

*A SHE-COVERY FOR ALL  
UNITING POWER WITH PURPOSE  
FOR A NEW INCLUSIVE LEADERSHIP*

# WOMEN'S FORUM G20 ITALY PROGRAMME

*as of 14.10.21*



**8:30-10:30**

**CEO Champions, Bank of Italy** *(by invitation only)*

**13:00-18:00**

**Plenary sessions, Politecnico di Milano, Campus Bovisa**

*All the plenary sessions will be introduced by a short video highlighting women's voices around the world*

13:00

## **Welcome networking coffee**

13:30-13:35

## **Introductory remarks**

Setting the scene, introducing the purposes of the Women's Forum G20 Italy and the programme of the day.

- **Monica Maggioni**, Journalist, Writer and Anchorwoman, Rai - Radio Televisione Italiana

13:35-13:40

## **Message by Pope Francis**

H.Em. Cardinal Pietro Parolin shares an inspiring video message recorded by Pope Francis highlighting the values of solidarity and inclusion, which will be at the heart of the Women's Forum G20 Italy. H.Em. Cardinal Pietro Parolin will also deliver its personal message to the Women's Forum community.

- **H. Em. Cardinal Pietro Parolin**, Cardinal Secretary of State, Holy See

13:40-13:45

## **Welcome remarks**

- **Anne-Gabrielle Heilbronner**, Member of the Directoire and Secretary-General, Publicis Groupe; President, Women's Forum for the Economy & Society

13:45-14:00

## **Reality vs Perception: The insights of the Women's Forum Barometer at the G20 Level**

The Women's Forum will present its first Barometer on Gender Equity within the G20 Countries, which compares reality and perception related to women's leadership on key issues such as Business, Climate, Health and Tech. It is a precious instrument not only to measure but to track progress over time and strengthen the Women's Forum recommendations and initiatives.

- **Jennifer Hubber**, Global Chief Client Officer, IPSOS
- **Audrey Tcherkoff**, Managing Director, Women's Forum for the Economy & Society
- Moderator: **Barbara Stefanelli**, Deputy Director, Corriere della Sera

14:00-14:50

## **Highlighting G20 Civil Society: the Champions in harnessing innovative solutions**

The Women's Forum will gather the main purposeful solutions for gender equality coming from the civil society and proposed by the Chairs of the B20, W20 and G20 EMPOWER. The Women's Forum will capitalise on their outcomes and foster their outreach for further impact directed to the G20 Leaders.

- Firestarters:
  - **Chiara Corazza**, Special Representative to the G7 and G20, Women's Forum for the Economy & Society
  - **Lubna S. Olayan**, Chair of the Executive Committee and Deputy Chair of Olayan Financing Company (OFC)
  - **Emma Marcegaglia**, Chair, B20, CEO and President, Marcegaglia Group
  - **Paola Mascaro**, Chair, G20 EMPOWER Alliance and President, Valore D
  - **Linda Laura Sabbadini**, Chair, W20; Central Director, National Statistical Institut (ISTAT)
  - Moderator: **Maurizio Molinari**, Director, La Repubblica

14:50-15:40

## Educating in a disrupted world: the Champions who attract girls in STEM

Today STEM skills are crucial and will become even more fundamental in the future. Statistics clearly show that a persistent gender gap exists at all levels in these fields as a result of widespread stereotypes. The high level speakers will stress the urgency of educating girls and young women, with particular reference to STEM subjects. Building a 'STEM' identity from primary school onwards, through dedicated programs and the use of inspiring role-models, is essential to prepare them to be key players in the jobs of the future and act for purpose.

How can Governments and Businesses scale-up their best practices to attract girls to STEM studies? How can they tackle gender biases in these fields?

- **Bernadette Bevacqua**, CEO and President, Henkel Italy
- **Mariya Gabriel**, European Commissioner, European Commission for Innovation, Research, Culture, Education and Youth
  - **Gian Maria Gros-Pietro**, Chairman of the Board of Directors, Intesa Sanpaolo
  - **Ferruccio Resta**, Rector, Politecnico di Milano
- Moderator: **Sandrine Chauvin**, EMEA Director, LinkedIn

15:40-16:30

## Humanising the cities of the future: the Champions of inclusive green infrastructures

The economic, social and sanitary crisis is changing the ways of conceiving and living in the urban areas. Cities have to reinvent their traditional services and networks becoming more human-centred. The high-level speakers will discuss the most effective measures to be implemented in order to foster women's leadership and make sure that cities are livable for all. The society can't move forward without the added-value coming from both female and male talents when designing greener and more inclusive cities. It is necessary to equip more girls and women with adequate technical competences so that they can contribute to the jobs of the future, especially related to mobility, energy transition and housing. For instance, more women in the transport workforce will allow for better planning of systems and services taking into account a gender lens. In a similar way, new energy solutions could be developed capitalising on diverse perspectives. These aspects will both contribute in defining durable housing systems.

