowerment for individuals and their communities. If women and men participated equally as entrepreneurs, global GDP could rise by up to 6%, or \$5 trillion. In a disrupted world, how can corporates and governments stand up for the economic empowerment and inclusion of under-represented groups through supply chain, access to capital, and fully benefit from the recovery plan and other policies? How can we soften the pandemic’s effects on women-owned and women-led businesses, and enable them to thrive in the recovery?

Scalable climate action - #Women4ClimateAction

In the rush to post-pandemic economic recovery, commitments to climate and sustainability risk falling by the wayside. But transitioning to greener economy creates opportunities to accelerate progress on equality and economic empowerment for everyone – and vice versa. Women and other disadvantaged groups are not just climate victims - their actions, perspectives and leadership have the potential to drive progress on tackling climate change. Their inclusion, empowerment and participation in climate action are critical to successful climate change adaptation and mitigation strategies. How can women lead in building back better, not just building back faster?

Equal access to health - #Women4Health

Current healthcare treatments, practices, education and awareness are not available to all in an equitable manner around the world and throughout societies - with spiraling impacts. For instance, women suffering heart attacks are 50% more likely to get delayed emergency care as their symptoms aren’t recognized. When women face limited access to healthcare, their families and communities are affected in turn.

Technology can provide innovative and scalable solutions to equitably improve access to healthcare for all. However, women’s leadership must be scaled up to for their diverse and representative perspectives to contribute to practice, policy and technological aspects of healthcare access.

Leadership through STEM - #Women4STEM

Science, technology, engineering and mathematics are transforming the world in many ways, from clean energy slowing climate change, to communications and sensing technologies creating better living environments. This also means the demand for technological skills and life-long learning are on the rise. However, not all groups are represented equally in STEM education, careers and roles. Women make up less than a third of STEM researchers worldwide. Greater inclusion will strengthen innovation and advancement in STEM, leading to greater opportunities for all.

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WOMEN'S FORUM BAROMETER

At the Women's Forum Global Meeting 2020, in collaboration with IPSOS and with the special support of Publicis Groupe, AXA and BNP Paribas, we launched the first edition of the barometer as a reference point not only on gender issues, but also on sectors where women suffer most prejudice, despite their involvement being crucial in these areas: climate, business, the jobs of tomorrow, artificial intelligence, health. The Barometer is a unique instrument that will allow policymakers, stakeholders, businesses to better understand the state-of-art of gender inequality in different economic sectors and provide guidance and tools for efficient changes at an international level.

This first edition reveals a number of surprises—both good and bad—and provides concrete and effective courses of action. The considerable sensitivity to gender equality shown by the general public incites prompt action to ensure that women are no longer the collateral damage of COVID-19, but rather the drivers of a successful recovery.

Economy: More than 7 in 10 people believe that if women had the same opportunities as men, it would have a positive impact on society as a whole, including on employment and economic growth.

Climate: Similarly, the general public claims that educating women about energy transition would be a step forward in achieving a positive social impact for all. In fact, 84% of respondents are convinced that investing more in education for women is a definite lever for effectively combating climate change.

STEM and Artificial Intelligence: A very high proportion of respondents (77%) believe that the increased presence of women in STEM would lead to better economic performance and that artificial intelligence applications would be of greater benefit to everyone. Education would be a powerful driver for 69% of respondents, who are in favour of a target of at least 40% of women in the science and technology sectors.

Business: The vast majority of those who took part in the survey (84%) believe that specific policies need to be implemented to give women more access to public and private capital for their entrepreneurial projects.

Health: A better understanding of women's specific health problems is one of the measures also widely endorsed by 85% of respondents. Similarly, 85% want to see us make progress in better understanding mental health issues affecting women.

OPENING MESSAGES FROM GLOBAL LEADERS

Women's Forum Global Meeting gathered influential global leaders who shared their vision on an inclusive recovery after the pandemic. Leaders acknowledged the devastating impacts of the pandemic particularly on women, as they suffer from job losses to rising rates of domestic violence and a sharp increase in care work. Women have been at the forefront of the fight against covid. They make up 70% of the global healthcare workforce and have been working hard to save our lives, taking a greater risk of infection, despite 28% less pay and 25% lower presence in decision-making roles than men in the sector. The pandemic is threatening the gains made over decades in terms of gender equality. This is something we simply cannot afford.

Leaders then called for concrete actions to protect women and promote gender equality. Women are not only victims but also change-makers who play an important role in building a resilient, sustainable and inclusive recovery path. This crisis is an opportunity to rethink all patterns and behavior, to explore alternate development pathways for our economic recovery. In this time of uncertainty, it is even more important that we recognize the strength of diversity. From Asia to Europe, many countries are launching different programmes and initiatives to focus on women's role in the recovery journey. Singapore continues to strengthen women's participation in leadership to reap the full rewards of technological advancement. They also recently launched Conversations on Singapore Women's Development as an important platform to spearhead an inclusive approach towards co-creating and co-implementing solutions on issues affecting women in Singapore. In France, women's economic empowerment is key on the agenda and the government has been working on a support plan for hospitals and healthcare workers, including pay raises and revised working hours and conditions for those on the frontline of the pandemic.

Despite the challenges presented by the pandemic on all aspects of our lives, global leaders emphasized that we cannot let gender equality take the backseat. Gender equality is one of the solutions to recovery and only when we can ensure an inclusive recovery then we will enjoy a more prosperous, just and sustainable future.

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Groundwork for an Inclusive Recovery: The State of Play for Global Gender Equality



Ann Cairns
Executive Vice Chair
Mastercard



Anita Dunn
Senior Advisor to Vice
President Biden
Co-Chair of Transition Team
for US President Elect



**Sandrine
Dixon-Decleve**
Co-President
The Club of Rome



Chiara Corazza
Managing Director
Women's Forum for the
Economy & Society

To solve for the pandemic's global impacts, we must first solve for inclusion. What is the current state and perception of gender equality across the world's advanced economies -and what are the biggest gaps? Is an economy advanced if not all have the chance at an equal outcome? And is an inclusive post-pandemic world intrinsically and fundamentally based on gender equality as a prerequisite?

For **Ann Cairns**, women's inclusion at leadership level can be leveraged from two angles: First from a business perspective, within corporate strategy, companies can develop a framework addressing diversity and inclusion. As an example, Mastercard has globally rolled out 4-month maternity leave for both men and women employees, and 70% of men are taking the leave. Second, in terms of society and markets, 85% of products & services decisions are made by women. However, many women around the world still do not have access to the financial system.

Sandrine Dixon-Decleve expressed that women's position in leadership is changing as women are taking the decision to work with husbands to both continue in leadership roles, but this must be supported by a more gender-based decision making from a political perspective by, for example, decent healthcare and childcare and therefore creating an economic parallel for men and women. She mentioned that despite Covid19's negative impact on women's involvement in the workforce, it has also revealed the leadership capacities and human quality of women leading teams and also governments. Countries that were women-led were more resilient. That says the difference in leadership models that we also need to promote in terms of economies but also in terms of communication to citizens. Regarding quotas, no woman wants to be taken just as a number, what we need is diversity overall and the quota system has made good changes in government.

Anita Dunn, expressed that having women in leadership makes a significant difference. She gave an example of how Joe Biden actively promoted women in leadership and consequently Americas has its first female vice president. Unfortunately, regarding COVID-19, women in the workforce have been the most affected as they are the ones whose jobs have been removed (e.g. teachers) and this is important to consider in public policy as women play an important role in economic growth. They are the majority of the population in the US. Looking at how company or government policies affect different genders, we observe that something is seemingly neutral is actually biased. This is also a women-at-the-table kind of issue, because women have a great understanding of the challenges not only for themselves but also for men.

In the closing message, **Chiara Corazza** recognized that most people are conscious of the importance of gender disparity and are convinced that reducing this is a priority and can be achieved by: women studying STEM and in business, by targeting these two areas we are sure to reduce inequalities, develop the skills needed in the jobs of the future, and women will be there to transform the world. We cannot fight against climate change without women. We ask mandatory paternity leave and full gender balance in public and private companies. Regarding COVID-19, we have to act urgently, and the recovery plan is the opportunity to put women in the heart of the solutions.

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“Women's voices are not being heard when it comes to economics and science, according to research of recent news articles. Naming gender bias when you see it and **encouraging girls into Stem** will help women to take their place in the economy.”

Ann Cairns
Executive Vice Chair, Mastercard

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“**Diversity** in terms of gender & ethnicity used to be an obligation. Now they are recognised as a **great strength.**”

Anita Dunn
Senior Adviser to the Biden Presidential Campaign
and Managing Director, SKDKnickerbocke

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“During the Covid we've seen the increased vulnerability of women but we've also seen the **incredible leadership of women.** There is a **new leadership model** in countries run by women during the pandemic.”

