

Smart and Fair Recognizing Women's Role in Our Economic Future

International Policy Forum

One Whitehall Place, London

10–11 July 2017

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- Informed debate – we engage governments, the private sector, civil society and our members in open debate and private discussions about the most significant developments in international affairs.
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Introductory Remarks

Paola Subacchi | Senior Research Fellow,
Global Economy and Finance, Chatham House



Welcome to the 2017 edition of the Chatham House Gender and Growth initiative's International Policy Forum. The Forum provides a space for constructive dialogue on gender-inclusive growth in countries of the G20, and explores policy issues and recommendations

for discussion at both the G20 and Women20 (W20) levels – the W20 is the official G20 engagement group that focuses on gender equality and economic inclusiveness.

The Forum brings together theory and practice and the best policy ideas to support and advance gender-inclusive growth and women's economic empowerment. Among the themes to be discussed at this year's Forum are labour markets and women's participation in the workforce; financial inclusion and poverty reduction; leadership and economic empowerment; and the digital economy and related skills.

The plenary sessions will offer a space to consider the issues that are – or that need to be – on the international economic agenda. Breakout sessions will refine these issues and identify areas for further analysis and data-gathering

to update the Bellagio Action Plan on Gender and Growth (see page 8) – a 'living' document that presents actionable policy recommendations for the G20 – and to support W20 engagement with the G20 chair and other member states. The final session will 'call for action', set the objectives for the year ahead, and adopt practical steps to maintain momentum and push the G20 leaders to deliver on their commitments to economic equality.

We welcome the ever-increasing support of passionate campaigners and influencers from scholars, policymakers, activists and business people alike. I would like to thank those individuals and organizations whose continued support has been vital to the success of the initiative: our Lead Sponsor, EY, and our Associate Partners for this year's Policy Forum, Coca Cola European Partners and The Asia Foundation. Lastly, I would also like to acknowledge Citi whose support has enabled us to undertake a project on gender-smart procurement, the results of which will be published this autumn.

Thank you for your participation. I look forward to engaging with you in a very productive discussion.

Paola

Welcome Message from the Chair of the Forum

Julie Linn Teigland | Regional Managing Partner, Germany, Switzerland, Austria, EY



Welcome to the Chatham House 2017 International Policy Forum.

EY is the proud Lead Sponsor of Chatham House's Gender and Growth initiative, with the International Policy Forum as its flagship event. In April this year we watched history being made at

the W20 Summit in Berlin, as Chancellor Angela Merkel accepted the Women20 Germany 2017 Communiqué and associated Implementation Plan to present at the G20 Summit discussions in Hamburg. This proud moment was the culmination of months of active engagement and discussion involving individuals from around the world.

Through the collective insights from all of you in the private and public sectors, and through our International Policy Forum discussions, we will be able to build and refine key policy recommendations and measures for the G20 to further enhance the economic empowerment of women. Furthermore, by working closely not only with the W20, but also with the other official G20 engagement groups (including Y20, B20 and L20) and the W7, the G7's new working group, we collectively ensure that the economic empowerment of women is threaded throughout their agendas, and that their measures – like those submitted in Berlin – remain robust.

The measures recommended in Berlin by the W20 include a wide range of existing and new datasets covering education (STEM, financial and entrepreneurial curricula) programmes needed; policy enforcement or changes around sexual harassment as well as discrimination in the workplace around pay and earnings; ensuring workplaces are safe environments; eliminating the digital divide; ensuring financial inclusion; building entrepreneurial ecosystems for women; and demanding parity in the representation of women in policy meetings. These are of course not the only ways to measure our progress towards parity, but these metrics provide a baseline that can be used to fully represent women's positions in the market.

It is essential, as we look to the future, that our progress so far and the increased energy and awareness about women's economic empowerment as a driver for growth do not falter or get left behind. Investments made to date, and plans for increasing investments in infrastructure for digital access, financial access and access to capital must continue. Only recently the World Bank approved the establishment of the Women's Entrepreneurship Facility, which was first proposed by Chancellor Merkel at the Berlin Summit, and is already receiving its first funding commitments from countries, including the United States and Germany. Moreover, corporations are pledging to increase their procurement spend with female entrepreneurship. These are tangible steps resulting from the collective voice and efforts of the International Policy Forum.

Our world continues to face many challenges – among them increased violence, political uncertainty and economic volatility – all of which can negatively impact the role and status of women. The discussions at the G20 and G7 levels to enhance women's economic empowerment must continue if we are to not only endure these testing times, but also find ways to grow and succeed. In short, we need to create a win-win situation that demonstrates that the economic empowerment of women benefits everyone.

In November 2016 the World Economic Forum assessed that it would now be 170 years before women achieve parity with men across all four factors – economic participation and opportunity; educational attainment; health and survival; and political empowerment – a marked regression from the 117 years predicted just one year before. We must act, and act now.

I look forward to meeting many of you over the coming sessions, and to engaging in some robust discussion and ensuing action.

Best wishes to you all for a stimulating and impactful Policy Forum.

Julie

Key Information

Venue

One Whitehall Place, London, SW1A 2HE

Security

For security reasons it is important that participants wear their badges at all times. Entrance to the forum hall will be restricted to participants displaying badges.

Wi-Fi access

Guests are welcome to connect to the Wi-Fi:

Network: _horseguards

Password: none required

Messages

Chatham House staff will be available at the registration desk throughout the forum to take messages and handle enquiries.

Mobile phones

Please turn your mobile phones to silent while in the forum hall.

Twitter

Suggested Twitter hashtag: #CHSmartandFair

Refreshments and meals

Refreshments, lunch and dinner will be served in the Reading & Writing Room. If you have any special dietary requirements that you have not already indicated on your registration form, please make these known to Chatham House staff as soon as possible.

Filming

Please note this event is being filmed. By entering the venue you acknowledge that you have been informed that you may be photographed and recorded, and grant consent for yourself, or your likeness, to be portrayed in any media now known or hereafter devised.

Breakout sessions

If you intend to participate in a breakout session but have not already indicated this on your registration form, please let a member of the Chatham House staff know as soon as possible.

I. International Policy Forum

One Whitehall Place, London
10–11 July 2017

“The political and economic participation of women does not reflect the proportion of women in society. That is why we focused first and foremost on this topic in Brisbane (at the G20 summit) in 2014. We said that we wanted to close the gender employment gap. Today, only 50% of women in the world are in gainful employment compared to 76% of men. We want to close this gap by 2025.

However, first things first, i.e. girls first need access to a basic education. That means that there is still much to be done and we must in particular support emerging economies and developing countries. Social progress in those countries can only benefit from girls and women being more involved in the changes made.”

Angela Merkel

Chancellor, Germany, host of the 2017 G20 Presidency

“Gender equality is a key goal which we must work towards with conviction and political will. Argentina is embracing the empowerment of women as a state policy. We are working across all areas to ensure that women have the same opportunities as men in Argentina, socially, politically, economically and culturally speaking.”