What is the role of women in the transformation of cities? How can public authorities and the private sector unleash women's added value in urban planning and management?

- Firestarter: **Giuseppe Sala**, Mayor of Milan
- **Jean-Pierre Clamadieu**, Chairman of the Board of Directors, ENGIE
  - **Marie Christine Lombard**, CEO, GEODIS
  - **Kim Tae Young**, Secretary-General, ITF (OECD)
- Moderator: **Star Jones**, US Media Personality & Co-Founder, Instant Impact Group, LLC.

16:30-17:20

## Accelerating "feminist diplomacy": the Champions fostering development and security strategies

"Feminist diplomacy" is an innovative means to conceive international relations, by promoting gender equality as a key guiding principle. It is translated in a strong commitment to advance women's leadership and participation in negotiating tables at the international level and to advocate for the promotion of fundamental rights and of gender-sensitive development assistance, peace and security. The high level speakers will underline how fostering women's vision in foreign policy conception can make a difference.

How can we implement this change of approach, beneficial in terms of common security, sustainable economic growth and female entrepreneurship?

- **Pascal Lamy**, President, Paris Peace Forum
- **Donia Kaouach**, Director-General, Fondation Leaders pour la Paix
- **Muriel Pénicaud**, French Ambassador to OECD, Former Minister of Labour, Government of France
  - **Gelsomina Vigliotti**, Vice-President, European Investment Bank
- Moderator: **Marta Dassù**, Senior Director of European Affairs, Aspen Institute; Former Deputy Minister of Foreign Affairs, Government of Italy

## MONDAY, 18 OCTOBER 2021

17:20-18:00

### Shaping the world for future generations: the Champions of gender-sensitive Recovery Plans

The Covid-19 pandemic has shone a light on the existing gender inequalities in the economy and society, often deepening these imbalances. On the other hand, this crisis represents a unique opportunity to rethink the world, making it fairer and more inclusive. A new phase is starting now: the high-level economic and financial stakeholders from G20 Countries will illustrate how the Recovery Plans will be implemented, providing innovative measures for women to become key actors driving the advancement in all sectors.

How will these Plans be deployed mainstreaming a gender perspective? How can the G20 Countries lead by example?

- **Nadia Calviño**, Vice-President and Minister of Economy and Digitalization, Government of Spain
  - **Daniele Franco**, Minister of Economy and Finance, Government of Italy
- **Chrystia Freeland**, Deputy Prime Minister and Minister of Finance, Government of Canada (TBC)
  - **Bruno Le Maire**, Minister of the Economy, Finance and Recovery, Government of France
    - Moderator: **Géraldine Amiel**, Paris Bureau Chief, Bloomberg

## TUESDAY, 19 OCTOBER 2021

8:30-13:00

### Plenary sessions, Politecnico di Milano, Campus Bovisa

*All the plenary sessions will be introduced by a short video highlighting women's voices around the world*

8:30

#### Welcome networking coffee

8:50-9:00

#### Introductory remarks

9:00-9:50

### Designing the jobs of the future: the Champions in retaining talents for creativity, innovation and competitiveness

Our world is facing a complex transformation: most practices and professions are being invented and reinvented each day. It is paramount that women have the same opportunities, assets, skills and expertise as men in order to acquire STEM skills and to design and fully benefit from the jobs of the future. It is paramount to design specific programmes addressed to women who risk losing their jobs or who are willing to return to the market. In a broader way, skilling, reskilling, upskilling and cross-skilling lifelong programmes are necessary to involve more female talents. The high-level speakers will present the best practices to create a favourable workplace based on a plurality of perspectives, leading to the development of purposeful solutions to be used in a variety of contexts, including in sustainable and inclusive AI, in climate action, and to guarantee equal access to health systems.

How can we better involve women in the ongoing transition towards the jobs of the future? How can we retain a feminised workforce in STEM-related jobs to achieve a positive societal impact?