Sandrine Dixon-Decleve
Co-President, The Club of Rome

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Inclusion at a Crossroads: Sustaining Progress in a Divided World



Tolu Farinto
Ethnicity and Social
Mobility Lead
Utopia



Shelly McNamara
Chief Equality & Inclusion Officer
Procter & Gamble Company



Judith Williams
Chief Diversity & Inclusion Officer and
SVP Head of People Sustainability
SAP

The events of 2020 are shining a spotlight on divisions and the forces that divide or unify: from conversations about race, justice and power to the rise of toxic nationalism. What is the role of the private sector in sustaining progress on equality and inclusion in the current moment? How is business engaging the disengaged, meeting the expectations of a new generation in the workforce, and enabling inclusion to have real impact on organisations' business and societal goal.

Both **Shelly McNamara** and **Judith Williams** agreed that empathy is key, and good questions arise from a genuine willingness to learn. The topic can be normalized if all members of society act as collaborators in sharing and accepting information.

Next, they discussed if conscious pushing under-represented sections of society is counter-productive to equality. Shelly McNamara believes that it's necessary for a corporation like P&G, serving the world's consumers, to rightfully represent the world's consumers through diversity. Judith Williams supported by adding that during recruitment, passive candidates tend to be the best ones but need to be scouted. She highlighted that "while brilliance is equally distributed, opportunity is not."

Both panelists agreed that cultural fit is a diversity concept. A mono-culture risks having blind spots, which lead to risks in product innovation and an untrue representation of the consumer's needs. Judith finds it critical to hire for the team over role to ensure cultural diversity and representation.

Joining **Tolu Farinto** in the talk, they discussed the inclusion dial: the need for employees to feel truly cherished. The younger generation today righteously seeks value for their effort. Both panelists are appreciative of their voice and find it necessary to celebrate diversity in people. Shelly McNamara aptly said, "when you can celebrate people, you get the best of them and they get the best of you." Through diversity, we grow communities, companies, and countries. They emphasized that youth today hold companies accountable and are powerful enough to impact business performance through product/brand boycotting. Judith contrasted this with her experience of always being told to passively wait for change when she was young, only to be left disappointed.

The panelists briefly touched on the recent Black Lives Matter movement. Judith held a positive view for progress however wasn't too optimistic about absolute change. Shelly believes that advertisers like P&G, which touch the lives of millions of people, should exercise their power to build empathy.

Wrapping up, the panelists discussed the role of Artificial Intelligence (AI) in building or reducing bias. Judith held a strong view that AI algorithms ultimately reflect human input. The more diverse the people who build the data sets will be, the more inclusive AI can be. Both panelists summed up emphasizing that voicing for inclusion is not only righteous but also lucrative for business. Hence, it should be a focal point of continued conversation.

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Women Expanding Women's Leadership



Oby Ezekwesili
Co-founder
Transparency International and
#BringBackOurGirls



Jamira Burley
Activist and Social Impact Strategist

In this discussion we draw out the success stories of women leaders: how women's transformative leadership magnifies and amplifies the power of others to lead as well. We both celebrate inspirational women, and highlight the distance we have yet to cover to reach full empowerment.

The discussion was grounded on the question "If progress requires women's leadership, how do we help women rise?". **Alyse Nelson** started by stating that women normally come to leadership because there is something wrong in their communities and they want to rise to rewrite the wrong and asked the panellists if that was their case. **Dr Oby Ezekwesili** presented an inspiring story about how her parents' support and reinforcement of her voice as a kid taught her to be assertive and step up to persuade others of what was right.

Jamira Burley took the stand to tell her personal story, about how the shooting of her brother when she was 15 opened her eyes to the fact that people from her community were unevenly affected by issues like gun violence, where her activism started, and so many other systematic wrongs, which were perceived along the way.

The conversation then turned to the pandemic scenario, especially the women's positions in the crisis and what 2020 has taught us about leadership. Dr Oby Ezekwesili presented a number of characteristics that make women different leaders than men, such as resilience and transparency, and stated, "we are now able to use evidence to show clearly that when women lead, nations are built in a way that ensures the dignity of the human life". Jamira complemented the thought that in activism, women have always been on the front but this year put this into evidence, especially the Black Lives Matter movement.

The next question was how to build solidarity among women who are different, in race, class, etc. Jamira Burley's intervention was that what matters is giving up privilege: "how you use your power position to be able to elevate those stories in a way that honours the person telling it."

Dr Oby Ezekwesili followed to answer Alyse's question about challenging the status quo in saying that not becoming an accomplice to silence is the most important, we need to pass it to the next generations the central concern of human dignity and keep writing the wrongs to achieve systemic change.

After a few comments on the necessity for continued engagement to spark change, Alyse Nelson ended the session in a positive note: "It's truly when we unlock the power of others that we are putting our leadership to good use".

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"Not becoming an accomplice to silence is the most important, we need to pass it to the next generations the central concern of human dignity and **keep writing the wrongs to achieve systemic change.**"

Dr Oby Ezekwesili
Co-Founder, Transparency International and #BringBackOurGirls

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"**Women** have always been at the forefront of **change in history.**"

Jamira Burley
Activist and Social Impact Strategist

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"It's truly when we **unlock the power of others** that we are putting our leadership to good use."

Alyse Nelson
President & CEO, Vital Voices Global Partnership
*Women's Forum Rising Talents 2009

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Ordinary to Extraordinary: Success stories of women who dare



Méka Brunel
CEO
Gecina



Marie-Christine Lombard
CEO
Geodis



Jeanne Pollès
General Manager
Philip Morris France

Women at the very top, especially the top of industrial sectors and companies, are harnessing their position of power to lead with purpose: supporting future generations of women through the pipeline, to change the face of their industries and societies and drive better, more inclusive outcomes for all. In this session, women leaders discuss how they're leading for a more inclusive world. **Agnès Pannier-Runacher** opened the session by highlighting the importance of passing the torch from one woman leader to the next woman leader. She emphasized that while women inclusiveness has made a progress nowadays, there will be another fight for other minorities, coloured people, gay people, and disabled people. She added "I want to say to every man and women hearing us today: believe in you. Trust that you can reach the top".

Valeria Palmeri, bridged the opening and started off asking the role model for each of the panellists, **Marie-Christine Lombard** mentioned that while she saw her mother, who was a managing director of an insurance company in France back in the 1950s, as a role model, she also noticed a lack of professional mentors for women. **Jeanne Pollès** shared that there was no woman in the leadership position back when she was joining Philip Morris around 30 years ago. Several (male) leaders, however, trusted her and gave her a chance to learn and developed her level of self-confidence. **Méka Brunel** echoed similar sentiment. She shared that as a woman engineer around 35 years ago, a lot of men had been quite hard with her and put her in challenging areas. However, she also admitted that it was a challenge for men at that time to take a decision and actually gave a chance to women to have a responsibility on site, despite her capability (as an engineer).

The moderator further inquired about any glass-ceiling that the panellists might have faced during their careers. While all the panellists did not mention any particular personal glass-ceiling, Marie-Christine Lombard mentioned that she faced peers jealousy when she was taking the leadership position, which she noticed would be a different case if she were a man.

As advice to young women leaders, Méka Brunel encouraged everyone "not to be shy, move on, ask questions". She also added that women should have a choice and should accept that they are not superwoman, that they are human beings who make mistakes and need support. Jeanne Pollès echoed the message, highlighting that women tend to achieve perfection to prove to their company that they deserve the current position/level of job and that this mindset should be shifted. "Don't be shy to ask for feedback from people you trust," she advised. Marie-Christine Lombard closed the question by suggesting women to know their unique talents and leverage from them. "Don't be a generalist, try to know exactly what you are excellent at, take a risk in being a leader, keep your energy level high and know what is your passion."

As the last question, Valeria asked about the potential exclusiveness of women from leadership in the future. Marie-Christine Lombard was the first who firmly stated that she is against the idea of the work from home as a new norm since it will isolate employees and destroy the value of work collectively. She also noticed that this working arrangement will put women in more danger because it will trigger loss in creativity, inspiration, and iterative incremental arrangement of tasks/activities. Méka Brunel showed her similar opinion that staying at home will make women feel that they have to do everything, which brought us back to her previous comment about women's mindset that it is mandatory to be superwomen.

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Town Hall: Leading Through The Ages



Elizabeth Isele
Founder & CEO
The Global Institute for
Experienced Entrepreneurship



Fatoumata Kebe
Founder & Astronomer
Association Ephémérides



Trudy Ravensbergen
Partner
Mix to Match



Dorothee Roch
Cofounder & Director
BECOMTECH



Evelina Vagesjö
CEO
Ilya Pharma

In this highly interactive session, Women's Forum Rising Talents, youth leaders and other leaders from a spectrum of generations focused on what is needed to create the conditions for leaders from all generations to drive an inclusive recovery. **Angeles Garcia-Poveda**, Legrand Chairwoman of the Board, and **Isabelle Xoual**, Managing Director, Lazard Frères, introduced five incredibly talented women, leaders and 'change-makers', who shared the stories and lessons learned from the pandemic.