Mauricio Macri

President, Argentina, host of the 2018 G20 Presidency

“Women are the ultimate economic accelerators. They spend 90% of what they earn on their families. Empower a woman and you’ll empower an entire community.”

Monique Villa

CEO, Thomson Reuters Foundation

International Policy Forum

Agenda

Monday 10 July 2017

14:00–19:00 | Lobby

Registration

15:00–18:15 | The Gladstone Library

Warm-up Sessions

A year on... What did we achieve and where are the challenges?

Following the successful W20 Summit in Berlin earlier this year, this session will assess the impact made by the W20 as well as other multi-lateral initiatives aimed at fostering gender-inclusive growth. In light of achievements and challenges, possible next steps will be examined to ensure that the G20 and the G7 are held accountable for their commitments to further advance women's economic empowerment.

Introductory remarks

Paola Subacchi, Senior Research Fellow, Global Economy and Finance Department, Chatham House

The W20 and the W7: lessons learned in 2017

Panel

Marta Dassù, Senior Director European Affairs, The Aspen Institute

Gala Díaz Langou, Social Protection Director, CIPPEC

Claudia Große-Leege, 2017 Co-Chair, W20 Germany; General Manager, VdU (Association of German Women Entrepreneurs)

Moderator: **Paola Subacchi**, Senior Research Fellow, Global Economy and Finance, Chatham House

16:30–16:45 | Refreshments

Taking stock of developments in the multi-lateral agenda and monitoring change

Judit Arenas, Director, External Relations and Deputy Permanent Observer to the United Nations, International Development Law Organization

Karen Mathiasen, Acting US Executive Director, World Bank

Margo Thomas, Former Chief of Secretariat, UN Secretary-General's High-Level Panel on Women's Economic Empowerment

Moderator: **Alan Philips**, Editor, *The World Today*, Chatham House

18:15–19:30 | The Meston Suite and The Churchill Bar

Welcome Reception

19:30–22:00 | The Reading & Writing Room

Welcome Dinner

Robin Niblett, Director, Chatham House

Julie Linn Teigland, Regional Managing Partner, Germany, Switzerland and Austria, EY

Guest speaker: Rohit Talwar, CEO, Fast Future

Results of the 2017 video competition

Winner's award presented by **The Rt Hon Justine Greening MP**, Secretary of State for Education and Minister for Women and Equalities (*dependent on parliamentary commitments*)

Tuesday 11 July 2017

09:00–09:30 | The Gladstone Library

Welcome Remarks

Adam Ward, Deputy Director, Chatham House

Keynote opening speech

Her Excellency Sheikha Lubna bint Khalid Al Qasimi, Cabinet Minister and Minister of State for Tolerance, United Arab Emirates

09:30–10:45 | The Gladstone Library

Session One | Innovative gender-responsive policies — learning from practice

This session will examine good practice in both the public and private sectors. Focus will be on measures and policies developed to involve more women in economic activities that have had a measurable impact and that can be broadly implemented.

Panel

Betsy Nelson, Vice President and Chief Risk Officer, Risk and Compliance, EBRD

Her Excellency Atsuko Nishimura, Ambassador in Charge of Women's Issues, Ministry of Foreign Affairs, Japan

Simona Scarpaleggia, CEO, IKEA AG

Moderator: **Tazeen Hasan**, Senior Private Sector Development Specialist, World Bank Group

10:45–11:15 | The Reading & Writing Room

Refreshments

11:15–12:30 | The Gladstone Library

Session Two | Changing habits, disrupting the norms

Ingrained habits and norms have been proven difficult to break. This session will discuss placing gender-parity on our agendas by working to change habits and the status quo to empower women, globally. In this session, we will also explore how incentives can drive change.

Panel

Shereen El Feki, Associate Fellow, Centre on Global Health Security, Chatham House; Senior Fellow, Promundo

Martha Lane Fox, Chair and Founder of Doteveryone.org.uk

Diego Piacentini, Government Commissioner for the Digital Agenda, Italy

Su-Mei Thompson, CEO, The Women's Foundation Hong Kong

Moderator: **Amadou Mahtar Ba**, Co-Founder and Executive Chairman of AllAfrica Global Media Inc.

12:30–13:30 | The Reading & Writing Room

Lunch

13:30–15:30

Session Three | Breakout sessions

1. Financial inclusion and access to finance | River Room

Financial inclusion is a major driver of economic development around the world. Access to financial services by individuals and enterprises, however, is still limited in many countries and regions, and women are much more financially excluded than men. In this session, we will focus on identifying gaps, exploring areas of intervention and discussing how the G20 financial inclusion agenda needs to be more gender-inclusive.

Panel

Renu Kohli, Consultant Professor, ICRIER (Indian Council for Research on International Economic Relations)

Hong Mu, 2016 Chair, W20 China; Director General, Liaison Department, All-China Women's Federation

Facilitator: **Paola Subacchi**, Senior Research Fellow, Global Economy and Finance, Chatham House

2. Women in the digital economy | Meston Suite

Despite the huge impact that global online connectivity has had on global communications, trade, scientific analysis and local economies, over 50% of the world – an estimated four billion people – have yet to gain regular access to the internet, and women in developing countries are 25% less likely than men to have internet access. Using examples of successful interventions in communities around the world, this session will examine the untapped potential contribution of women's digital uptake to the local and global economies, and how best to restore balance throughout the digital economy.

Panel

Lindsey Nefesh-Clarke, Founder and Managing Director, W4 (Women's WorldWide Web)

Luna Shamsuddoha, Chairman, Dohatec New Media

Anka Wittenberg, Senior Vice President; Chief Diversity and Inclusion Officer; Head of People Sustainability, SAP SE

Facilitator: **Dorothy Gordon**, Associate Fellow, Global Economy and Finance, Chatham House; Advisor, Technology for Development

3. Entrepreneurship, trade and procurement | Whitehall Reception 3

In this session we look at women's participation in public procurement as a tool, and an entry point for women into exports and international trade. The session will discuss active policies, and recommendations for the G20, to bring more women-led firms into public and private procurement. There are many different business ownership models, including majority woman-owned businesses, firms that are equally male and female-owned as well as women-led businesses. The differences in these models should be highlighted, particularly in light of how public expenditures should be allocated to expand opportunities for women businesses. The session will discuss existing good practices in both the public and the private sectors and assess their feasibility in public policy programs.

Panel

Jennifer Bisceglie, CEO, Quantum Leaps, Inc.

Astrid Ter Wiel, Owner, AWAKE

Elizabeth A. Vazquez, Co-Founder and CEO, WEConnect International

Carol Cooke, Creative Director, Scrumptious Productions Ltd

Facilitator: **Joanna Santinon**, Tax Partner, EY

4. Preparing for the jobs of tomorrow | Whitehall Reception 1 & 2

The scale and speed of change brought by technology in the past 50 years has been unprecedented and there is no doubt that in the future AI and automation will disrupt and transform work in ways that cannot yet be imagined. How can women and girls be prepared for this brave new world? Is systematic STEM education the only way to provide the capacity to adapt to the requirements of future jobs? What emphasis should be put on creativity and critical thinking? How can communities avoid 'missing the boat' and harness the potential of technology while avoiding increasing inequalities? This session will explore these issues and how countries can develop a more comprehensive view of trends in order to establish a meaningful dialogue with education systems and business to align demand and supply of skills.

