



Her and now:
uniting purpose
& power for equality



SUMMARY

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The Women's Forum Global Meeting 2021 was like no other.

It was a Global Meeting full of “firsts” – our first hybrid edition, our first-time welcoming youth delegates, our first time gathering our entire Rising Talents community.

Together with our international community in Paris and online, we set out to demonstrate resilience and courage in the face of lost progress for gender equality. Because we are living in unprecedented times, we wanted to bring you an unparalleled edition.

At the Carrousel du Louvre on November 19th, you could feel the emotion and warmth in the room, for it was the first time since the beginning of the pandemic that we could meet again in person.

In uniting power and purpose for equality throughout the week, and with women and men from all walks of life, we generated new insights and developed innovative solutions to foster long-lasting change to a more just and inclusive world.

“

We have very serious global challenges to face, and we have to be all together to face them.”

Anne-Gabrielle Heilbronner,
President, Women's Forum;
Member of the Directoire,
Publicis Groupe

Elisabeth Moreno



With one thousand people gathering in-person and thousands more online, hailing from a total of 115 countries, this was our most geographically diverse meeting ever! We welcomed 170+ speakers from across regions, cultures and sectors, and held 22 hours of crucial discussions. Our messages reached 30 million people on social media.

Together with Diane von Furstenberg, we held the iconic DVF Awards at the Opéra de Paris during the week of the Global Meeting – the first time the ceremony was happening outside of the United States. Five extraordinary women were awarded for their courage to act, strength to survive and leadership to inspire. Our warmest congratulations and sincere gratitude once again to the laureates: Melinda French Gates, Rouba Mhaissen, Wai Wai Nu, Clarissa Ward and Vanessa Nakate.

We welcomed Youth Delegates at our Global Meeting. We know that the world needs the leadership of a new generation to orchestrate change. With 100 youth delegates joining us in Paris, 10,000 online passes offered to young people, and young leaders gracing our stage, we were reminded of the complexity of our greatest challenges alongside gender inequality, including the climate crisis and the digital transformation of our world.

And for the first time in the 14-year history of the Women's Forum Rising Talents initiative, we invited all the 250+ Rising Talents from more than 90+ countries to reunite at the Rising Talents Reception in Paris. We celebrated the 2020-2021 promotion at the Ministry of the Economy, under the patronage of Agnès Pannier-Runacher, Minister Delegate to the Minister of the Economy and a former Rising Talent, and we witnessed 7 networking sessions on a large variety of topics at the dedicated Rising Talents Hub.

We were also honoured to have 28 international CEOs and high-level representatives from the private sector sign our CEO Champions commitment 'Towards the Zero Gender Gap' on five key actions for gender equality.

We published reports from the Daring Circles, our cross-industry working groups convening representatives from business, policymakers, experts, NGOs, and academia for positive impact in business, tech, access to health and climate action.

In addition, we launched the second edition of our WomenEntrepreneurs4Good initiative in partnership with P&G and HEC Paris to support women-led start-ups in accelerating the green transition. We also started a new mentoring programme with CentraleSupélec and CentraleSupélec Alumni, creating a human connection between 10 future engineers and 10 successful women in STEM.

“

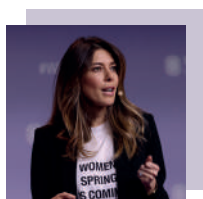
Now is the time to ensure that commitments are followed up by action.

Now is the time to measure our impact and hold our leaders accountable.

Now we must ensure that gender equality becomes our reality.

Now the 21st century needs everyone on board.”

Audrey Tcherkoff,
Managing Director,
Women's Forum



Audrey Tcherkoff
Managing Director
Women's Forum



Anne-Gabrielle Heilbronner
President of the Women's Forum
Member of the Directoire, Publicis Groupe



DVF AWARDS

Vanessa Nakate, Leïla Slimani, Alyse Nelson, Rouba Mhaissen, Diane Von Furstenberg, Wai Wai Nu, Clarissa Ward, Ingrid Bétancourt

For the first time in Paris

The DVF Awards are given annually by the Diller-Von Furstenberg Family Foundation to provide female leaders with the exposure and resources necessary to increase their efforts in bettering their societies. In 2021, the Women's Forum has co-hosted this event, to continue to amplify inspirational voices from women all over the world.

“

It's in Paris and through French literature that I became a feminist.”