Elizabeth Isele, Founder and CEO, The Global Institute for Experienced Entrepreneurship, opened the discussion by explaining that "crises are opportunities". This thought was further developed by **Dorothee Roch**, co-founder and director, BECOMTECH, Rising Talent 2019, who recognized that "there is not a single way to build our future; we can dream of other paths". Having managed to quickly digitalize her company and adapt to the current changes, she realized that "women are stronger than they think".

Evelina Vagesjö, CEO, Ilya Pharma, Rising Talent 2019, continued the discussion by explaining that we cannot take things for granted anymore and that we need to be more pragmatic. She also hopes that this crisis will help society become more 'human'. Trudy Ravensbergen, Partner, Mix to Match, followed this line of thought by stating that women should "make use of their emotional intelligence and speak up about their ambitions".

Fatoumata Kebe, Astronomer and Founder, Association Ephémérides, Rising Talent 2020, mentioned that the space sector is still lacking many women, to which Dorothee Roch added that we should empower and support young girls to follow their dreams and work in STEM professions. As leadership is something built step by step, "female leaders have to be leaders where they are" -regardless if it is at university, at work or in the family.

In terms of concrete solutions, Elizabeth Isele suggested that we should catalyze experience across generations by bringing more experienced entrepreneurs with younger ones through 'reverse mentorship' programs. She also pointed out the urgent need for quality childcare at an affordable rate, which would not only improve gender equality, but would also be an economic investment.

In order not to lose the grounds achieved in terms of gender equality, women, more than ever, need to be courageous and confident enough to trust their expertise. Elizabeth Isele, concluded the discussion with an incredibly powerful statement that "women need to stop asking permission and stop apologizing for being where they are".

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"I would advise all women to **leverage their emotional intelligence**, it is a strength. All young girls should **speak up** and **share their ideas and ambitions**."

Trudy Ravensbergen
Partner
Mix to Match

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"From the age of 4, a girl is taught that **science isn't for her**. This is why we see more women in biology, as these subjects are more related to taking care of people. **In astronomy, we need to keep girls close to us**."

Fatoumata Kebe
Founder & Astronomer
Association Ephémérides

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"We need to be **more expertise focused**, rather than being focused on who is delivering it."

Evelina Vagesjö
CEO
Ilya Pharma

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"Women need to **stop asking for permission**. **Have confidence** in your idea. You don't have to apologize for being there."

Elizabeth Isele
Founder & CEO
The Global Institute for Experienced Entrepreneurship

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Today's Skills, Tomorrow's World: Skills for a Green and Inclusive Recovery



Matt Brittin
President, EMEA Business &
Operations
Google



Mariya Gabriel
Commissioner for Innovation, Research,
Culture, Education, and Youth
European Commission

The world needs innovation for a pandemic recovery that is both green and inclusive. How are governments and businesses working with girls and women to acquire STEM skills and fuel the innovation we need to achieve a more inclusive and sustainable future?

Trisha de Borchgrave started with her concerns on some statistics. Over 130 millions of school-age girls are eventually not in school; more than 400 millions of women have no access to the internet nor any mobile devices. The question was then directed at **Matt Brittin** and **Mariya Gabriel**, “What changes could we expect post COVID-19?”

Matt Brittin shared, “Google had seen the challenge coming before Covid. We noticed that digital skills would be more and more important in succeeding a career, so Google training programs were carried out. We are talking about the participation of millions of people, and more than one third of them claimed success in finding a job or changing career path after these programs. He continued, “Half of the world is connecting, the other half is coming fast. Google’s objective is to make affordable, green connections.”

European Commission commissioner, Mariya Gabriel focused her answers on women’s education and women’s C-suite positions. She mentioned the importance of female role models. “Not only should we recruit young women, but also should we know how to make them stay.” Mariya Gabriel cited statistics. “Between 25% to 30% STEM and ICT graduates are women, however, only 6% of them continue working after 35 years old. We do have some government intervention on recruitment, but the major problem is to keep the women motivated.” The 3 panelists all agreed on the importance of working conditions for women. Serious issues such as gender harassment could be an unspeakable reason that forces a female talent away from a potential career success.

The session ended with the discussion on the green economy. According to Matt Brittin, Google had been invested in renewable energy, and its objective is to be 100% carbon-free in the future. Machine learning would be one powerful technology to allow efficient data uses, so that the energy wasted in redundant data could be avoided. Mariya Gabriel and Trisha de Borchgrave emphasized that constant efforts should be given, “It took time before all the efforts making fundamental differences, and the young generation should play an important role to carry on.”

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The State of Women United: What Inclusion and Collaboration Can Achieve



Valerie Jarrett
Co-Chair, United State of Women
Senior Advisor, Obama Foundation



Karen Tso
Anchor
CNBC

In this Fireside Chat, **Valerie Jarrett** (Senior Advisor to the Obama Foundation) and CNBC's **Karen Tso** discussed the current landscape of women's rights and the recent political landscape in the United States.

Women's rights is a global conversation from Argentina to Poland where women are fighting for social causes such as abortion rights and healthcare access. According to Valérie Jarrett "Women are finding their voices across the world" and she cites an example that in the United States, more women are running for office than ever before, the greatest number of women won seats in Congress in history, and Kamala Harris became the first female Vice President. However, there hasn't been enough progress in female leadership in the corporate world although major American companies have recognized that diversity is "a business imperative and not just the right thing to do."

The pandemic has highlighted the societal inequities that women must shoulder. Studies showed that the pandemic has discouraged female entrepreneurs from pursuing their goals due to lack of access to capital in an unstable economy and that women working from home end up working an extra 14 hours a week on average as they hold the disproportionate responsibility of keeping their households in order and overseeing home schooling. In American society, working women are even more vulnerable as it's the only developed country that hasn't put paid leave into law.

Corporate leadership must figure out what the cultural and structural impediments are for unequal pay. Workplace flexibility, quality affordable childcare, permeating a working culture wherein women are advancing and one that is free from sexual harassment have to be reinforced throughout organizations.

Barack Obama's latest book was discussed where he was quoted saying President Trump's election "was a backlash of a black man inhabiting the White House and an ode to some of the racism that still exists across America." Valerie Jarrett claims that as the first African American first family, the Obamas strived to hold themselves to a higher standard and was satisfied that they delivered to set an example to youths of color. Since the 2016 elections, the Obamas have championed initiatives towards civic engagement, activism, and voting, which have been successful since the 2020 elections had the highest voter turnout in history.

Valérie Jarrett also commented on President Trump's refusal to concede in the election and draws a stark contrast between her experience during the Obama – Biden transition team wherein President Bush pledged his full support especially during the Great Recession. "Every day that goes by that there is this... unwillingness to face the reality of the outcome of the election puts our country in peril."

When asked about President Biden's prospective cabinet appointees, Valérie Jarrett is confident that the President Elect would abide by his promise to assemble a team that reflects America's diversity as he believes he'll make better decisions when the country is represented around the table. "The insights coming from the variety of those perspectives will help him become a better president."

To the question "in designing an inclusive world, what do leaders need to think about in 2021?", Valérie Jarrett said that leaders must ask themselves, "What does everyone need to thrive? Ask your workforce and they will tell you." Studies have shown that companies who have policies in place that support women and provide them with opportunities to advance are more productive and profitable so these concepts simply need to be translated into action.

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AI for a More Inclusive World



Shelley McKinley
Vice President
Microsoft Corporation



Maria Axente
Responsible AI and AI for Good Lead
PwC UK



Katya Lainé
Co-founder & CEO
Kwalys AI



Gina Neff
Professor
University of Oxford

As many countries grapple with gender, racial and social justice, how can artificial intelligence be harnessed to redress injustice and create a better world for humans? Some solutions seek to drive workplace gender equity, workforce transformation, and improved customer experience, or nudge workers towards happiness. What are the promises and pitfalls of these uses? What kind of governance and regulation are needed to address challenges and help solutions live up to their promise? What can AI do today and how can organisations invest in and deploy AI to inclusive applications? The session opened with a message from **Shelley McKinley** underlining the importance of organizations developing and deploying artificial intelligence (AI) that is free of gender bias and that it should be used to empower women. She envisioned a world where “Daughters, scientists, CEOs, and world leaders can use AI to create a more just and equitable future”.