Panel

Elizabeth Isele, Associate Fellow, Global Economy and Finance, Chatham House; Founder and CEO, GIEE

Vanessa Ogden, CEO, Mulberry Schools Trust

Stephanie Oueda Cruz, Associate Director, Diversity and Inclusion, Coca-Cola European Partners

Stefano Scarpetta, Director, Employment, Labour and Social Affairs, OECD

Facilitator: **Rohit Talwar**, CEO, Fast Future

15:30–16:00 | The Reading & Writing Room

Refreshments

16:00–17:00 | The Gladstone Library

Reports from the breakout sessions – Call for action

Panel Discussion

Moderator: **Elizabeth Isele**, Associate Fellow, Global Economy and Finance, Chatham House; Founder and CEO, GIEE

17:00–17:30 | The Gladstone Library

Closing remarks and thanks

17:30–19:30 | The Churchill Bar

Reception

II. The New, Gender-Conscious Global Economic Governance

The New, Gender-Conscious Global Economic Governance

Paola Subacchi | Senior Research Fellow,
Global Economy and Finance, Chatham House

With the formal establishment of the W20 in 2015, gender has come to occupy a critical role on the global economic agenda. Notably, at the 2017 Spring Meetings of the IMF and the World Bank Group there were many discussions focusing on how to close the gender gap in terms of access to finance, education, tax policies and infrastructure investments. This would have been inconceivable just a few years ago, when economic theory and policy practice were expected to be gender-neutral as well as socially neutral.

Gender awareness does not, however, necessarily translate into effective and impactful policy action. For instance, multilateral financial institutions increasingly include diversity in their intervention plans, and ‘nudge’ the governments of recipient countries to address stark inequalities between men and women. Such interventions are important, but they achieve (at best) partial or (at worst) merely cosmetic results. Active domestic policies are needed, and governments must embrace credible policies to bring more women into the labour market, improve access to education and finance, close the pay gap, invest in social infrastructure – especially childcare and assistance with the elderly – and help women entrepreneurs.

There must be effective and internationally coordinated action to ensure that the benefits arising from well-formed domestic policies are shared as widely as possible. Peer pressure can be put on leaders to commit to some measurable objectives within the context of the multilateral economic dialogue organized around and by the G20. As the premier forum for international economic and financial affairs, with economic growth at the core of its agenda, the G20 has a huge stake in advancing gender equality. Correcting the critical imbalances in economic opportunities for women will strengthen the G20 framework for strong, sustainable and balanced growth. But despite the support offered to the W20 since its inception, the G20’s progress on women’s economic empowerment remains too slow and too patchy.

The Bellagio Action Plan

Good intentions and well-crafted words are not enough. Action is needed now. This clear message, highlighted at the 2016 edition of the Chatham House International Policy Forum, underpins the Bellagio Action Plan on Gender and Growth. The Action Plan brings together many strands of the G20 policy framework, and advocates, *inter alia*:

- A gender focus in G20 country action plans for structural reforms;
- Special attention for policies to promote female entrepreneurship;

- Development of a fully comprehensive measurement of economic activity, including the contribution of unpaid domestic and care work to GDP; and
- Updating the Global Partnership for Financial Inclusion, with a particular focus on access to finance and bank facilities for women.

The Bellagio Action Plan also proposes that the existing G20 working groups should give greater consideration to gender. In particular:

- Investment & Infrastructure Working Group – including a discussion of the social impacts of physical infrastructure and consideration of social infrastructure in G20 countries.
- Trade & Investment Working Group – encouraging policies that promote women in supply chains and procurement contracts.
- Development Working Group – working with the W20 to formulate and monitor the proposed action plans in order to implement the UN 2030 Agenda for Sustainable Development.
- Employment Working Group – establishing a G20 network for female entrepreneurs and their businesses.

The Bellagio Conference

In July 2016, thanks to the support of the Rockefeller Foundation, a high-level conference was convened under the Chatham House Gender and Growth initiative at the Foundation’s Bellagio Center in Italy. The Bellagio conference provided an opportunity to reflect on developments since the establishment of the W20 in April 2015 and to map the way forward. The conference also focused on what needed to be done to ensure that the W20, under Germany’s stewardship, would continue to provide policy indications and recommendations to the G20 to help cement its role as the leading group for advancing gender equality and promoting gender-inclusive economic growth. Ahead of the G20 Summit in Hangzhou last year, the conference produced what became known as the ‘Bellagio Action Plan on Gender and Growth’, a document that informed G20 (and G7) discussions and action for the subsequent twelve months.

Germany's W20

Germany's G20 presidency, building on the commitment of both Turkey and China to the W20, has sought to deepen international focus on the women's agenda within the G20. During the April 2017 W20 Summit in Berlin, Chancellor Angela Merkel proposed the establishment of a capital fund, attached to the World Bank and with contributions from G20 member governments as well as the private sector, to support female entrepreneurs in developing countries.

W20 delegates urged G20 member states to accelerate their efforts to raise the share of women in the formal labour market, in line with their commitment, made in Brisbane in November 2014, to reduce the gap in participation in the labour market between men and women by 25 per cent by 2025.

Delegates at the Berlin Summit identified financial access and education as two critical areas for policy action. In particular, they called for increased investment in technical education and training for girls and women, to include training in technical professions as well as initiatives to bridge the gender divide in digital technology.

The G7 Roadmap for a Gender-responsive Economic Environment

A further endorsement of a gender-driven agenda in international economic governance has come from the G7, which at its May 2017 Summit in Taormina agreed to adopt a Roadmap for a Gender-responsive Economic Environment. Italy, as G7 chair, is committed to host a G7 ministerial meeting on equal opportunities, to be held in Rome in November.

The G7 Roadmap explores some of the ideas developed in the Bellagio Action Plan, such as the commitment to value unpaid care and domestic work and estimate its contribution to GDP, and adapts them to the policy context of the G7. To some extent, the G7 member states (all of which are of course also members of the G20) have accorded greater depth to the gender-inclusive economic agenda than the G20 has managed to achieve so far. This is hardly surprising, given the more active role in international economic governance that the G7 – as a smaller and more like-minded group – has been playing in recent years, and the tendency of the G20 to become mired in over-ambitious and over-large agendas.

Implementation remains the crux for both the G20 and the G7, and there is no guarantee that the latter will find it easier than the former to follow up on the commitments as set out in the new Roadmap. Nonetheless, the G7 seems to have established an active, policy-driven process to address gender issues, whereas the G20 is in a more reactive mode – and one that is often driven by W20 initiatives. It is clear that the work of the International Policy Forum must engage equally with the G7 as well as the G20.