- **Noura Al Kaabi**, Minister of Culture and Youth, Government of the United Arab Emirates
- **Vittorio Colao**, Minister for Technological Innovation and Digital Transition, Government of Italy
  - **Jingle Pang**, Group Digital & Information Officer, Unicredit
  - **Fabio Vaccarone**, CEO, Google Italy
- Moderator: **Nik Gowing**, Co-founder, Thinking the Unthinkable

9:50-10:30

## Incentivising responsible technology: the Champions for an inclusive AI

Nowadays, technology is everywhere: it affects all dimensions of the economy and society such as education, consumption and health. This is particularly true for Artificial Intelligence. It is crucial for AI applications to be built upon a system respecting data sovereignty and security, in order to guarantee a safe and ethical digital environment. Since AI has a growing influence on the way we work and live, it will only fulfil this potential if everyone participates equally in its development and implementation. The high-level speakers will describe how they are creating an ecosystem where AI is designed by diverse teams and conceived upon reliable gender-disaggregated data. They will also illustrate the potential of responsible AI to redress women's status in society.

How are public authorities and private organisations capitalising on women to empower AI and drive it forward? How can we encourage them to use AI as a powerful asset to shape a more inclusive world?

- **Silvia Candiani**, CEO, Microsoft Italy
- **Anna Grassellino**, Director, USA Fermilab, Superconducting Quantum Materials and Systems Center, a National Quantum Initiative DOE Center
  - **Olivier Micheli**, CEO, DATA4
- Moderator: **Marine Rabeyrin**, EMEA Business Development Manager, Lenovo

10:30-11:30

## Tackling climate change: the Champions preserving the planet

Climate change has differentiated and disproportionate negative effects on women as a reflection of pre-existing inequalities within societies worldwide. Women represent the great majority of climate refugees and face higher risk of climate-related mortality. It is paramount for all the climate solutions and related initiatives to promote gender equality and have a positive impact on women. Moreover, to preserve the planet we have to rethink the way of living and consuming, by taking into account women's issues and expectations. The high-level speakers will provide best practices they have put in place to mainstream a gender approach in their climate action.

What kind of gender-responsive measures are stakeholders developing? How can governments support this positive dynamic to address the effects of climate change?

- **Antonella Centra**, EVP General Counsel, Corporate Affairs & Sustainability, Gucci
  - **Christopher Cordova**, Co-founder and Director, AI for Climate
- **Marie Guillemot**, Chairwoman of the Board of Directors, KPMG France
- **Oulimata Sarr**, Regional Director West and Central Africa, UNWomen
  - **Jessica Widjaja**, Head of Delegation, W20 Indonesia
- Moderator: **Valeria Palermi**, Editor in Chief, D (La Repubblica)

11:30-12:15

## Promoting access to capital: the Champions for women entrepreneurship

Women entrepreneurs tend to face more barriers than their male counterparts, including in access to funding due to market misperceptions and biases. Bridging the gender gap in entrepreneurship by giving women full opportunities to raise capital would not only be positive from a societal standpoint, but would also benefit the economy as a whole. The high-level speakers will share solutions for women-led businesses to flourish and to address gender discrimination in business financing. Also, diversity in supply chains and in public procurement should be favoured as it can increase access to innovation and enable relevant responses to market demands.

How can Governments put in value women entrepreneurs in order to foster the growth of their businesses? What key actions can be developed by the private sector to accompany and support women-led companies?

- **Alessio Botta**, Senior Partner, McKinsey & Company
  - **Paolo Grue**, CEO, Procter & Gamble Italy
  - **Monica Poggio**, CEO, Bayer Italy
- **Anne Ravanona**, Founder and CEO, Global Invest Her
- Moderator: **Inge Kerkloh-Devif**, Senior Executive Director, Innovation & Entrepreneurship Center, HEC Paris

## TUESDAY, 19 OCTOBER 2021

12:15-13:00

### Speeding up economic and professional parity: the Champions for a gender-balanced governance

It is imperative that women have the same opportunities as men to access leadership positions. In the last decades, some countries have established gender quotas in order to ensure equal representation of women on boards. Important results have been obtained through these measures, namely the integration of diverse visions and professionalisation at the highest levels of governance. Among others, France and Italy have enacted cornerstone laws (the Copé-Zimmermann Law and the Golfo-Mosca Law), which - ten years after - have demonstrated their success. It is now time to ensure that parity is respected at all stages of decision-making: the representation of women in strategic positions has to be implemented according to a principle of granularity, including the top management as well as the levels below. In particular, France is already envisioning a new law which aims to achieve this ambitious objective. The high-level speakers will make an assessment of the existing measures and propose some insightful recommendations.