On the topic of AI and its business with data, **Gina Neff** mentioned an online primer called “A-Z of AI” which aims to explain what AI is or is not. This resource is currently available in 15 languages for over 50 countries all over the world. We learned also that we need to make sure that the data reflects the population to avoid biases. We need to be sharing and reflecting and understanding how data is situated, contextual, and reflects kinds of individual circumstance environments. This is what we need to build at scale.

According to **Maria Axente**, responsible AI is building a solution with people in mind to have the right energy and power to drive a positive change. She described an empowered team as one with different perspectives are listened to, having faith in the team, with a diverse set of expertise. She also encouraged teams to pull other experts as needed such as psychologists, anthropologists, and ethicists to foster a true diversity by virtue of thought.

When asked how Syntec Numérique, representing over 2000 companies and 500,000 jobs in France in the technology sector, addresses the gender diversity issue when looking at AI, **Katya Lainé** underscored their Women’s Digital Program which promotes gender diversity in the digital space focusing on ethics, inclusion, and environment with a focus on attracting women into the industry and reversing the curve, with over 144 companies committed to the manifesto.

Our panelists delivered a strong call to action starting with Katya who advocated for the democratization of AI so that it benefits the society. Gina highlighted the importance of collecting data for the common good that reflects the kinds of society that we want to build. Maria ended it with a clear and bold message that companies should hire women, promote women, pay women equally, then we will have a better world.

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All green jobs are STEM jobs



Laurence Pessez
Global Head of CSR
BNP Paribas



Marianne Laigneau
Chairwoman of the
Management Board
Enedis



Fabrice Bonnifet
Sustainable Development
Director & QSE
Bouygues Group



Marie Guillemot
Member of the
Executive Committee
KPMG France

In a climate-stressed world, industries that address climate change are the growth industries of the future, and organisations will need STEM skills to thrive. But companies and economies will need to rapidly unlock new, diverse sources of talent to meet their STEM and innovation needs. What are the skills gaps that must be most urgently closed to fully address climate change? And how can we create the enabling conditions for women and other underrepresented groups to help build a sustainable and inclusive future? “2020 is the first year of the decade where we can start working towards the goal of the Paris Agreement”, begins **Laurence Pessez** in her introductory message. Citing climate action and protecting the environment as the top priorities at present, Laurence Pessez stressed that most jobs in the future will include a green component. Not to miss this life-time opportunity, the Women for Climate Daring Circle, led by BNP Paribas, has been working tirelessly to link the green transition and women empowerment – by encouraging women to go for careers related to STEM and Entrepreneurship, and bring forth solutions that are effective, innovative, pragmatic as well productive. The Daring Circle has already developed a toolkit for companies to achieve this goal by promoting and understanding the gendered aspect of climate action.

On her 14th year with Women's Forum, experienced moderator, **Nina Gardner** introduced the panel of speakers with the question “What are the concrete steps being taken so that women are included in the solution when 75% of the jobs become more green transformative and STEM-related?”. **Fabrice Bonnifet** explains how, presently, construction trade does not require extensive physical commitment anymore,, and hence Bouygues Group intends to embrace the inclusivity by giving more positions of responsibility to women, equalising salary between men and women of same skills and committing to have at-least 20% of their management committees to be comprised of women by 2022. Looking to re-invent itself by taking on ecological and social responsibility, the construction industry is looking forward to take advantage of the feminization and diversity while redesigning a green future.

Marie Guillemot explained how KPMG is one step ahead of the curve by not only identifying climate change as one of their top agendas, but also actively making STEM related careers more gender-inclusive. Leading by example, KPMG already has many women leaders in the fields of sustainability, STEM, digital transformation and blockchain. This has enabled KPMG to influence their clients to adopt the green transformation and attract higher female assets to the STEM career.

On the topic of under-representation of women in STEM, **Marianne Laigneau** emphasized the necessity to entice women to choose energy or STEM-related jobs as early as possible in their career. She talks about the initiative taken by Enedis where female employees volunteer to schools and interact with girls as young as 15, to inform them about energy sector and STEM related jobs.

The advertisements of Enedis features 6 employees, 3 of whom are women – a Data Scientist, an Electric Network Pilot and a General Manager – which strengthens Enedis's ambitions of comprising atleast 30 % of their top Executives to be women in the next 2 or 3 years.

Our panellists deliver a strong call to action with Fabrice Bonnifet emphasizing the need to embrace a greener transformation by combining male and female brainpower to combat climate change with only 10,000 days remaining. Marie Guillemot highlights the importance of mentorship programs, that can instil a sense of purpose in young women for STEM jobs and hence accelerate the gender inclusivity in that area. Marianne Laigneau closed with the succinct and bold message that trust and confidence are the two most important things that can be taught to young women, to attract them to STEM career and have them take on the Green challenge head-on.

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Women's Leadership Driving an Inclusive Recovery



Monique Nsanzabaganwa
Deputy Governor
National Bank of Rwanda



Alessandra Perrazzelli
Deputy Governor
Bank of Italy



Carolyn Wilkins
Senior Deputy Governor
Bank of Canada

The coronavirus pandemic presents unprecedented financial and economic challenges. Central banks are of utmost importance in maintaining economic activity at times of crisis and in driving a recovery in the aftermath. How can they help lead an inclusive and just recovery in a post-COVID-19 world? How can we ensure strong partnerships between government, businesses and the financial sector to shape the recovery and the future economy, to reimagine and deliver a more sustainable and more equitable revival?

The discussion began by assessing the possible actions a central bank can have at the recovery considering that the pandemic hit women harder. **Carolyn Wilkins**, after presenting the multiple reasons why women were hardly hit, pointed out that “We won’t get a recovery without efforts for an inclusive growth and we certainly won’t get a recovery that is sustainable without women”, affirming that the role of her institution goes much beyond monetary policy. The Bank of Canada has a diversity plan and has publicly called out systemic racism and hate.

In considering the recovery plan, **Alessandra Perazzelli** pointed out the relevant effect the home office has had in mothers with young children and how this should be a central issue to be considered. One proposal presented by her was the creation of programs to help women become more familiar with the tech and finance world, which would result in a raise of confidence and in a more inclusive dialogue. The re-entrance of women in the labour market is a central policy that should be considered by the European commission when choosing targeted projects.

Danae Kyriakopoulou brought the discussion to a more practical level, directing the question to **Monique Nsanzabaganwa**, who said that setting measurable targets, harnessing data and demanding accountability are the main measures to ensure the theory translates into practice. Rwanda’s central bank is one of the few in the world which has a gender budget. The main challenge of ensuring an equitable distribution of funds between men and women is that “We need to go an extra mile to find where are the women and how do we reach them best and with what content, that is something we are doing to amplify and assure the program won’t leave women behind.”

The panel was concluded on a more general assessment, by the three leaders present, that to change the way we perceive female leadership, risks need to be taken and women need to rise to more seniority positions to make sure that “the recovery is inclusive and has diversity at its core”, in the worlds of the mediator.

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Germs, Gender and Global Health: Shaping an Inclusive and Healthy Recovery



Thomas Buberl
CEO
AXA



Hindou Oumarou Ibrahim
President
AFPAT

Human health isn't just an individual issue: the pandemic has shown how fragile the health of communities and nature are, and exposed the different health risks faced by women and other groups. Through this lens, how should responsible business support health -of girls and women, of communities, and of the environment -for an inclusive recovery? This session explored the interconnectedness of the health crisis with various other socio-economic, environmental and women's health issues. It especially explored the impact of the pandemic on women and indigenous people.

Alisha Haridasani Gupta began by highlighting how the pandemic has shone a light on the cracks in the healthcare system. She explained how Covid's far-reaching implications have showcased the depth of global interconnectedness. She then asked **Thomas Buberl** to present 3 key findings from AXA's report on the impact of COVID-19 on women's health. The findings from his report were:

1. There is a huge understanding and knowledge gap when it comes to women's health. 53% of women believe their pain is not taken seriously.
2. Women tend to put the health of others ahead of their own, more so during a pandemic. 63% of women reported being the chief medical officer in their households.
3. There is a problem with access to healthcare for women. 60% of women postpone treatment for chronic conditions, a cause of long-term, severe issues.

Hindou Oumarou Ibrahim wasn't surprised about the impact of the pandemic on indigenous peoples, given the reliance of the indigenous people on communal living, putting them on the frontlines. Social distancing is not an option for them, as they rely on community for their livelihood. 20,000 indigenous people have died of Covid, due to critical disruptions to their lifestyle and lack of access to healthcare.

Switching focus back to women, Alisha Haridasani Gupta stated that 68% of women feel anxious due to the situation, asking Thomas Buberl what healthcare companies could learn from this. He responded that the root cause was a lack of access to healthcare. 40% of the women AXA surveyed have not been able to see doctors over the past year. Health care companies must improve accessibility, especially to major preventative measures, as well as improving facilities like telemedicine.