The challenge of maintaining focus and momentum

Argentina, when it takes over as chair of the G20 in December 2017, will have the challenge of pinning down a set of credible commitments with measurable objectives. The G20 may be tempted to focus most immediately on gender, as the least controversial, high-impact/low-cost issue, compared with the currently more problematic topics of trade imbalances, financial regulations and exchange rate arrangements. But short-term attention to gender, should this arise as a means of circumventing other, more difficult bilateral relations between certain G20 members, is unlikely to deliver the structural policies that are needed to narrow the gender gap.

Through this year's Policy Forum and the updated Bellagio Action Plan, our community of passionate campaigners and influencers will continue to work towards providing fresh policy ideas that support gender-balanced growth. The task now is to step up the pace and begin to monitor the implementation of G20 commitments while continuing to suggest policy interventions, as well as measurable and actionable goals, to promote women's economic empowerment in G20 countries. Efforts should be channeled into designing mechanisms to regularly monitor progress towards targets at country-level, and to track the implementation of the G20 commitments. The Forum should demand that progress-monitoring forms part of peer discussion at working group-level at the G20, particularly – given the acceleration in progress needed to meet existing G20 targets – those countries where policies and outcomes are presently lagging. Members have hitherto agreed to self-report on the '25 by 25' commitment on a biennial basis, based on a template devised by the ILO and the OECD. But evidently, more needs to be done.

III. Speakers



Judit Arenas

Director, External Relations and Deputy Permanent Observer to the United Nations, International Development Law Organization

Judit Arenas is the Director of External Relations for the International Development Law Organization (IDLO), the only intergovernmental organization focused exclusively on promoting the rule of law. As IDLO's Deputy Permanent Observer to the United Nations in New York she has oversight for advocacy, government relations and strategic outreach efforts to contribute to build a culture of justice. She has led IDLO's work on contributing to the negotiations of the UN 2030 Agenda and SDG indicators.

Prior to joining IDLO, she was a vice president at APCO Worldwide, providing strategic counsel to corporations, governments and non-profits. Her career in the non-profit sector includes roles as chief of staff to the secretary-general of Amnesty International, as global media director for Amnesty and as deputy coordinator for the Coalition to Stop the Use of Child Soldiers.

Judit undertook postgraduate research at University College London.



Her Excellency Sheikha Lubna bint Khalid Al Qasimi

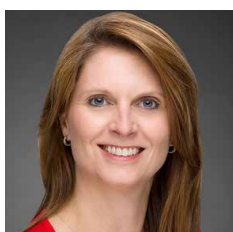
Cabinet Minister and Minister of State for Tolerance, United Arab Emirates

Her Excellency Sheikha Lubna bint Khalid Al Qasimi was appointed as the UAE's Minister of State for Tolerance in 2016. Sheikha Lubna is the first woman to hold a ministerial position in the UAE. Previous ministerial appointments include the Ministry of Economy, the Ministry of Foreign Trade and the Ministry of International Cooperation and Development. She currently serves as president of Zayed University in the UAE, is a governing board member of the Lee Kuan Yew School of Public

Policy in Singapore, chairs the board of trustees of the International Institute for Tolerance, and sits on the board of several institutions including the Emirates Nuclear Energy Corporation.

Sheikha Lubna was recently named Educational Personality of the Year by the Khalifa Award for Education, and was the first Emirati to receive the Clinton Global Citizen Award from the Clinton Global Initiative in 2015. She was recognized by *Arabian Business Magazine* as being among 'The Most Influential Arab Personalities', was featured in *Forbes Magazine's* 'World's Most Powerful 100 Women' as well as the *Wall Street Journal's* 'The Most Important 50 International Women to Watch', and topped the *CEO Magazine's* list of 'The 100 Powerful Arab Women'.

Sheikha Lubna Al Qasimi has a bachelor's degree in computer science from California State University of Chico and an executive master's degree in business administration from the American University of Sharjah in the UAE. She has been awarded several honorary doctorates in subjects including science, law and economics from distinguished universities around the world.



Jennifer Bisceglie

CEO, Quantum Leaps Inc.

Jennifer Bisceglie is CEO of Quantum Leaps, which ignites global competitiveness, GDP growth and the innovation capacity of countries around the world by engaging their single most underutilized resource: women entrepreneurs. In this role she leads the strategic vision of the organization, collaborates with partners and sponsors, and drives forward the agenda on the importance of a healthy country economy using all resources, including growth oriented women entrepreneurs. She has been a W20 representative for the US since 2015. In addition to being a passionate advocate for women entrepreneurs globally, Jennifer is a business owner and CEO of two for-profit companies, Interos Solutions, Inc. and Vigilance Inc., which are supply chain and vendor risk management companies serving the public and commercial sectors.

Jennifer is the recipient of several awards including the 2014 Smart CEO Brava Award, American Express Open Government Contractor of the Year 2010, Enterprising Woman of the Year Award 2009 as well as the *Washington Business Journal's* Women Who Mean Business Award 2009.



Carol Cooke

Creative Director, Scrumptious Productions Ltd

Carol Cooke is a documentary filmmaker and founder of Scrumptious Productions, a BAFTA award winning production company based in Glasgow which specializes in social documentaries, youth filmmaking masterclasses and compelling visual content for corporates and charities. She believes that everyone has a story to tell and so enjoys working with individuals and organisations of all backgrounds, budgets and abilities to produce tailor made films, outreach campaigns and workshop

programmes which enable them to share their stories with the world.

Her latest project, 'Barefoot in Business', has taken her to Africa to follow the fortunes of female entrepreneurs from across Uganda as they compete for the prestigious Female Entrepreneur of the Year Awards. Focusing on trade not aid, they have created an innovative online marketplace where entrepreneurs are able to sell their products and access the necessary training, mentoring and investment to bring their big ambitions to life.



Marta Dassù

Senior Director European Affairs, The Aspen Institute

Marta Dassù is Senior Director of European Affairs at The Aspen Institute and Editor-in-Chief of Aspen Institute Italia's journal, *Aspenia*. She was Italy's deputy minister of foreign affairs from 2011 to 2014.

Marta is also a member of the board of directors of Leonardo, Trevi Finanziaria, Fondazione Eni Enrico Mattei and Vice President of the Center for American Studies in Rome. She sits on the board of directors of Istituto Affari Internazionali and the Council for the United States and Italy. She sits on the advisory council of the European Policy Centre in Brussels and is a member of the scientific committee of the LUISS School of Government in Rome. She is a regular contributor to the Italian newspaper *La Stampa* and is the author of several books and essays.



Gala Díaz Langou

Social Protection Director, CIPPEC (Centre for the Implementation of Public Policies for Equality and Growth)

Gala Díaz Langou has worked for over 11 years at CIPPEC, one of Latin America's top think tanks based in Argentina, where she is currently the Social Protection Director. Her work is focused on the rights of women and children. Previously she worked as an international consultant for several UN agencies and other international organizations and governments covering the Latin America region.