What are the legislative tools which should be adopted to advance women's representation at all levels?

- **Giovanna Galli**, Partner and Director of the Global Board, Spencer Stuart
- **Alessia Mosca**, Secretary-General, Italy-ASEAN Association; Former Member of the Parliament, Italy
- **Marie-Pierre Rixain**, Member of the Parliament and President of the Delegation Women's Rights and Equal Opportunities between Men and Women, Assemblée nationale, France
- **Yessie Yosetya**, Director & Chief Strategy Transformation and IT Officer, XI Axiata Tbk; Chair, G20 EMPOWER Alliance in 2022
- Moderator: **Christiane Bergevin**, Senior Advisor Energy and Sustainable Development, Roland Berger; Co-President Strategic and Scientific Committee, Women Initiative Foundation

13:00-14:00

### Lunch Break discovering the MADE Polihub

14:00-18:30

### Plenary Sessions, Politecnico di Milano, Campus Bovisa

14:00-14:50

### Realising a fair equilibrium: the Champions of the future of work

The Covid-19 crisis is exacerbating inequalities in the economy and society, in particular due to the fact that women, being at the frontline taking care of children, family, elders, and the most vulnerable population, have often been obliged to put their careers aside. Nonetheless this crisis can also be viewed as a leverage to deploy the best tools for women to reconcile their professional career and personal life, and as a means to guarantee a more balanced share of all domestic duties between women and men. The high-level speakers will present some national and international best practices, which could be scaled up at the G20 level and beyond, in order to define the features of the future of work.

How can Governments and Businesses put in place a proper work-life balance to ensure that women pursue their careers and are retained in their professions? How can Governments and Businesses advance a cultural shift so that men fully take part in family responsibilities?

- Firestarter: **Elena Bonetti**, Minister for Family and Equal Opportunities, Government of Italy
  - **Hana Brix**, Global Gender Director, World Bank
- **Michele Crisostomo**, Chairman of the Board of Directors, Enel
  - **Mauro Macchi**, CEO, Accenture Italy
- Moderator: **Maria Latella**, Anchorwoman, Sky TG24/Radio 24

14:50-15:30

## Resetting the Health Care System: the Champions for equal access to high quality of life

The pandemic has revealed various inefficiencies of the health care systems around the world, underlining major gender disparities in decision-making processes, in the workforce, as well as in addressing women's needs. Women's leadership should be fully integrated in the definition of health-related policies and in the functioning of medical institutions. Such an approach will allow to reshape the whole landscape of health, ensuring that women get full access to healthcare and that specific female diseases are more easily tackled. Medical issues affecting women more than men, such as mental health issues, would also be treated through a gender lens and acknowledged as pressing social and economic challenges. The high-level speakers will give their insights to improve health outcomes and prevention policies for women in each stage of their lives. How are Governments and Businesses working together in order to reshape healthcare systems to provide equal support to both women and men? In light of the lessons learned during the Covid-19 crisis, what measures should be implemented to address all health issues?

- **HRH Maha Bint Mishari Al Saud, MD, MACP**, Vice President of External Relations and Advancement, Alfaisal University
  - **Antimo Perretta**, CEO, AXA Europe and Latin America
  - **Carla Vizzotti**, Minister of Health, Government of Argentina
  - Moderator: **Ana Maria Salazar**, CEO, Salazar Slack

15:30-16:15

## Enhancing women's leadership in finance: the Champions for parity within investment funds

Nowadays, most of the venture capital funds worldwide have no women in management positions. On the other side, women-led businesses receive only a minority of investments. There is a dramatic gender gap both within investment funds and among their recipients. It is essential that more women are active in this field to develop a more inclusive finance for good. They will participate in driving the funds towards ground-breaking businesses, including women-led ones, which tackle important issues such as climate change, inclusive technology and mental health. The high-level speakers will illustrate how they are conducting the change for a different conception of gender-balanced venture capital and investments.

How can we ensure that parity is achieved within investment funds? How can stakeholders establish the adequate environment for women investors to thrive in funds management?