The discussion then moved to the connectedness of environmental and health issues, and whether these should be viewed as a more structural problem. Hindou Oumarou Ibrahim agreed, saying, "If we want to think of a global solution, we must focus on nature. If we protect nature, nature will protect us".

Finally, when asked how we can rebuild a sustainable and inclusive future, taking the lessons learned during the pandemic, Thomas Buberl remarked, "For me, one word I would use is Unity". He observed how the united front against the pandemic has brought together a lot of countries and organisations, which must continue for a truly inclusive future. Hindou Oumarou Ibrahim agreed and added that a focus on green recovery systems to help the most vulnerable was also critical for inclusive growth and development. Their rallying cries for unity and inclusive growth that uplifts really underline the key takeaways from an insightful session.

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Sustaining a Decade of Gender-Inclusive Action



Stefan Oelrich
Member of the Board of Management of
Bayer AG & President Pharmaceuticals
Bayer



Ertharin Cousin
Visiting Scholar
Center on Food, Security and the
Environment

The Sustainable Development Goals will not be achieved without gender equality to underpin action. Amid Covid-driven pressures, how can the private sector help keep the SDGs on track to be achieved by 2030: from the inclusive investment needed to green our economies and supply chains, to the shoring up of social infrastructure such as healthcare and food security? This fireside chat explores how cross-sector collaboration actions can help keep the Sustainable Development Goals on track to be achieved by 2030 from social infrastructure aspect such as healthcare and food security achieves.

Trisha de Borchgrave believes that to underpins available development goals, there are lots of challenges remain. But both common sector and private sector are approaching solutions, and so she starts to invite other speakers to share what private sector can do to spark and sustain progress.

The major pharmaceutical company Bayer incorporates the SDGs in their strategies that to provide 100 million women in low and middle-income countries with access to family planning by 2030. **Stefan Oelrich** stated that Bayer makes a great effort and collaborating against strongly between public and private sectors to solve the availability and accessibility problem of healthcare and nutrition. But so far, even US, a developed country, still has the access problem as the developing countries have.

Ertharin Cousin shared an idea about this topic from her experiences: we need to understand the gender is a cross-cutting issue in the achievement of all sustainable development goals. Based on the fact that females make up 30% to 40% workforce of agriculture production, she explains that there is great interconnectedness of women's health, agriculture productivity and food security, both in developed and developing countries. Then she gives an example of a data platform in Rwanda, which is financial supported by private sector and political supported by the government, to show that we cannot have the type of improvement that is required to achieve SDGs goals without multi-sectoral and multilateral cooperation.

Although lots of constrains can be seen even before the pandemic, the multilateral cooperation landscape look good from Stefan Oelrich and something during times of crisis gives him great hope: across developed countries and developing countries, across all geographies, I've seen for the first time in my life regulators be quick on their feet and we have really real time conversation to advance things and to solve health problems that we can only learn from as we move forward.

At last Trisha de Borchgrave and Ertharin Cousin shared the version of the next 10 years. The key to achieve the SDGs goals is that can we maintain this momentum that we embrace the opportunity to develop solutions beyond we can image before under the Covid and break down silos between the different sectors and between the developed countries and developing countries. If all of these are on the good track, the last concern is the commitment of financing both from private sector and the public sector.

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The New York Times Debate: Technology will save the world



It's no secret the world needs saving --from climate change and environmental disaster, from the rise of populism and the decline of democracy, and from the chasms in equality and inclusion that underpin and exacerbate these crises. What part do today's digital and information technologies play in rescuing us from crises and building back better --or in aggravating challenges and widening divides. The New York Times Debate addressed the dilemma of whether technology can save the world or not. The debate consisted of members of the "For" team and "Against" team each pitching ideas in pairs. Afterwards, the jury shared their thoughts and the audience voted, coming to a very close call of 512 versus 507 in favor of the "For" motion.

John Gordon argued that technology helps the world because "it creates opportunities, expands creativity and it is the only way to solve some of our greatest problems".

On the opposition side, **Dessi Savova**, stated that technology can be used for both good and evil and "without people, politics, and right regulations there can be no solutions to our problems".

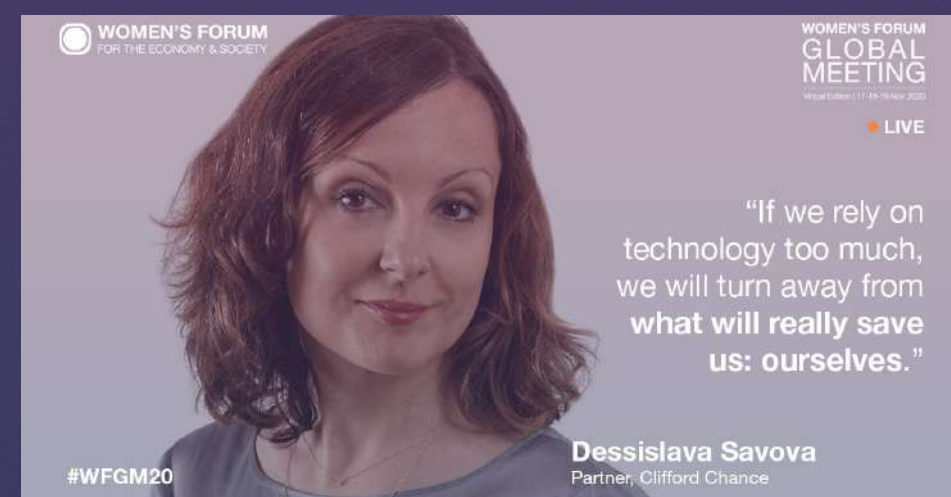
For the second pair, **Rim Tehraoui** pointed out three factors: Evolution, Purpose, and Humanity. "Technology itself is just a tool, it doesn't have a purpose of its own but when it is driven by purpose it can save the world". **Genevieve Macfarlane Smith** confirmed that "there is no doubt that humanity needs all the help it can get from technologies [...] but the potential depends on political will and human agency". Without ethical implications, technology will lead to human destruction.

Gina Neff argued that technology has already saved lives. Problems are being solved with speed, strength and information, especially regarding COVID-19. "I do not want to live in a world without the access to the kind of information that we have" she says. On the other hand, **Rahaf Harfoush** stated that the biggest challenge is that "darkness is part of the cost that we pay for these advances. The most important factor here is the u, and we have to decide where we want to put our money, effort and time."

Gina Neff asserted in the closing argument that we can set regulations and fight misinformation to make technology more helpful while Genevieve Macfarlane Smith argued that we need to acknowledge the shortcomings of technology and invest in non-technological inventions.

The jury composed of **Dipty Chander**, **Tabitha Goldstaub**, and **Aurelie Jean** stated that both teams had solid arguments and that technology helps, but we should be careful because men created it. Finally, different choices would have been made if there were more women involved in technology.

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Leading for a She-covey



Nadia Calviño
Vice President and Minister for
Economy and Digitalization
Government of Spain



Valérie Pécresse
President
Regional Council of Île-de-France

The session discussed recovery from the COVID pandemic for the Spanish and French economies. On an optimistic note, **Nadia Calviño** highlighted how dynamism in the labor market clubbed with government schemes to increase protection for public sector workers will allow Spain to avoid another lockdown. **Valérie Pécresse** attributed France's recovery to the €1.3 billion recovery plan in place to support the tourism, culture and sports industries. She highlighted a key learning from the pandemic is the need for training in digital advancement for the health and infrastructure industries. On **Karen Tso's** concern about Poland and Hungary blocking the fund approval, Nadia optimistically noted that it wouldn't be a major blocker and is hopeful that national ratifications for greener, more digital and sustainable growth will also come in place soon.

Beginning discussion on the key agenda, she-covey, Karen highlighted the challenges of more women having to leave the workplace. Valérie noted that although this observation is true, the blame can't be placed on the pandemic completely. Industries such as construction from which women have had to pull out haven't been as friendly to their work needs even before the pandemic. Women have been hit harder by jobs requiring social distancing norms and longer working hours. Nadia supported by highlighting that women have been hit twice as hard because of their dominant jobs requiring interpersonal touch.

Supporting women in the domestic space, Valérie emphasized stronger support for women battling domestic violence via accommodation support and actions against injustice. Nadia added that gender equality is one of the four main objectives of the pandemic recovery plan for Spain. She mentioned that next year's social budget will accommodate equal maternity and paternity leaves, higher funds for violence against women and higher pensions for the lowest bracket, which usually comprises women. The 2021 minimum income regime will also target single parents, most of whom are women.

The ladies discussed reservation of seats for women in the c-suite next. Both Valérie and Nadia answered by highlighting the need for empathy and fiscal support to revamp small businesses and restaurants, which many women rely on. Nadia highlighted that €27B, an astonishing €39B higher than ever before, has been reserved for empowerment and equality efforts.