She sits on the advisory bodies of several organizations.

Gala has authored over 25 publications on social policy in Latin America, including a book on *Early Childhood in Argentina*. She has devoted her career to bridging research and policy, specifically on social issues. Currently, her research and advocacy work is focused on care policies and closing the labour market gender gap.

She holds a BA in international studies from Universidad Torcuato Di Tella in Argentina and an MA in public policy and development management from Georgetown University.



Shereen El Feki

*Associate Fellow, Centre on Global Health Security, Chatham House;
Senior Fellow, Promundo*

Shereen El Feki is a British-Canadian-Egyptian academic and author, best known for her book *Sex and the Citadel: Intimate Life in a Changing Arab World*. She is an expert on the intersection of political and intimate rights in the Arab and wider Islamic world. She is currently an Associate Fellow at Chatham House, as well as a professor of global practice at the Munk School of Global Affairs at the University of Toronto. As a senior fellow with Promundo, under the aegis of UN Women, Shereen is also leading 'IMAGESMENA', a pioneering study of men, masculinities and gender equality in four countries in the Arab region.

Shereen is former vice chair of the UN Global Commission on HIV and the Law, as well as a TED global fellow. She started her career in medical science, with a PhD in immunology from Trinity College Cambridge, before going on to become a healthcare correspondent with *The Economist* and a presenter with *Al Jazeera English*.



Dorothy Gordon

*Associate Fellow, Global Economy and Finance, Chatham House; Advisor,
Technology for Development*

Dorothy Gordon is a specialist in technology for development. She has over two decades of leadership in diverse projects and programmes to support Africa's move from technology consumption to technology creation designed to meet the continent's needs. She provides consulting and advisory services to government, private sector, and civil society. Her work covers diverse areas ranging from capacity development, digital inclusion projects, innovation (including support to technology start-ups, digital content creation, copyright and intellectual property), gender and IT, and cyber-security.

Dorothy's work as a specialist in international development spans over 30 years with increasing leadership and management responsibilities. Her extensive experience within the UN is complemented by work in the private sector and with civil society organisations globally. She is actively involved at board level in a number of global organisations working on defining the digital future. These include the Global Commission on Internet Governance, the World Summit Awards and Creative Commons. She serves on the editorial boards of the *Journal of Cyber Policy* as well as the *International Journal of Gender Science and Technology*. The present direction of her work relates to how best information and communication technology can be 'owned' by developing countries.

She holds degrees from the University of Ghana and the Institute of Development Studies at the University of Sussex.



The Rt Hon Justine Greening MP

Secretary of State for Education and Minister for Women and Equalities

The Rt Hon Justine Greening is Conservative MP for Putney, Roehampton and Southfields. She was appointed Secretary of State for Education and Minister for Women and Equalities in July 2016.

Justine was elected as an MP in 2005 and prior to that was a finance manager at Centrica plc. Following her election, she was appointed as a vice chairman of the Conservative Party, with responsibility for youth. As well as previously being a member of the Work and Pensions Select Committee, she became a shadow treasury minister in 2007, and in 2009 became the shadow minister for London. Justine was economic secretary from 2010 to 2011 and then transport secretary until 2012 when she was appointed international development secretary.

Born in Rotherham, South Yorkshire, Justine attended her local comprehensive school before studying economics at Southampton University. She has an MBA from the London Business School.



Claudia Große-Leege
*2017 Co-Chair, W20 Germany; General Manager, VdU
(Association of German Women Entrepreneurs)*

Claudia Große-Leege has been the general manager at VdU since August 2013. The VdU was appointed as one of the two institutions representing Germany at the W20 Summit in Turkey in 2015. Claudia was Germany's W20 representative at the China's Summit in 2016 and co-chair at this year's Summit in Berlin in April. Since 1954, VdU has been active in campaigning for female entrepreneurship, more women in leadership positions, better rights for women in the workplace and a healthier combination of work and family life for both women and men. The association currently represents some 1,800 German businesses run by women and is divided into 16 federal-state-level branches, and offers networking opportunities with entrepreneurs in Germany and abroad, as well as a mentoring programme for young businesswomen.

Claudia started her own internet-based business, Schulengel, to support school funding and sold the platform in 2008. She started her career in the international aerospace industry, working for EADS and Dornier in 1995. She gained lobbying experience in her subsequent post at Südzucker AG.

She holds a master's degree in business administration from the University of Muenster, Germany.



Tazeen Hasan
Senior Private Sector Development Specialist, World Bank Group

Tazeen Hasan joined the World Bank Group's program on women, business and the law in 2014. Prior to this, she was the legal specialist for the *World Development Report 2012: Gender Equality and Development* and the World Bank report *Opening Doors: Gender Equality in the Middle East and North Africa*. She is a co-author of various World Bank publications, including *Empowering Women: Legal Rights and Economic Opportunities in Africa* and *Voice and Agency: Empowering Women and Girls for Shared Prosperity*.

Tazeen previously practised as a barrister in the UK, specializing in civil and commercial law, and subsequently worked in Kenya as a legal adviser to NGOs.

She obtained a BA in law from Pembroke College, University of Oxford and a master's degree in international law from the London School of Economics and Political Science.



Elizabeth Isele
Associate Fellow, Global Economy and Finance, Chatham House; Founder and CEO, GIEE (Global Institute for Experienced Entrepreneurship)

Elizabeth Isele is an expert on senior and intergenerational entrepreneurship for the White House, Congress, the US State Department, the EU and the OECD, as well as many other governments, universities and private sector corporations. GIEE empowers cross-generational experience through entrepreneurial thinking and acting to drive successful innovation within corporations, governments, education and research to boost social and economic prosperity worldwide.

For the past four years Elizabeth has been travelling extensively to convene forums across the world among cross-sector thought leaders in order to raise awareness and ignite intergenerational experience, boost employee engagement and new business start-ups. Her pioneering efforts to create an 'experienced economy', by harnessing the human capital of older adults, aims to catalyse profound social and economic change.



Renu Kohli

Consultant Professor, ICRIER (Indian Council for Research on International Economic Relations)

Renu Kohli is a New-Delhi based economist with extensive experience in macroeconomic policy and research. Her areas of research include capital account liberalization, exchange rate management, monetary policy, financial sector reforms and international economic policy coordination.

A regular consultant to foreign investors with a focus on Indian macroeconomic and financial sector policy issues, she contributes frequently to op-eds in Indian business newspapers including *Mint* and *Financial Express*. She was the lead economist for the G20 research programme at ICRIER until 2012 and prior to that a senior economist at the IMF's Representative Office in New Delhi, initially deputed from the Reserve Bank of India where she had served for 21 years.

Renu has published in refereed journals including the *Review of Development Economics*, the *Journal of Development Studies* and the *Journal of Asian Economics*. She is the author of *India's Experience with Capital Account Liberalization* (Oxford University Press, 2005, 2008, 2012).