Diane Von Furstenberg, Founder and Chairwoman, DVF

The awardees

Melinda French Gates: Philanthropist, businesswoman and global advocate for women and girls.

Clarissa Ward: CNN's chief international correspondent, particularly known for her reporting on the Taliban takeover of Kabul in 2021.

Rouba Mhaissen: Activist and advocate for displaced Syrian people, founder of Sawa for Development and Aid.

Wai Wai Nu: Human rights activist, former political prisoner in Myanmar and founder of the Women's Peace Network.

Vanessa Nakate: 24-year-old Ugandan climate activist and founder of the Rise up Climate Movement.

“

Women are the power of change. If we want truthful action, we need women.”

Ingrid Bétancourt, politician and anti-corruption activist



“

“This grant will allow the Green Schools Project to bring electricity and clean cooking to 20 more schools. This is what we mean by action.”

Vanessa Nakate

“When you invest in women economically, they lift themselves, their families, their communities and all societies up.”

Melinda Gates

“To the women of Syria, to the women of Lebanon, to the women of Mali, to the women of Afghanistan: you inspire me, this is for you.”

Rouba Mhaissen

“Women and activism are often left behind and less supported by the society, if not targeted.”

Wai Wai Nu

“That spark, that power that so many women have, just needs support to burn brightly.”

Clarissa Ward



#WOMEN4CLIMATEACTION

Discover
the Daring
Circle



Based on the #Women4ClimateAction Daring Circle, the Global Meeting virtual days and the plenary sessions focusing on the gender-climate nexus have brought together inspiring speakers to share their solutions and initiatives to empower women and lead actions against climate change.

“

We need to recognize that the impact of climate change is unequal not only in gender but in communities and countries.

Bonnie Lei, Head of Environmental Justice, Microsoft

”

Will only an inclusive community better fight the climate crisis?

The **change starts with regulation and law**. Countries need to step up as climate change is not only an environmental challenge, but also a societal issue. Local communities over the world are impacted differently and some, especially **indigenous communities, are at the forefront of the fight** against climate change.

Women, especially from minority communities, have been **direct victims of climatic disasters** caused by the irresponsibility of human activity. Founder and climate activist from Green Generation Initiative, **Elizabeth Wathuti**, mentioned that the droughts in Kenya have scorched their reliance from living off the land and **Tia Kennedy**, Founder of Girl Rising, has born witness to pollutants of indigenous communities' soil in Canada causing damaging human loss.

COP26 was supposed to bring solutions, but the outcome was deceptive. It appears that the actions of COP21 were not followed through, since **our leaders are not accountable enough**.

“We cannot continue to sacrifice the lives of those who are being impacted today by the climate crisis. My people are suffering and leaders have failed us.”
Elizabeth Wathuti, Founder, Green Generation Initiative.

“

We have a temperature increase going to 2.4 degrees, according to the Climate Action Tracker, which means devastation for hundreds of millions around the world.”

Jennifer Morgan, International Executive Director, Greenpeace



(up) Sophie Lambin, Jennifer Morgan; (down) Lily Cole, Elizabeth Wathuti

80%
of climate
migrants
are women

Only **15%**
of world
environmental
initiatives are
led by women

Only **11%**
of delegates in
attendance at
COP26 were
female

3 LEVERS OF ACTION



EMPOWER WOMEN TO FIGHT THE CLIMATE CRISIS



Vanessa Nakate

Women are whistle-blowers in the fight for climate justice and they will bring innovative solutions. **“When I had an education, I was then aware and I knew how to understand the things I was reading, and [this] led me to become an activist. I am one because I had an education.”** Vanessa Nakate, Green Schools Project.

Our society can change the actual status quo by giving them the right access to education. **“Women have an important role to play, it is proven that female leadership has bettered Environmental outcomes.”** Lily Cole, Climate Activist Model.



USE CONSUMER PRESSURE TO MAKE CHANGE HAPPEN

Consumers pressuring companies and governments about what is happening in the world **is vital in influencing decisions.** It has been clear that it helps to fight climate injustice because it is bending the curve of change. As an example, bankers are now massively changing their **investment decision criteria towards sustainability** thanks to consumer pressure.

To be more impactful, consumers should now **demand for data** that measures universal progress on our climate landscape.

“

Having a strong demand from the customer is probably the most effective level for a bank to move.”