Last but not least, to conclude the session, the topic of Covid vaccination was brought to the table. Valerie stressed on the need for mandatory and urgent mass vaccination in France. Nadia agreed with mass vaccination but didn't confirm the need for making it mandatory.

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Artificial Intelligence Meets Real-World Ethics



Christiane Féral-Schuhl
President
French National Bar Council



Gabriela Ramos
Assistant Director-General for Social
and Human Sciences
UNESCO

In the conversation between **Christiane Féral-Schuhl** and **Gabriela Ramos** the key points were related to the ethical framework which lays a foundation for the artificial intelligence algorithms. How are real-world ethics and artificial intelligence linked and what is the importance of this link? Those were questions that the speakers tried to approach and explain during their presentation. Human dimension is important in automation. The core guiding principles behind automation have to serve public interest and respect personal consent. Human intervention is needed and has to ensure protection of rights.

It is crucial to acknowledge and overcome biases. One of the key ideas of the session explains how human biases in life are transferred into the AI algorithms since humans are creating those algorithms. The reflection on human rights and gender equality remains the same problem in the real world as well as in the digital world. In which way are biases transferred into the algorithms? The algorithms are linked to data bases. If the data base is structured incoherently and contains biases, then the algorithms that are connected to those data bases will extract this information and transfer biases into the system. Despite immense efforts of regulators and international organizations women remain highly underrepresented in key position. Men are generally overrepresented in the data set. The values need to be changed first in the real world prior to being transferred into algorithms. An interesting example was mentioned about the first versions of virtual assistants Siri and Alexa, which both had female voices. Women are traditionally linked to supporting and assisting roles with only 9% of CEO positions that are held by women. Previously when there was an attempt to insult Siri, for example, the response was "I'd blush if I could". Which is a very submissive behavior traditionally cultivated in women.

Other important concerns in AI development are related to lack of transparency and explicability. Regulators need to be able to oversee and prevent misuse of technology. Therefore, a legal framework for AI has to be finalized and adopted. The principles of equal access to information and disclosure obligations lay the foundation for this legislation.

There is a large necessity to bring women into AI. If women do not participate in the AI inception process how would they be able to shape the future of AI. 85% of AI developers are men. Affirmative action should also be part of the AI development process. Putting in place quotas for female participation by the government would increase the participation of women. Other helpful tools are bias training and approaches of breaking stereotypes. The first step towards action is to be aware of our own stereotypes.

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Minding Society's Wellbeing



HH Sheika Intisar AlSabah
Founder & Chairwoman
Intisar Foundation



Ulrike Decoene
Group Head of Communication,
Brand & Corporate Responsibility
AXA Group

This session was dedicated to the importance of women's mental health especially faced with crisis situations. The importance of women's role in overcoming crisis situations cannot be underestimated. Women are traditionally in charge of children and are at the foundation of shaping the community in which people live. The Intisar Foundation is aimed at providing mental support through drama therapy to Arab women who have lived through traumatic war situations. **H.H. Sheikha Intisar AlSabah** shared that Drama therapy is an innovative approach that helps women to overcome and release all the suppressed emotions that they have experienced in the past in order to seize control. Being on stage allows them to open up and express themselves. The release of negative emotions allowed abused women to minimize the abuse inflicted on them and to stop abusing their children thereby interrupting the vicious circle. Drama therapy connects emotional and physical liberation in a holistic approach – starting from the body, then to the emotions and then to the mental level. This triangle allows drama therapy to be so much more powerful than normal interventions. This method has shown incredible results.

The following statistic was reported by participants after drama therapy

- 68% of participants experienced relief from PTSD
- 98% of participants stated to be less depressed
- 75% of participants were less anxious
- 78% of participants noticed an increase in self-esteem

An individual shift in the well-being brings social change which is achieved through the drama therapy.

The second part of the session was dedicated to the initiatives launched by AXA in the face of the Covid pandemic. **Ulrike Decoene** shared that AXA was able to collect a large amount of data on women faced with the Covid crisis. Women's health and well-being, physical as well as hidden costs. Women have reported to have suffered more than men during the confinement period. 70% of women reported anxiety, 8000 of women in 8 countries reported severe signs of depression. Young women as well as young mothers have been impacted. Women have been overexposed to domestic violence, which was registered through the increase of calls to support hotlines. Women are also more worried about the financial aspect of the crisis lacking access to health care. 40% of women missed regular check-ups. AXA's initiative was to expand the accessibility to healthcare through online consultations. AXA enabled the access to 1,000,000 free healthcare sessions.

An overall positive trend has been observed in AXA's as well as other corporate cultures. Despite serious business challenges many businesses have put the well-being and safety of their employees first. In response to new challenges such as risk of isolation and mental load for parents it is crucial to provide new services such as psychological assistance. A shift on the leadership level has also been observed. Now the business conversations start with such questions as "how are you doing? How are you feeling?" in an effort to open up and share emotions.

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Shaping an Equal Future of Work



Elena Bonetti
Minister for Equal
Opportunities and Family
Government of Italy



Teju Ajani
Country Manager, Android
Platform Partnerships, Nigeria
Google



Philippe Ducom
President
ExxonMobil Europe



Jeanne Kehren
Senior VP Digital &
Commercial Innovation
Bayer

The future of work demands new skills such as human collaboration with AI and machines. Reskilling and upskilling for work of the future must be tailored to the populations they serve, such as women and other underrepresented groups. Meanwhile, women are disproportionately affected by lengthy work hours and other time-related expectations and policies. How can the workplace and technological expectations of tomorrow be reconciled with the societal and economic realities of today? The COVID pandemic has further widened the cavernous gap between men and women. As **Elena Bonetti** aptly commenced the talk by stating - "Women have paid the highest price of this pandemic, despite demonstrating resilience in the reconciliation of work and family life. When we talk about heroes in this period, we are talking about 'heroines'"

As we embark on this renaissance of growth with flexible parental leaves, work from home, etc., Minister Elena prods us to focus on 4 key actions in these times - Connecting the various displaced groups all around in their shared grievances, Promoting to initiate dialogue, Caring and listening with empathy to the challenges of others and most importantly, Educating women towards upskilling in these times.

But how do we equip our women to be successful in the innovation-driven fields? **Jeanne Kehren** rightly opined "While digital presentism cannot replace the physical one, women should view the pandemic as an opportunity to jump onto the transformation evolution." **Philippe Ducom** stressed on the importance of shaping young girls' minds towards STEM fields to help others and impact society.

During COVID, for every 1 man, 4 women have had to leave the workforce and spend time on caregiving. This has pushed back growth in women's workplace progress by almost two decades. Here, **Teju Ajani** emphasized on concentrated planned efforts to bring the female workforce to pre-pandemic levels. Firms should employ receptive decision-making to avoid one section taking a skewed myopic approach for solutions that impact minority sections in the workforce.

Furthermore, glaring inequalities are entrenched in the divide between developing and developed nations. On the one hand, developing countries do not have necessities like electricity, sanitation, etc. and women's involvement in revolutionizing industries often takes a back seat. On the other, developed countries need to ensure the sustained passion for STEM amongst females for the long haul.

And this brings to focus the pertinent question-can we profoundly change the way we are educating people? One viewpoint is to rethink how women interact with the entire education system and whether they have successful role models to look up to.

Moreover, Teju also pressed on upgrading the skills being taught. She cited the Grow with Google initiative that trains 70 million people in basic digital skills to reinvent their businesses globally.

With the advent of innovations being introduced every other day, the workplace interactions are headed for major upheaval – reverse mentoring even perhaps! When senior managers in effect learn from their junior subordinates about efficient ways to carry out tasks.

Persistent evolution and a zest for adaptability in the workplace, as demonstrated by how quickly we adapted to new realities during COVID, provide an opportunity for an inclusive future workplace. One where more talent can be harnessed from their homes.

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Investing in Resilience and Purpose



Sandra Ojiambo
CEO & Executive Director
United Nations Global
Compact



Jane Ambachtsheer
Global Head of
Sustainability
BNP Paribas Asset
Management



Marie-Claire Daveu
Chief Sustainability Officer
and Head of International
Institutional Affairs
Kering



Suzanne Biegel
Founder
Catalyst At Large

Climate change and biodiversity loss, gender gaps, inequality and other systemic risks have traditionally been the concern of impact investors. But this year has underscored the need to invest in solutions to these systemic risks, especially at the intersection of gender, power and climate, for greater resilience. How should public and private investors and wealth owners make purpose-led, inclusive commitments to investing in resilience?

The session mediated by Bernice Lee touched a number of different topics concerning the intersection of investment, climate change and gender. The panel began with an intervention by **Sanda Ojiambo**, who reflected upon resilience and what needs to be done different to withstand shocks: “the fact is that our systems are fragile, yet to succeed we need to be strongly interconnected and sustainable”, mentioning the SDG as the north star for critical issues and the role of women as crucial for this resilient construction of our future.