Martha Lane Fox

Chair and Founder of Doteveryone.org.uk

Martha Lane Fox is founder and Executive Chair of Doteveryone.org.uk, a charity fighting for a fairer internet. In 2016, she was appointed as a non executive director of Twitter. She became a crossbench peer in the House of Lords in 2013 and in the same year was awarded a CBE. In 2014, she was appointed chancellor of the Open University as well as co- founding and chairing LuckyVoice, which revolutionised the karaoke industry. She is a non executive director of the

Baileys Women's Prize for Fiction, the Creative Industries Federation, the Scale Up Institute and the Open Data Institute.

Martha co-founded Europe's largest travel and leisure website lastminute.com with Brent Hoberman in 1998. They took it public in 2000 and sold it in 2005.



Amadou Mahtar Ba

Co-Founder and Executive Chairman of AllAfrica Global Media Inc.

Amadou Mahtar Ba is co-founder and Executive Chairman of AllAfrica Global Media Inc. which owns and operates allAfrica.com, the largest content service provider specialized in the African continent.

Amadou sits on several boards and participates in a number of international working groups including the UN Secretary-General's High-Level Panel on Women's Economic Empowerment, the World Economic Forum's Network of Global Councils, the Africa Democratic Institute and ONE's

policy advisory board for Africa.

New African Magazine recognized Amadou for three consecutive years as one of 'The 100 Most Influential Africans'. In 2014, *Forbes Magazine* listed him one of 'The Top 10 Most Powerful Men in Africa'.

He was educated in France, Senegal and Spain.



Karen Mathiasen
Acting US Executive Director, World Bank

Karen Mathiasen is the World Bank's Acting US Executive Director. She has held several positions at the US Treasury Department, including acting deputy assistant secretary for development policy, director of the Office of Multilateral Development Banks (2008–2014), director of the Office of the Middle East and North Africa (2005–2008), senior economist for the Iraq Financial Task Force (2002–2003), director of the Office of Central and Southeastern Europe (2000–2002) and director of the Office of Middle East, Central and South Asia (1997–1997).

She has a BA in economics and political science from Smith College, and a master's degree in law and diplomacy from the Fletcher School at Tufts University.



Hong Mu
2016 Chair, W20 China; Director General, Liaison Department, All-China Women's Federation

Hong Mu is the Director General of the Liaison Department at All-China Women's Federation and has held senior posts within the department since 2000. Prior to this, she was deputy division director and division director in the International Department of the Communist Youth League of China, and also deputy director general of the All-China Youth Federation.

Hong graduated in foreign languages and literature at the University of Wuhan and holds a master's degree in law from Renmin University of China.



Lindsey Nefesh-Clarke
Founder and Managing Director, W4 (Women's WorldWide Web)

Lindsey Nefesh-Clarke is the founder and Managing Director of W4, Europe's first crowdfunding platform dedicated to girls' and women's empowerment worldwide.

Lindsey has worked for Human Rights Watch and also spent several years working in the humanitarian sector in Africa (UNICEF) and South East Asia (Enfants d'Asie). In 2012, Lindsey was nominated a '40 under 40' European Young Leader by EuropaNova. In 2013, Lindsey was nominated a 'Women in IT Role Model' by the European Commission and in 2015 was named one of Europe's 50 most inspiring women leaders, 'Inspiring Fifty', in the technology sector. As a young entrepreneur, she was selected to participate in the G20 Young Entrepreneurs Alliance Summit in Beijing ahead of last year's G20 Leaders' Summit.

She has a BA from Cambridge University and obtained an executive MBA at ESCP-Europe Business School, winning the International MBA Student of the Year award, bestowed by the Association of MBAs.



Betsy Nelson
Vice President and Chief Risk Officer, Risk and Compliance, EBRD

Betsy Nelson joined the EBRD in March 2012 and has extensive experience in the financial sector. In her current role she is responsible for ensuring independent risk management of EBRD's banking and treasury exposures, operational risk and information security, environment and sustainability department, and has administrative management of the office of the chief compliance officer. She is also a member of the executive committee, operations committee and equity committee.

Prior to this, Betsy worked at JPMorgan Chase for 30 years, the last 10 of which she served in senior management positions and received a 'Champion Award' from Business In The Community for her work in diversity at the firm. She was also head of the credit department in the risk specialists division of the UK's Financial Services Authority for three years.

She has a BA in Spanish from the University of Minnesota, and an MBD from the Thunderbird-Garvin School of International Management at Arizona State University.



Robin Niblett
Director, Chatham House

Robin Niblett became the Director of Chatham House in 2007. Before joining Chatham House he was the executive vice president and chief operating officer of the Washington-based Center for Strategic and International Studies (CSIS). During his last two years at CSIS, he also served as director of the Europe programme and the Initiative for a Renewed Transatlantic Partnership.

Robin's commentary and analysis has appeared in the *Financial Times*, the *Washington Post*, the *Telegraph*, the *Guardian* and Reuters. He is a frequent panellist at conferences on Europe and transatlantic relations. He has testified on a number of occasions to the House of Commons Defence and Treasury Select Committees and Foreign Affairs Committee, as well as the US Senate and House Committees on European Affairs. He is a non executive director of Fidelity European Values Investment Trust. He is a special adviser to the House of Commons Foreign Affairs Committee (since 2015) and a member of the World Economic Forum Global Future Council on International Security (2016). He was chairman of the experts group for the 2014 NATO Summit, chairman of the World Economic Forum Global Agenda Council on Europe (2012–13) and chair of the steering committee for the British Academy's Languages for Security Project (2013).

In 2012 he was awarded the Bene Merito medal by the Polish government. He became a Companion of St Michael and St George (CMG) in 2015.



Her Excellency Atsuko Nishimura
Ambassador in Charge of Women's Issues, Ministry of Foreign Affairs, Japan

Ambassador Atsuko Nishimura assumed her current position in March 2017. In 2014, she was Japan's first female ambassador to Luxembourg. Ambassador Nishimura joined Japan's Ministry of Foreign Affairs in 1979 and her diplomatic career has included serving as minister at the Embassy of Japan in Belgium and at the Permanent Mission of Japan to the United Nations.

More recently she has also worked in academic and corporate roles including professor at Tohoku University's School of Law, from 2004 to 2008, and senior councillor at Japan Oil, Gas and Metals National Corporation from 2012 to 2014.

Ambassador Nishimura has a BA in liberal arts and comparative literature and culture from the University of Tokyo, and has studied at L'Ecole National d'Administration in Paris. She holds a master's degree in sociology of education from Stanford University Graduate School.



Vanessa Ogden
CEO, Mulberry Schools Trust

Vanessa Ogden is the CEO of Mulberry Schools Trust, a multi academy trust. The family of secondary schools within the trust is committed to raising standards in challenging contexts and includes Mulberry School for Girls as the lead school, Mulberry School for Boys and the Mulberry University Technical College. Under her leadership, Mulberry has been judged as 'outstanding' in two successive Ofsted inspections.