Nathalie Jaubert, Deputy Head CSR,
BNP Paribas



INVEST IN TECHNOLOGY FOR NATURE-BASED SOLUTION PROJECTS



(up) Karin Helmstaedt, Bonnie Lei, Esther An; (down) Olivia Conil Lacoste, Nathalie Jaubert, Stephenie Foster

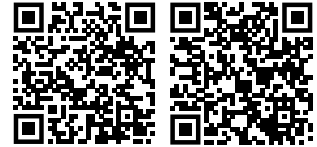
When women from indigenous communities are in leadership positions, gender norms within their communities and perception change. CIF (Climate Investment Funds) finances projects which provide opportunities for women to **lead nature-based solution projects** which have improved economic opportunities as well as biodiversity across generations.

Meanwhile companies are adopting technology and innovation to tackle the climate crisis.

AI & machine learning can be used. There are developments in impact analytics and programmes such as AI for Earth programme by Microsoft and a plenary Computer which shows data to allow decision making on conservation projects.

#WOMEN4STEM #WOMEN4AI

Discover
the Daring
Circle



Based on the Women4AI and Women4STEM Daring Circles, the Global Meeting virtual days and the plenary sessions focused on Tech launched several calls-to-action for better digital inclusion, education and leadership of women.

“

Feminization of the IT environment is challenging, but it is the most important priority for our industry, our customers, and society.

Bernard Gavgani, Chief Information Officer, BNP Paribas

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Why are women left behind and how to empower them in STEM fields to benefit society as a whole?

Women haven't always been absent from STEM fields, their representation has decreased over time – and the COVID-19 pandemic didn't help. Women were severely hit by this crisis: **“45M more women became poorer after the COVID-19 crisis.”** Anita Bhatia, Assistant Secretary General, Deputy Executive Director, UN Women.

STEM gender inequalities are witnessed all the way from high school involvement to C-suite level, from **academic access to STEM** curriculums to **leadership positions** in multinational corporations.

There is a **rush to act for more diversity** in STEM, and benefits will be huge: **“In the science field, every time a woman has been treated as an equal to men, history has been changed.”** Omar Sultan Al Olama, Prime Minister's Office, United Arab Emirates.

This change needs everyone on board, because **“Diversity is a team sport.”** Carole Boelitz, Executive Director, IP, Lenovo.

“

We need to reduce the gap in access to leadership positions and in pay. Crises put bigger accountability on everyone, and how you contribute to society.”

Diony Lebot, Deputy CEO, Société Générale



(up) Cassie Weber, Calvin Crosslin, Mouinira Jamjoom; (down) Sandrine Delage, Monika Kessl

90%
of tech jobs in
the 60s' were
women's jobs

Only **25%**
of employees in
STEM are women
in 2021

80%
of venture capitals
in 2019 had male
founders

3 LEVERS OF ACTION



EMPOWER WOMEN IN STEM FIELD, THROUGH EDUCATION AND LEADERSHIP

“

It is crucial to work in the long term, as girls will have to face specific difficulties in male dominated fields.”

Dorothée Roch, Co Founder & Director, BecomTech, mentoring programme to help get women more opportunities in STEM

A lever to **increase the feminization of STEM** is to support women at the beginning of their education. Young girls should be encouraged to achieve their goals and believe in themselves.

Another lever to encourage women into STEM is leadership. There is a need to break the imposter syndrome in tech and have new role models by opening positions of leadership and influence to women. **Women in leading positions must not be an exception anymore.**



BRING COLLECTIVE POWER TO SUPPORT IT INITIATIVES LED BY WOMEN

Not only did the pandemic crisis hit women's income severely, but we also acknowledge a **strong gender inequality in access to funding** that needs to be corrected. **“We observe disparities between male and female founders especially in access to funding, so we need to close this gender gap.”** Mathias Abramovicz, Programme Director, Startup Sprint, HEC Paris.

Furthermore, there is a need to make every stakeholder active on this issue: companies, governments, NGOs, non-profit organisations, individuals, institutions...



(up) Neveen Awad, Atti Worku; (down) Cécile Bartenieff, Charlotte West



RAISE DIVERSITY IN INNOVATION & AI TO FIGHT HATE

“

A more inclusive online community is where individuals have a place to make themselves heard.”

Rumman Chowdhury, Director, Machine Learning Ethics, Twitter

Artificial Intelligence (AI) may be one of the tools to **initiate change** toward greater inclusivity and **empower marginalized groups**.

More innovative results are obtained when including more diverse profiles, especially women, around the table.