The session then developed into a discussion engaging **Marie-Claire Daveu**, **Suzanne Biegel** and **Jane Ambachtsheer**. The first to speak was Marie-Claire Daveu addressing the topic of Kering’s engagement with diversity and sustainability by mainly exposing the brand’s compromises via the 1 million fund created to enhance biodiversity and assure a responsible supply chain. She also brought attention to the limited time frame of 10 years to push concrete solutions. Jane Ambachtsheer, in sequence, addressed the Global Sustainability Strategy of BNP, pointing out one crucial element: being a future maker. The analysis of different possible scenarios for the future led her to the conclusion that “achieving a low carbon, environmentally sustainable, and inclusive economy will enable us to deliver optimal long terms outcome for our clients”. She then mentions the influence banks have with policy makers and how that should be used in pushing sustainable and inclusive agendas, given that now the next frontier is to “articulate, measure and report on your impact”.

Suzanne Biegel presented her work about the intersection of gender and climate, much reflected in the Gender Smart Investing Summit, which aims at redesigning the movement of capital and fostering partnerships between banks and NGOs or development institutions. On the focus of collaboration Marie-Claire stated: “If you want to change paradigm, even if you are a big bank, a big company, an important government, you won’t be able to do it alone. Collaborative approach is key”. Jane Ambachtsheer then mentioned the Task Force on Climate-related Financial Disclosure (TCFD), as a clear example of collaboration. On that, Suzanne commented that “If we have the capability to manage to make it mandatory that people disclose on their climate impact we can also make it mandatory that people disclose on their gender impact.”

The session was concluded on comments from the panelists about “what doesn’t work?”, Suzanne mentioned the lack of access to capital for women fund managers, Marie-Claire talked about lack of accountability and Jane mentioned the lack of longterm oriented goals. In one word, all three participants said the pandemic taught them resilience.

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Enabling Resilience Through Women's Economic Empowerment



Jamila Belabidi

Purchases Director - Global
Women Economic Empowerment
& Purchases Innovation
Procter & Gamble



Tiernan Brady

Global Director of Inclusion
Clifford Chance



Virginia Tan

CEO & Founding Partner
Teja Ventures



Anna Falth

Head, Women's
Empowerment Secretariat
UN Women

In the pandemic, women entrepreneurs –who make up a disproportionately small number of business owners with employees -have borne disproportionate costs. Already facing barriers to sustaining and scaling their businesses, many women entrepreneurs have lost contracts, faced sector closures, been burdened with care responsibilities, and been unable to access loans or government stimulus. What is lost when women entrepreneurs go missing from the economy? How can corporates and public institutions step up to provide business and financial support to a wide range of women entrepreneurs, and advance economic inclusion gender-inclusive procurement? What tools do we have to mobilise and scale women's economic empowerment?

To start the discussion, **Imran Dassu** affirmed that women-owned, women-empowered and women-led businesses are hugely under-represented in the supply chain. When asked why advancing women's entrepreneurship is important to P&G and the steps P&G has taken, **Jamila Belabidi** stated that: "Supporting entrepreneurship is in general good business. It helps create value and create jobs. Also strengthen community and economics. This is even more true for SMEs, which includes most women entrepreneurs". The 4 key steps taken by P&G are: 1) sponsorship which helps you push the program, 2) drive the engagement and the right level of education within the organization. 3) bring along with the supply chain from large corporations. 4) do not reinvent the wheel, do not start from scratch.

Bias is still existing. Only a fraction of the funding available and the deal flow of the overall volume invested actually ends up with women lead organizations. "A lot of investors felt that gender is a limitation and not an opportunity" said **Virginia Tan**. But the investors have been so much opened to considering the opportunity set since Covid. People start to consider new types of investment sets which can be an opportunity for change.

The case for regulations is more complicated than corporations. Some of the regulations are trying to break down barriers but some are quite happy to pass the rules that are doing the opposite. The initial problem is there are multiple layers of regulations all based on different cultures. But for sure there is something that can be done. "What we've done is make sure collaboration is at the heart of us when we work with clients and suppliers and not make it a race" said **Tiernan Brady**. That is why **Anna Falth** also proposed "«We're not going to see change overnight - education is key. The only way we will see change is if it's embedded in the corporate culture".

The society should empower women, give more support, form a reasonable competition mechanism, so as to achieve real fair competition with men. Then there is no need to distinguish female entrepreneurs from male entrepreneurs and women will receive fair treatment to advance their business in the long run.

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FOR THE ECONOMY & SOCIETY

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GLOBAL
MEETING
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LIVE

"Supporting entrepreneurship is in general good business. It **helps create value and create jobs**. Also strengthen community and economics."

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Accounting and Accountability: Harnessing Mainstream Finance and Investing for Good



Judith Hartmann
EVP, CFO
ENGIE



Florence Lustman
President
French Insurance Federation



Letizia Moratti
Chairwoman
E4Impact Foundation



Alexandra Soto
Lazard Group executive
COO of Lazard Financial
Advisory

Banks and major asset managers are divesting from fossil fuels, and there is growing recognition that gender equality drives broader economic growth. Why are more investors and financial institutions adopting stakeholder capitalism? How are they changing their practices, what are the legal and policy implications, and what are the results? How is women's power in the financial industry driving collective impact? Inclusivity, ESG (Environmental, Social, Government) and education all took center stage in the session "Accounting and Accountability: harnessing mainstream finance and investing for good." Each panelist highlighted the importance of diversity among leadership and using a comprehensive, multi-faceted perspective in making decisions.

The first topic of the session addressed how corporations have invested in sustainable solutions. **Judith Hartmann** explained how five years ago ENGIE decided to no longer invest in new coal projects in order to be "future-proof and successful in ten to twenty years." With a focus on the future, she explained that all stakeholders must be focused on CSR (Corporate Social Responsibility) issues. She stated, "Investors care about CSR because it's good for business. All of us need to continue to work on this topic. If we want to serve our customers and be the best out there, we need to have the best teams, which means a good mix of men and women."

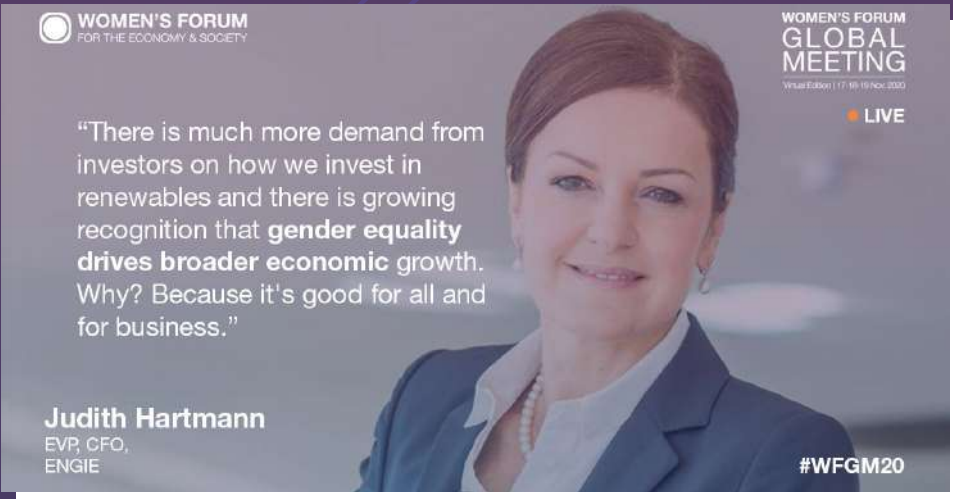
As the topic progressed, **Letizia Moratti** described how societies can create more inclusivity. She advocated for improved education. Specifically, she said, "How to create more inclusivity? We should try to build an education model that considers the needs of society and the needs of business. One which allows young people to have greater employability. There is a mismatch between the needs of society and companies. Of course, we need to increase women participation at all levels. Board level representation has advanced the most, but on C-level it needs to change". She also advocated that in order "to build a more inclusive society, we need to strengthen the public-private partnership."

When asked about the state's role, **Alexandra Soto** stated "Where the state can help is to have "unbiased" ratings for ESG. If all the states could help operators to have a common rating without a commercial meaning behind it, then valuations will end up reflecting information on ESG risk. That is a critical corporate action to be taken as soon as possible."

On the topic of the sanitary crisis, **Florence Lustman** encouraged all to find opportunity. She said, "The crisis is an opportunity to build something new and something more in line with the customers and society's aspirations. There is an alignment in most European states toward a positive transition out of the COVID crisis."