- **Princess Khaliya**, Co-founder, Falkora
  - **Gold Darr Hood**, CEO, Ads4Earth
- **Rania Nashar**, Senior Advisor to the Governor and Head of Compliance & Governance, Saudi Arabia Public Investment Fund (PIF)
  - **Sophia Swire**, Founder, Gedi
- Moderator: **Nina Gardner**, Director, Strategy International; Adjunct Professor, John Hopkins SAIS

16:15-17:15

## Fixing the Leaky Pipeline: the Champions of Women's Leadership

The Covid-19 pandemic worsened the level of women's participation in the labor market, already fragile in executive roles. Businesses which have implemented non-discriminatory HR processes, mentoring and coaching programmes as well as equal pay systems have achieved important results to reduce the gender gap. All companies should establish a new division of responsibilities and a different balance through socio-cultural leverages such as the development of infrastructures, increased flexibility and family incentives. Breaking the glass ceiling for women and fully associating them to leadership positions and in governance will allow to create a new inclusive management fueled by a diversity of viewpoints. The high-level speakers will share insights about the ambitious plans that they have been conceiving and deploying, indicating in particular what could be significantly scaled-up in the G20 countries and beyond.

How can companies develop a new approach to empower women in the professional environment? How can we secure lifelong careers for female talents, from the entrance point to the promotion at the middle and highest levels of responsibility?

- **Lucia Calvosa**, President, Eni
  - **Gabriele Galateri di Genola**, President, Generali
  - **Matthew Layton**, Managing Partner, Clifford Chance
- **Denis Terrien**, Executive Vice President and CEO of Southern Europe, Salesforce; President, Institut français des Administrateurs
  - **Blanca Treviño**, CEO and President, Softtek
- Moderator: **Silvia Sciorilli Borelli**, Milan Correspondent, Financial Times

17:15-18:15

## Driving a green, sustainable and ethical finance: the Champions for purposeful investments

It is essential to channel investments towards companies that have a long-term positive impact for all stakeholders, including the planet and next generations, for a green transition. Women have a great deal of power to make the future of finance more sustainable because women, more than men, tend to align their investments with their values - and these values reflect their consciousness of the global challenges before us. Therefore, all investors should take into account social, environmental and governance criteria, emphasizing strategies that not only foster gender equality, but include equity, and the myriad of challenges the SDGs have outlined. Businesses that follow such criteria will be more resilient to the shocks we can expect, and will bring about more long term value both to communities, the environment, and of course, the companies themselves. Ensuring a greater presence of women in finance, as investors, and in top corporate management, will better prepare us all for the risks and opportunities that lie ahead. The high level speakers will share their vision and contributions to the ongoing transition of finance towards more ethical and sustainable principles, benefitting women and humanity as a whole.

How can the private and the public sectors reinforce the role of sustainable finance in building a greener and inclusive future? How can we ensure the integration of a gender dimension in investments? How can we deploy a women-led approach to produce a global shift?

- **Noora Al Marzooqi**, Board Member, Vice President-Group Strategic Investments, ADNOC Group
  - **Marco Alverà**, CEO, Snam
  - **Elena Goitini**, CEO, BNL and Country Head of BNP Paribas Italy, BNL BNP Paribas
    - **Alessandra Perrazzelli**, Deputy-Governor, Bank of Italy
  - **Odile Renaud-Basso**, President, European Bank of Reconstruction and Development (EBRD)
- Moderator: **Nina Gardner**, Director, Strategy International; Adjunct Professor, John Hopkins SAIS

18:15-18:30

## Launching the She-Covery for all: the ambition for the next generation

Now more than ever, we need a change of paradigm acknowledging women as active contributors to bring transformative solutions and build back better. Now more than ever, we need women's voices, visions, and actions to conceive a more just and equal world. Women should join their diverse perspectives and strengths to tackle global challenges. Together, women and men must reimagine institutions, investments, and the future of work, build bridges across generations, cultures, regions and sectors, and foster new models of powerful, purposeful leadership enabling our economies and societies to thrive. The WFG20Italy will address its strong recommendations to the 2021 Italian G20 Presidency in order to put women at the heart of the economy, science and society, mainstreaming a gender dimension in every topic of the G20 agenda. The Women's Forum will launch the powerful message of 'A She-Covery for All', highlighting women as key players co-creating along with men the new world that humanity needs.

- **Chiara Corazza**, Special Representative to the G7 and G20, Women's Forum for the Economy & Society



 **WOMEN'S FORUM**  
FOR THE ECONOMY & SOCIETY



[WWW.WOMENS-FORUM.COM](http://WWW.WOMENS-FORUM.COM)



MEMBERS OF THE WOMEN'S FORUM STRATEGIC COMMITTEE