However, AI is not the only solution: more **inclusive online communities**, based on social norms, such as acceptance, need to be created. Additionally, **minimum regulatory standards** should be set to **ensure safety and trust online**, as well as **behaviour policies and users' feedback collection**.



Based on the Women4Health Daring Circle, the Global Meeting virtual days and the plenary sessions on health issues contributed to opening up the conversations around sensible topics that had for a long time been taboo and to enhance women's health status.

“

The fight for how we control our bodies is a lesson that we take on throughout our lives. Health equity is an ownership stake into our own lives.

Alexis McGill Johnson, CEO, Planned Parenthood

”

How can businesses and organisations better support women's health at each stage of their life?

As in previous editions of the Global Meeting, speakers talked about **women's health issues throughout their lives** such as menopause transition, breastfeeding, childcare, middle age care, and heart diseases. But in this edition, we took a **special focus on midlife issues**, a key problem for a woman's career, when they may feel more excluded from their organisations & business.

At midlife, when women could be promoted to management roles, they cope with personal challenges that prevent them from upward mobility and force many of them to **drop out from the workforce**, which is an **unwanted loss of talent and expertise**. The COVID-19 pandemic has increased this occurrence.

The unprecedented situation of the pandemic has brought to light all types of problems also related to **women's intimacy, sexual freedom and health**, and the impacts this has on their careers : **“The pandemic opened up the conversation between women and around mental health.”** Lisa Stevens, Chief People Officer, Aon.

However, the situation for women remains critical, as more than 1 in 3 women face health problems that **are not effectively addressed in the G20 countries**. In light of this, it is time policy makers, businesses and organisations invested in workplace adjustment and educating society to **help women to get full access to healthcare. “Menopause is midlife, it is not the end of our lives, we are living into our 90s!”** Elizabeth Jeffords, Chief Commercial and Strategy Officer, Alkahest Inc.

“

Many of the inequalities that women face have not only been laid bare, but actually further exacerbated by the COVID-19 pandemic.”

Valerie Jarrett, CEO, Barack Obama Foundation



Ulrike Decoene, Leah Thomas

1/3

women are thinking of taking a step down from the workforce after the pandemic

25%

of French society by 2030 will be women in middle age

55%

of caregivers are women of 50+ y/o, who spend 30+ hours a week to help the elderly

3 LEVERS OF ACTION



BREAK THE TABOOS AROUND WOMEN'S HEALTH IN THE BUSINESS INDUSTRY

“

We have to consider men as allies in such questions.”

Valerie Perruchot Garcia, Director of Public Affairs Communications and CSR, Janssen France

Midlife for women is often coined with the **menopause transition**. At the same time, it is a period during which women are thriving at work and landing in leadership roles. As these topics are **still taboo in the corporate world**, it prevents many female employees from fulfilling their career achievements. In a survey conducted by Standard Chartered Bank, half of the women said they **were less likely to apply for promotion after their menopause** and 52% say they would be less likely to take on more responsibilities. Breaking such taboos also **calls for better educating men. Conversations should be opened up** to discuss menstruation and menopause consequences more easily.



REPOSITION WOMEN AND GIRLS AT THE CENTRE OF THE DEBATE



(up) Valerie Jarrett, Monica Nyiraguhabwa; (down) Michelle Milford Morse

The COVID-19 crisis had many **negative and lasting effects on women and on their health**. It has become an urgent priority to start fixing what is broken and this begins by putting women's health on **policy-makers' tables**.

“With girls' and women's issues at the frontline we will be able to address all of the world's challenges.”

Monica Nyiraguhabwa, Executive Director, Girl Up Initiative Uganda.



GIVE WOMEN ACCESS TO INFORMATION: PRESERVE WOMEN'S HEALTH THROUGH DATA & RESEARCH

Women are **underrepresented in clinical research**, especially when they are pregnant: **“More than 80% of pregnant women take more than one prescribed medication... only 5% of these medications have the information needed to know during pregnancy.”** Marie Teil, Global Head WoCBA, UBC Biopharma SRL.

Controlling disease activity during pregnancies has indisputable life benefits to the mother and the child. But how do we treat these women if we have no data on them? One solution could be **building a research programme to generate data** and provide information.

“

What we need is data-driven information: women have to be led by the science.”