Each speaker had a final call-to-action for the group. Alexandra Soto urged acceleration. She encouraged listeners to take action quickly on important priorities, and to not go back to bad habits after the crisis. Florence Lustman advocated for more women and girls to study engineering, and that this was a way to increase women in top management. Judith Hartmann called for the fixing of new KPIs on which to measure an organization. She encouraged a reframing of the crisis as an opportunity. Finally, Letizia Moratti expanded the view of diversity by calling for an educational system that is more inclusive of young people, and stated that education and diversity are inseparable.

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Embracing Power & Purpose



Christine Lagarde
President
European Central Bank



Susan Goldberg
Editor in Chief
National Geographic

Dressed in an elegant blue turtleneck sweater with a red brooch on her left shoulder Madame **Christine Lagarde** started on the first question by **Susan Goldberg** “we want to see the light at the end of the tunnel now, but how have women been affected by Covid?”. She immediately proposed that “sharing the burden is an imperative” and then added that we should focus on “how we can build back better?”. She also confirmed that women have been hit harder compared to men because this crisis is specifically affecting the service sector (travel, transportation, healthcare) where women are the majority.

After a couple of quick questions on remote jobs and the women’s role of innovator in the working environment where Madame Lagarde suggests keeping personal and professional life well separated and citing the example of Marie Curie as symbol of innovation within a male-led environment as well as the recent example of the couple scientist who led the creation of Covid-19 vaccine.

Ms Goldberg moved to the next big argument: how to inspire women. Madame Lagarde pointed out how difficult it is for women to obtain certain high-level positions and when this happens usually there is intimidation on both sides. The President then gave a personal advice to all the women out there that are aiming for prestigious roles: “You always have to know how to dress, address and redress”. But what does that mean? She explains that “dress” means that power come with clothes, because is the proof that you are able to adapt to a certain environment; “address” means that you cannot inspire respect if you don’t know how to address knowledge to people; “redress” means that you must not be complacent and tolerate mediocrity or nasty behaviors. Christine Lagarde emphasized: “women are more prepared, work a lot harder, are more detail-oriented and don’t leave stones unturned”. Then she pointed out that women have to continuously prove to themselves and to others their power and skills, so that’s why they are constantly pushed to be so prepared.

The interview then moved to the final part. Ms Goldberg’s last statement is about the future and asks the ECB President to talk about something that makes her optimistic about the role of women. Madame Lagarde highlighted the central role that women will have in the protection of our planet, that today more than ever is human’s main mission. “Women are pushing a lot in this direction” she said. “Studies show that women are more interested than men and are more motivated to protect our environment”. Susan Goldberg questioned why she thought that would be true and Madame Lagarde replied that it might be linked to women’s role of women in life, since they have the power to give birth and for that reason they feel closer to nature.

To close the session, Christine Lagarde shared one final statement: “we have to share the burden and share the future”.

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Our Ambition for a She-covey



Elisabeth Moreno

Minister Delegate for Gender Equality,
Diversity and Equal Opportunities,
Government of France



Chiara Corazza

Managing Director, Women's Forum
for the Economy & Society

After some inspiring and motivating words over the three days, the Global Meeting came to an end with the closing session by **Elisabeth Moreno**, French Minister for Gender Equality, **Chiara Corazza**, Managing Director, Women's Forum for the Economy & Society and **Sandrine Chauvin**, Director and Senior Managing Editor, EMEA and Latin America, LinkedIn. The speakers talked about the power of the public and private sector, working together to harness women's skills, talents and leadership for inclusive progress.

Sandrine started the conversation by congratulating the Women Forum's team for a successful virtual event and asked Chiara about her main takeaways from this edition. Chiara responded – "It's historic. We felt the sense of urgency listening to all these wonderful people we have had on stage". She feels optimistic, confident and that we are more determined than ever to accelerate.

Sandrine asked Elisabeth as to how will the government ensure that the women are part of the economy and the recovery plan to rebuild after the pandemic. Elisabeth responded that "women are known for being high stakes in the correct economics, and that's the reason why it is becoming critical to put them at the centre of our plans for the future."

She spoke about how the current economic crisis has made the situation most fragile for women by making them victims of physical violence. She believes that "the first right of any women around the world should be the right to protect her physical and moral integrity and not to be exposed to. Physical violence".

She was convinced that "women should be part of the solution to the current social and economic crisis. And we simply can't afford to leave 50 percent of our work talents out of the equation as we need to rebuild our economy". She mentioned that women were holding the majority of the French front frontline jobs in the health and services sector and we need to use this crisis to create opportunities for women to contribute further to the economic, politics and social sphere of our society. The one sector that has not been impacted by the crisis is the tech sector and hence we need to give women better access to technology.

Chiara was happy to announce the launch of STEM skills project in Europe and encourages women and girls to upgrade their skills. Both Chiara and Elisabeth emphasised on the importance of these STEM courses as well as AI for women.

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Kenneth Jacobs, Chairman and CEO of Lazard, says “2020 has shown us that much remains to be done to achieve full equality of rights and opportunities between men and women. This is why Lazard is proud to support the Rising Talents program for the third consecutive year, honoring young women who embody the qualities of empowerment, feminist solidarity and innovation to achieve changes that truly transform our societies. We are committed to providing women around the world with equal opportunities in access to employment, leadership and decision-making positions at all levels.”

Angeles Garcia Poveda, Spencer Stuart partner and board member, says “The world is facing unprecedented challenges, and in order to build tomorrow’s reality we need, more than ever, impactful leaders who dare to challenge the old ways. This slate of outstanding female leaders will play a key role in the years ahead. The 2020 Rising Talents are a highly diverse group of individuals, each with distinctive achievements to their name. They demonstrate the entrepreneurial spirit and dynamic leadership abilities that women around the world bring to so many different walks of life. It is a privilege to support them in achieving further visibility and impact through this partnership.”

The 2020 Rising Talents also become members of the Rising Talents network, which comprises more than 260 women around the world and is an integral part of the global Women’s Forum community. The Women’s Forum for the Economy & Society would like to express its warmest congratulations to the Rising Talents.

The outstanding 2020 Rising Talents are:

- **Layal Ammar** - Vice President Haircare Europe, Procter & Gamble, Lebanese
- **Camille Bonenfant-Jeanneney** – CEO, Compagnie parisienne du Chauffage urbain (CPCU), French
- **Catharine Bowman** – Vice-President, Alberta Lymphedema Association, Canadian
- **Camila Escobar** – CEO, Procafecol (Juan Valdez Café), Colombian
- **Daniela Fernandez** – Founder & CEO, Sustainable Ocean Alliance, Ecuatorian
- **Richa Gupta** – Co-founder & Chief Programme Officer, Labhya Foundation, Indian
- **Fatoumata Kebe** – Astronomer, Association Ephémérides, French
- **Guila Clara Kessous** – Artist for Peace, Unesco, American & French
- **Lesego Mokae** – Managing Director, LFA Mining and Automotives, South African
- **Nthabiseng Mosia** – Co-founder & Chief Commercial Officer, Easy Solar, South African & Ghanaian
- **Mariarosaria Taddeo** – Senior Researcher Fellow and Deputy Director of the Digital Ethics Lab, University of Oxford, Italian
- **Eve Tamraz Najjar** – Co-founder & Chief Scientist, WLAB LTD, French
- **Atti Worku** – Founder, Seeds of Africa, Ethiopian

At the Global Meeting 2020, The Women’s Forum, in collaboration with **Lazard and Spencer Stuart** announced the 2020 nominations of outstanding young female leaders of the **Rising Talents Initiative**.

The thirteen women nominated represent eleven countries and diverse sectors including education, engineering, climate change, energy, science and aerospace.

They represent the vision of rising generations at the **Women’s Forum Global Meeting** and will participate in global dialogues on the theme “**Beyond Recovery: designing an inclusive world**”. Their stories – such as fighting for education end economic development in Africa, creating positive impact in Colombia, restoring the health of ocean, innovating in health care – can inspire women and men around the world to make a difference.

Chiara Corazza, Managing Director of the Women’s Forum, says “In these challenging times, the Women’s Forum for the Economy & Society more than ever wishes to promote young talents who will play a key role in designing a more inclusive world. Our outstanding Rising Talents will not only have a positive impact on our economy and society, but also give back to the community as a whole. Therefore, I am delighted to announce the new class of 2020 Rising Talents who were selected from more than 300 candidates. I am certain they will, alongside with the Women’s Forum, engage for impact, dare, share and care.”

WOMEN'S FORUM GLOBAL MEETING

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Région
Île de France

BEYOND RECOVERY:
DESIGNING AN
INCLUSIVE WORLD

WOMEN'S FORUM
FOR THE ECONOMY & SOCIETY
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THE WOMEN'S FORUM THANKS ITS

STRATEGIC MEMBERS



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UPCOMING MEETINGS

Women's Forum Asia
September 2021, Singapore

Women's Forum G20 Italy
October 2021

Women's Forum Global Meeting
November 2021

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