Vanessa's teaching career covers twenty years of practice in challenging inner-city schools across London and involves work in school improvement, school effectiveness and education tailored to the needs of gender.

She is designated as a national leader in education by the UK's National College for Teaching and Leadership and undertakes school to school support. She is also a visiting fellow at the Institute of Education and has a doctorate specialising in education policy and school improvement.



Stephanie Oueda Cruz

Associate Director, Diversity and Inclusion, Coca-Cola European Partners

Stephanie is Associate Director for Diversity and Inclusion at Coca-Cola European Partners (CCEP). She is responsible for its diversity and inclusion policy deployment across CCEP territories. Prior to CCEP, Stephanie was international diversity manager at L'Oréal where she launched and piloted the diversity and inclusion policy among all subsidiaries of the group in Africa, Asia, Europe and Latin America. Stephanie also worked at the Mexican Ministry of Foreign Affairs in both Mexico City and Montreal.

She sits on the board of various charities and is an associate lecturer at Paris-Sorbonne University. Fluent in 5 languages, she holds an MA in economics and in political science from Université de Montréal and Paris-Sorbonne University.



Alan Philps

Editor, The World Today, Chatham House

Alan Philps is a writer and journalist who has been reporting and analyzing foreign affairs since the 1980s. He is currently Editor of *The World Today*, the magazine of international affairs published by Chatham House, and writes an analytical column for *The National* in Abu Dhabi. After 10 years with Reuters working in the then Soviet Union and the Middle East, he joined the staff of the *Telegraph* where he served as foreign editor from 2003 to 2006.

His book on the Russian orphanage system, *The Boy from Baby House 10*, has been translated into six languages.



Diego Piacentini

Government Commissioner for the Digital Agenda, Italy

Diego Piacentini is the Italian government's Commissioner for the Digital Agenda. Having taken a two-year leave of absence from Amazon.com to lead the country's digital technology office, his priority is to build the 'operating system' of Italy, making public services and information accessible. His career at Amazon.com spans 16 years and, as senior vice president of international consumer business in Seattle, he has been responsible for all international retail operations in Europe, Japan, China and India. Prior to this, he worked for Apple Computer Italy and went on to become general manager and vice president for Apple Europe.

Diego is on the board of the Maasai Association supporting education and health initiatives in Kenya and is an investor in Unitus Seed Fund, a seed-stage venture investment fund based in Bangalore and Seattle. He is a prominent mentor of Endeavor Global and is a board member of Endeavor Italy which he helped launch in 2016. He is also member of the expert advisory group established to provide strategic guidance on the OECD's 2-year, multidisciplinary project *Going Digital: Making the Transformation Work for Growth and Well-Being* aimed at helping policymakers better understand the digital revolution across different sectors of the economy and society as a whole.

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Diego holds a degree in economics from Bocconi University and was awarded the Bocconiano dell'anno in 2010.



Joanna Santinon

Tax Partner, EY

Joanna Santinon has been a Tax Partner at EY for 19 years. She qualified as a chartered accountant in 1990, and since 1993 has provided tax advice to privately owned and publicly quoted companies, both on transactions and in relation to ongoing issues. She currently leads EY's Entrepreneur of the Year Programme in the UK and is the partner sponsor for the EY Women's Network which has over 3,000 members nationally and runs over 80 events each year.

Joanna has been a member of the 30% Club's steering committee since its inception. She is also EY's representative on the Duke of Edinburgh Award Women's Network Forum. She is on the governing board of Sutton High School for Girls and is passionate about encouraging women of all levels to succeed. Joanna is married with two young children.



Simona Scarpaleggia

CEO, IKEA AG

Simona Scarpaleggia is the CEO of IKEA Switzerland where she oversees strategy and operations of the retail business including nine stores, e-commerce and distributions with a total yearly turnover of €1 billion. Before joining IKEA Switzerland, she held various positions in IKEA Italy and other multinational companies as senior executive and HR director.

She is a passionate campaigner for all issues surrounding women's empowerment. In 2009, she co-founded Valore D in Italy and later Advance – Women in Swiss Business in Switzerland. Both organizations have a mission to boost gender diversity and to increase the share of mixed-gender management teams for the benefit of the economy. Simona co-chaired the UN Secretary-General's High-Level Panel on Women's Economic Empowerment.

She holds a degree in political science and an MBA from SDA Bocconi School of Management. She is an Italian national and is married with three children.



Stefano Scarpetta

Director, Employment, Labour and Social Affairs, OECD

Stefano Scarpetta has been the Director for Employment, Labour and Social Affairs at the OECD since 2013. He is responsible for the design and the implementation of the medium-term strategy of the organisation on labour market and social policy issues as well as international migration and health issues. He represents the OECD in high-level fora and academic conferences, liaises with key senior stakeholders and provides effective communication with the media. Prior to this he held several positions in the economics department and also within his current directorate at the OECD.

From 2002 to 2006 Stefano worked at the World Bank, where he took over the responsibility of labour market advisor and lead economist. He has published extensively in academic journals and edited several books.

He holds a PhD in economics from the École des Hautes Études en Science Sociales in Paris and a master's degree in economics from the London School of Economics and Political Science.



Luna Shamsuddoha

Chairman, Dohatec New Media

Luna Shamsuddoha has been Chairman of Dohatec New Media since 1992. Dohatec's main clients include the World Bank, the World Health Organization, the United States Postal Service as well as the governments of Bangladesh and Bhutan. She began her business career in 1985 as managing partner of The Executive Center, and was recently awarded the DHL and *The Daily Star's* Outstanding Woman in Business Bangladesh Business Award for her notable achievements as

a woman entrepreneur in the local software industry.

Luna is the founder and president of Bangladesh Women in Technology, a trustee of Independent University Bangladesh, a member of the Council of Global Thought Leaders on Inclusive Growth in Switzerland, a member of the board of governors of the Underprivileged Children's Educational Program, director of Janata Bank (a state owned commercial bank) and also served on the Bangladeshi government's Cyber Security Act drafting committee.

She has a master's degree in international relations.



Paola Subacchi

Senior Research Fellow, Global Economy and Finance, Chatham House

Paola Subacchi is a Senior Research Fellow and was research director of the International Economics Department (2008–May 2017) at Chatham House. She is an expert on the functioning and governance of the international financial and monetary systems. She advises governments, international organizations, non-profits, and corporations, is a non executive director and a visiting professor at the University of Bologna.

She is a media commentator and writes regularly for *Project Syndicate* and *Foreign Policy*. Her latest book, *The People's Money: How China is Building a Global Currency*, was recently published by Columbia University Press. In 2016 she was awarded the honour Cavaliere della Stella d'Italia by the Italian President.