Marie Teil, Global Head WoCBA, UBC Biopharma SRL



Based on the Women4Business Daring Circle, the Global Meeting virtual days and the plenary sessions focused on economic issues discussed the discriminatory situations that women are facing due to the pandemic and underlined the need to accelerate women's empowerment.

“

To close the gender gap, there is a need to take action with men as allies.

Victoria Mars, Former Chairperson and Director, Mars Inc.

”

What economic and business impact had Covid-19 on women?

The pandemic had a **negative economic impact on women entrepreneurs** who were most likely to be dissuaded to start their own businesses.

Moreover, the issue of **equal pay has been overshadowed** by the crisis. Consequently, the existing gender wage gap has been further widened.

These impacts have made the need to **lower the burden and expectations** that fall on women more pressing than ever. Women should be supported so that **they do not have to choose between their private lives and careers**. For instance, services, such as childcare, should be generalized, affordable and socially accepted to allow for more flexibility.

“

Most of women can no longer define and maintain clear boundaries between work life and personal life.”

Emma Codd, Global Inclusion Leader, Deloitte

“

Without the wage gap, the differences in revenue loss during the pandemic might have been completely different.”

Amanda Hindlian, Global Head of Capital Markets, NYSE



Bernard Gavgani, Catherine MacGregor

60% decrease of women entrepreneurs revenues during the pandemic

By 2025,
75% of our global workforce will be millennials

57% of women feel inadequately covered against life risks by insurances

3 LEVERS OF ACTION



COMPANIES NEED MORE SUSTAINABLE BUSINESS MODELS

The pandemic gave rise to **new, innovative, and sustainable business models**, with women having a **key role** in bringing these innovative ideas to the table. **“A KPMG study showed that 30% of the interviewees want to invest more than 10% of their revenues in changing their business models to greener and more inclusive activities.”**

Marie Guillemot, Chairman & CEO, KPMG.

Companies are increasingly expected to **define an authentic social purpose** aligned with the company's initiatives and its employees' personal purposes, especially since millennials are willing to join companies that **match their values**. Therefore, to be effective, values that arise from purpose should be translated into **concrete and measurable actions** through the different business units.



You need to make purpose fully integrated into your strategy. AXA rebuilt its purpose with the creation of "AXA index for progress, which measures the implementation of actions focusing on sustainable development.”

Thomas Buberl, Group CEO, AXA



ADOPT INCENTIVES TO FORCE TRANSPARENCY ABOUT WOMEN'S PRESENCE



A law passed in France a few years ago to oblige boards to have a quota of 30% of women. Now it's fully effective and the same law is being formalized for executive committees.”

Marie Georges, President, WILLA

A key step is to **adopt incentives** to increase women **presence on boards and strategic positions**. Governments can act by imposing quotas on the number of women to increase transparency.

They could also require companies to **make their metrics on gender equality available**. **“If you want accountability, you need targets, and this applies to gender progress.”**

Maurice Lévy, Chairman of the Supervisory board, Publicis Groupe. Such measures would make companies accountable and **allow investors to base their decision on inclusion and diversity**. **“Enforcing diversity is a business opportunity and a moral obligation.”** Joelle Zilliox, Vice President Europe Market Operations Purchases, P&G.



A SUSTAINABLE FINANCE TO SUPPORT DIVERSITY IN BUSINESS

The **whole funding ecosystem** plays a crucial role in increasing diversity and inclusion by **supporting women's initiatives and startups**.

Bankers, venture capital, and funds should also be part of this transition by committing to proactive actions turned toward sustainability. **“There are so many things to do on ESG.”**

Méka Brunel, CEO, Gecina.

For instance, more **investors are applying non-financial decision criteria** (ESG, etc.) as part of their analysis to identify opportunities.

Insurance companies can also engage in this transition by proposing specific products to cover women.



(up) Star Jones, Arianna Huffington; (down) Victoria Mars



After the virtual days, the week of the Global Meeting ended with a full day of in-person conferences at the Carrousel du Louvre in Paris, gathering an audience of a thousand people to round-table discussions and hubs such as the Discovery hubs and the Rising Talents hub.

“

Leadership is to give courage to others.

Marie Guillemot, Chairman and CEO, KPMG

”

The leadership Equation : What are Covid-19 economic business impacts on women ?

We need to **change the system where women won't have to adapt anymore**, but will have mentors to rely on and role models setting the example to conquer and succeed. **“As women we often censor ourselves. One day, my mentor told me that I should think of being a director and that brought me confidence.”** - Laurence des Cars, President, Louvre Museum.

To truly engage in leadership roles, women need to be **inspired by role models** to bring them confidence and career objectives.

Education is the key to opening up to new kinds of leaderships.

“

When a girl is given an education, the impact will go beyond the individual, it will go to the family, the community, and eventually the entire world.”

Vanessa Nakate, Founder, Green Schools Project and climate activist

The Green Schools Project is engaged in **educating children from all backgrounds** on how we have a knock-on effect on our ecosystem.

As for diversity in leadership, change will not happen overnight, but **promoting women entrepreneurs of colour** not only has societal effects but mostly economic ones.

“There is a lack of investment in black entrepreneurship not because they are bad investments but because there were decades of structural and intended exclusion of black entrepreneurs.” Margaret Anadu, Partner at Goldman Sachs.

Benefits of inclusive leadership are expected in every field as it will bring out intersectional solutions, where we desperately need to tackle challenges. **“The climate crisis is an intersectional issue, and so we need to find an intersectional solution.”** Leah Thomas, Founder, Intersectional Environmentalist and Climate Justice Advocate.



Vivian Hunt, Caroline Firstbrook, Marie Guillemot, Alexandra Soto, Maurice Lévy

60% of employees
in the French Federation
of Insurance are women,
but only 30% are in top
management

Publicis has put a target
in place to reach
45% of women
on senior
leadership roles



Tatiana Mukanire, Elizabeth Johnston, Céline Bonnaire

“

A woman has an extremely strong power, she stands up despite the pain, the rejection that the community imposes on her.

Tatiana Mukanire, National coordinator, Global Fund for Survivors

”

Is freedom from violence the basis of empowerment?

Freedom from violence is the basis of emancipation and true collaboration, it is **non-negotiable and a prerequisite for achieving anything** in society.

Following the unlawful murder of George Floyd, and the resulting **increase in awareness of the Black Lives Matter** movement, the need for global change is more evident than ever.

“

We all have a responsibility to tackle gender-based violence.”

Louise Haigh, Member of Parliament, UK House of Commons

“

It is the same thing that anchors racism and sexism.”

LaTosha Brown, Co-Founder, Black Votes Matter

Domestic violence, either mental or physical, is still a big issue as **“230,000+ women are victims of domestic violence per year in France.”** Anne-Cécile Mailfert, President, Fondation des Femmes. We cannot turn a blind eye to this issue anymore, organisations and companies have to get hold of the subject. **Employers must be vigilant and attentive to weak signals**, especially when working from home has become the new normal. **“Since 2011, our company trains our employees to recognize domestic violence. One woman out of four is a victim of domestic violence in Europe, China and the US.”** Céline Bonnaire, Executive Director, Kering Foundation.

In the Democratic Republic of Congo, 1 million women have been sexually abused for the past 25 years according to the National Movement of Survivors of Sexual Violence. **To help women recover and prevent further assaults**, we need to break the silence. **“The best revenge I have had on my abusers is that I have broken the silence, and I have helped other women in my country to speak.”** Tatiana Mukanire, National Coordinator, Global Fund for Survivors, National Movement of Survivors of Sexual Violence. Furthermore, we need to dismantle the sexist view of women as victims. **“Afghan women are not always victims compared to what media are showing. They are resilient.”** says Fatimah Hossaini Artist, Photographer, Women's Rights Activist.

To catalyze change, policies, systems and biases that systematically create barriers of entry to minorities, be the black community, political refugees, or members of the LGBTQ+ community, need to be dismantled and reconstructed with the input of a more inclusive society.



LaTosha Brown, Margaret Anadu



Blessing Omakwu, Alexis McGill Johnson

“

I had my mum as my role model. She comes from a traditional family in Syria. She wasn't allowed to follow her dreams. But she was very supportive of us doing professional sport.

Yusra Mardini, UNHCR Goodwill Ambassador and Olympic Swimmer

”

Is collaboration a must to change the narrative?

“Companies that put purpose at the heart of their ambition will perform and last.” Elisabeth Moreno, Minister for Gender Equality, Diversity and Equal Opportunities.

By listening to stories of women in business and striving for better gender equality on all levels of grade, age, and ethnicity, **the culture shift should be inclusive.**

Companies need to encourage leaders to be more transparent and vulnerable. **“As a new leader, I have learnt to be transparent and vulnerable. And to be conscious and caring to other leaders.”** Alexis McGill Johnson, President and CEO, Planned Parenthood Federation.