Rohit Talwar

CEO, Fast Future

Rohit Talwar is a global futurist and the CEO and founder of Fast Future whose activities span publishing, research, consultancy and speaking about the emerging future. He has spoken to and consulted for governments, NGOs and major corporations in over 70 countries on six continents. He has a particular focus on the rise of truly disruptive technologies such as artificial intelligence and the resulting implications across society.

Rohit is currently focusing on how to raise technological literacy and reframe mindsets to prepare individuals, civil society, business, NGOs, and governments for the combinatorial impacts of a range of disruptive exponential technologies and ensure they are put to use in service of humanity – in short, how can these be harnessed to create a 'very human future'?



Julie Linn Teigland

Regional Managing Partner, Germany, Switzerland and Austria, EY

Julie Teigland joined EY in 2001 and was made Partner in 2002. Having built up human capital services in Mannheim, she took on responsibility for EY's strategic growth portfolio, first in Germany, then in Central Europe and finally for Europe, Middle East, India and Africa (EMEIA). She has increasingly focused her time in assurance, advising and auditing many growth companies through capital market transactions, IFRS and US GAAP accounting issue. Julie also went on to

serve several Fortune 500 clients as lead audit partner, focusing her efforts increasingly on the life science sector. In 2011 she became a member of the executive committee for EMEIA, as managing partner for EMEIA accounts and was given responsibility for accounts and market development. In 2015 she was appointed managing partner elect for EY for the region Germany, Switzerland and Austria. She is EY's EMEIA *Women. Fast forward* executive sponsor and a passionate advocate of gender parity and economic empowerment of women.

Julie started her career with Arthur Andersen and turned her knowledge of both sides of the Atlantic – the US and Germany – into specializations, focusing first on accounting and subsequently on tax. She also advised real estate investment funds on international transactions before changing sides in 1998 to head the finance and accounting function of the international project developer Tishman Speyer Properties at a time when this company was involved in some of Berlin's biggest real estate projects.

She studied business in Heidelberg, Frankfurt and Paris and qualified as a US CPA. Julie lives with her husband and four children in Heidelberg.



Astrid ter Wiel

Owner, AWAKE

Astrid ter Wiel has substantial experience working in the industry and education sectors. For several years she worked as a procurement consultant and project manager, and has successfully delivered projects in developing countries under challenging circumstances, collaborating with diverse international stakeholders.

She is a qualified university lecturer and has developed and delivered a wide range of training modules in strategy, (public) procurement, academic skills and project management for both undergraduate and master's students as well as practitioners. She runs her own business, developing and facilitating courses, doing research and managing projects in the fields of sexual and gender based violence, strategy and (gender-smart) procurement.

Astrid currently lives in Amsterdam and is a mother of two.



Margo Thomas

Former Chief of Secretariat, UN Secretary-General's High-Level Panel on Women's Economic Empowerment

Margo Thomas has provided policy advice to over 50 national and sub-national governments throughout her career spanning more than two decades as a senior official at the World Bank Group. Her areas of focus include trade and competitiveness, women's economic empowerment, business environment reform, regulatory reform, and investment policy.

Margo has most recently served as the chief of secretariat for the UN Secretary-General's High-Level Panel on Women's Economic Empowerment. She aims to be a catalyst for corporate initiatives aimed at increasing global opportunities for the economic empowerment of disadvantaged and underrepresented groups.

She holds a doctoral degree in public policy and private sector development.



Su-Mei Thompson

CEO, The Women's Foundation Hong Kong

Su-Mei Thompson is CEO of The Women's Foundation (TWF), an NGO dedicated to the advancement of women and girls in Hong Kong through research, community programmes, education and advocacy. In 2013, Su-Mei founded the 30% Club HK which champions bringing more women onto corporate boards. Su-Mei was also an associate producer for TWF's award-winning documentary *She Objects* which advocates for the disruption of media gender stereotypes.

Su-Mei started her career as a corporate finance lawyer at Linklaters and previously held senior management positions at The Walt Disney Company, the *Financial Times* and Christie's. A former member of the Equal Opportunities Commission of Hong Kong and a current board member of Opera HK and council member of Cheltenham Ladies College, Su-Mei served as a judge for the 2014 Diageo Women's Empowerment (WE) Journalism Awards and as a jury member for the 2016 Cannes Glass Lions Awards.

Su-Mei was the winner of PublicAffairsAsia's Gold Standard Award 2016 for Communicator of the Year and the 2015 AmCham Women of Influence Award for Non-Profit Leader. She has been recognized by Debrett's and the *South China Morning Post* as one of 'Hong Kong's 100 Most Influential People'.

Su-Mei holds law degrees from the Universities of Cambridge and Oxford as well as an MBA from the Institute for Management Development.



Elizabeth A. Vazquez
Co-Founder and CEO, WEConnect International

Elizabeth Vazquez is co-founder and CEO of WEConnect International, a corporate led non-profit organisation that helps to empower women business owners to succeed in global markets. WEConnect International identifies, educates, registers, and certifies women's business enterprises based in 100 countries and then connects them with member buyers representing over \$1 trillion in annual purchasing power. She is the co-author of *Buying for Impact: How to Buy from Women and Change*

Our World (2013).

Elizabeth served on the UN Secretary-General's High-Level Panel on Women's Economic Empowerment, the Walmart Global Women's Economic Empowerment Initiative's International Advisory Council, the Procter & Gamble Supplier Diversity Advisory Council and the Global Citizen and CHIME FOR CHANGE Girls' and Women's Committee. She is a W20 and B20 representative.

She has an MA in law and diplomacy from the Fletcher School at Tufts University.



Adam Ward
Deputy Director, Chatham House

Adam Ward became Deputy Director of Chatham House in April 2017. He was previously, from 2009, director of studies of the International Institute for Strategic Studies (IISS), where his earlier assignments included serving for four years as executive director of the IISS US office in Washington DC, and as senior fellow for East Asian security. He began his career at the consulting firm Oxford Analytica.

Adam received his BA and MA from Warwick University.



Anka Wittenberg
Senior Vice President; Chief Diversity and Inclusion Officer; Head of People Sustainability, SAP SE

Anka Wittenberg leads the global people sustainability department, encompassing diversity and inclusion and health. She is responsible for the development and implementation of SAP's diversity and inclusion strategy globally for 85,000 employees, ensuring sustainable business success. She joined SAP in 2011 as a global HR business partner. She was appointed Chief Diversity and Inclusion

Officer in 2013, reporting to the chief HR officer.

Prior to SAP, Anka gained extensive experience internationally holding executive positions in HR, leading global teams in various corporate environments, like GE. She is a member of the supervisory board of Westfalen AG in Münster, Germany, and chairs the board of the World Childhood Foundation in Germany.

She holds a master's degree in economics, and is also the mother of 3 children.

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The Royal Institute of International Affairs
Chatham House
10 St James's Square, London SW1Y 4LE
T +44 (0)20 7957 5700 F +44 (0)20 7957 5710
internationaleconomics@chathamhouse.org
www.chathamhouse.org

Charity Registration Number: 208223