Connection is at the forefront of 'good business'.

“

To connect with people, market and consumers you need to sell authenticity.”

Blessing Omakwu, Deputy Director, Gates Foundation and Founder, The She Tan

People are aware of genuine initiatives, and this is what companies need to invest in by having initiatives that include women in areas of development. **“We have defined 85 new skills for jobs in IT and have decided to hire 1000 women in IT from now to 2025 to reach.”** Bernard Gavagni, Chief Information Officer, BNP Paribas

In regards to **gender equality in the workplace**, companies know that women are underrepresented the higher they climb

in business, they know this is not acceptable nor should it be tolerated.

Throughout this Global Meeting we have learned about the struggles of women and how global issues impact them. But mostly, **the Women's Forum highlights collective power and action**, sharing **concrete solutions** to build a more just and inclusive society and economy.

“

ENGIE has a programme called 50/50 to obtain gender parity within our company.”

Catherine MacGregor, CEO, ENGIE Groupe



Fatima Hossaini, Laurence des Cars



RISING TALENTS

Session at the Rising Talents Hub

In partnership with Lazard, the Women's Forum 2021 Global Meeting celebrated the 14th promotion of the Rising Talents: 13 awarded women from 11 different countries.

Who are the Rising Talents?

They are Ministers, CEOs and executives of private companies, artists and NGOs, leaders of tomorrow.

What are their stories?

Fighting for education in Africa, creating a positive impact in Colombia, restoring the health of the ocean, innovating in health care...

They are the new role models.

They can inspire women and men to make a difference.

7 networking sessions

took place at the dedicated hub during the Global Meeting.

A cocktail to honour them

was organised by our partner Lazard.



Discover the
Rising Talents

For the first time, we gathered all the 250+ Rising Talents from more than 90+ countries at the Rising Talents Reception, organised under the patronage of Agnès Pannier-Runacher, Minister Delegate to the Minister of the Economy, Ambassador of the Rising Talents Initiative and former Rising Talent herself.



Agnès Pannier-Runacher



Jean-Louis Girodolle, Anne-Gabrielle Heilbronner, Isabelle Xoual, Audrey Tcherkoff

Rising Talents cocktail 2021 at Lazard headquarters





YOUTH INITIATIVE

Anuna De Wever Van Der Heyden, Camille Aumont Carnel, Camille Etienne

“

*The leadership that got us here
will not be the leadership that gets us out.*

Anuna De Wever Van Der Heyden, Climate activist

”

The Women's Forum for the Economy & Society seeks to more deeply engage the next generation, by bringing a diverse mix of young people of all genders to participate in driving gender equality for all. The Women's Forum believes that the potential for action resides at the intersection of youth and experienced viewpoints.

In 2021 for the first time ever, more than 100 youth delegates participated at the Carrousel du Louvre. Moreover, The Women's Forum offered 10.000 virtual passes to youth around the world. The last day of conferences was eloquently opened by three young leaders who graced our stage, sharing their vision on true leadership, climate crisis and sexuality. **“We need to be radical, which means going at the very roots of what caused climate change: domination against black people, against women, against minorities.”** Camille Etienne, Environmentalist.

“

*The way I am no longer afraid
of my desire, is the way I am no
longer afraid of my power.”*

Camille Aumont Carnel, Feminist Activist for
Female Pleasure

The world needs the leadership of a new generation, harnessing inclusion to more rapidly address humanity's challenges, for a new generation – a generation that is more fired up than ever about human rights, economic, racial and gender justice, and the environment. The Women's Forum aims to equip young people with the tools to act on the issues that drive them.

As part of the Youth Initiative, the Women's Forum editorial board will welcome more young members in 2022. Moreover, the ambition is to strengthen the Youth Initiative during the regional events and the next editions of the Global Meeting.

“

*What makes a workplace good
for a woman is also what makes a
workplace good for a man.”*

Sara Kemppainen, Fora, Youth Ambassador



Alessandra Souroujon



Edoardo Bertin



Sara Kemppainen, Djunice Lumban



WOMENENTREPRENEURS4GOOD

Mathias Abramovicz, Inge Kerkloh-Devif, Jamila Belabidi, Audrey Tcherkoff and WomenEntrepreneurs4Good 2021 promotion

“

Supporting and accelerating the growth of women-led business is not only to promote women's economic empowerment, but also to foster green innovation and competitiveness in Europe.

Jamila Belabidi, Purchases Director, Global Women Economic Empowerment, Procter & Gamble

”

The Women's Forum, with its partners Procter & Gamble and the HEC Paris Innovation & Entrepreneurship Center, aims to become a platform to implement concrete action in support of entrepreneurial projects that play a key role in the transition to the green economy. Launched in March 2021, WomenEntrepreneurs4Good is an initiative designed to foster female creativity and entrepreneurship in Europe, through a startup acceleration programme. In 2021 the programme supported 9 women-led projects based in France, Germany and Italy. In 2022, for its second edition, **WomenEntrepreneurs4Good will double its impact by supporting 20 projects and opening the programme to applicants from all over the world.**

During the Global Meeting, the 2021 laureates were gathered at the Carrousel du Louvre, along with representatives from P&G, HEC Paris, and the Women's Forum, to showcase their achievements and explain how the programme supported them throughout the year. The nine entrepreneurs reminded us that the time has come to close the gender gap in entrepreneurship and that female founders need increased access to finance and contracts to scale up their businesses.

“

In a world in transformation, innovation is at the center of everyone's thoughts. Entrepreneurship plays a major role in the economic development of tomorrow.”

Inge Kerkloh-Devif, Senior Executive Director, HEC Paris

“

The WE4G programme gave me expertise, visibility and peer support that helped me turn a simple idea into a well-running business.”

Marie-Noelle Sarocchi, Founder, BugSafe



WomenEntrepreneurs4Good 2021 promotion



CEO CHAMPIONS

CEO Champions signatories

In the framework of the Global Meeting, top leaders from the private sector were gathered for the CEO Champions workshop.

This was a unique moment for CEOs to highlight best practices in gender equality and engage for action.

On this occasion, the commitment “Towards the Zero Gender Gap”, presented at the Women’s Forum G20 Italy (Milan, October 17th-19th, 2021), was signed by 28 international CEOs and high-level representatives, who joined the coalition of committed leaders around 5 strategic actions:



Continue to mitigate the impacts of unconscious bias from our hiring and promotion processes



Establish aspirational female recruiting and promotion targets



Support female talent retention and advancement



Ensure that equal pay for equal work is in place and effective



Regularly measure, monitor, and evaluate progress in all of the above actions



Maurice Lévy signing the commitment



DISCOVERY HUB

Workshop hosted by Wavestone at the Discovery Hub

At the Carrousel du Louvre, the Women's Forum created an innovative space for partners to develop dedicated sessions and provide insights about their commitment for gender equality.

In relation to the work of the Women's Forum Daring Circles, the nine workshops explored topics such as the gender-climate nexus, women's entrepreneurship and gender equality in the health and tech sectors.

Throughout sessions such as "Breaking the glass ceiling in the hospital industry" or "Net- Zero Emissions and Gender Equality, which roadmap?", participants had the opportunity to engage in conversations with inspiring international speakers from all walks of life.

The Women's Forum would like to thank the partners that enabled the Discovery Hub to be such an innovative and engaging space:

AXA, BNP Paribas, CentraleSupélec, ClimateSeed, Generation 2030, HEC Paris, Johnson & Johnson, Pernod Ricard, Procter & Gamble, Wavestone.

At the Discovery Hub, ClimateSeed presented the three emissions reduction projects supported by the Women's Forum. These projects, from Kenya, Romania and Guatemala, contribute to the achievement of MDG 5 (gender equality) through the support and empowerment of women in local communities.

The Women's Forum, CentraleSupélec and CentraleSupélec Alumni presented a new mentoring initiative. 10 women having inspiring careers in STEM fields are going to mentor 10 young women in engineering studies, sharing their experience, knowledge and life lessons to help them build their professional path.

Mentors and mentees of the CentraleSupélec Mentoring initiative with Audrey Tcherkoff, Corine Dubruel and Romain Soubeyran at the Discovery Hub



THE WOMEN'S FORUM THANKS ITS

STRATEGIC MEMBERS



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GOLD PARTNERS



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WOMEN'S FORUM
GLOBAL
MEETING

15-19 November 2021

THE 21ST CENTURY
NEEDS EVERYONE
ON BOARD

LE 21^{ÈME} SIÈCLE A BESOIN DE 100% DE L'HUMANITÉ

WOMEN'S FORUM
FOR THE ECONOMY & SOCIETY

Climate Action Partner ClimateSeed

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