



WAVESTONE

Speakers' portraits

Women's Forum 2023

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



Shelley McKinley

VP of Microsoft and Chief Legal Officer of GitHub

The Impact of Generative AI in the Workplace



Paris, Women's Forum, 29.11.23



The question is not whether we will use AI, but rather how will we do it. [...] How can we seize this life-changing innovation to improve the world?

Artificial Intelligence (AI) is becoming increasingly prevalent in both the workplace and education. It has the potential to make **education more accessible at a lower cost and enhance productivity by automating time-consuming tasks**. Despite this, Shelley McKinley cautioned that we need to be vigilant about the risks involved to avoid the reproduction of biases and stereotypes prevalent in modern society.

As a stakeholder in the launch of Co-pilot - Microsoft's AI solution - McKinley asked how we can use this transformative technology while also working to **mitigate inequalities**. In this context, it is therefore important for us to collectively re-evaluate tech jobs and the strategies used to **promote inclusivity, especially for women and minorities**. McKinley challenged the emphasis placed on STEM and traditional coding for girls, as these skills may soon become outdated with the advent of AI. In light of this, what skills should we prioritize to promote equality in an AI-driven world?

ABOUT

Shelley McKinley is the VP and Chief Legal Officer at GitHub, a Microsoft subsidiary. She leads legal, policy, trust and safety, social impact, and accessibility teams. Previously, Shelley was the VP of Microsoft's Technology and Corporate Responsibility, where she led programs for using tech to benefit society. She has led teams across Europe and worked on products in Microsoft's gaming division.

Shelley also mentors young professionals, advocates for mental health awareness, and volunteers for conservation efforts. She enjoys learning new languages, travelling, live music, and seasonal outdoor sports. Before Microsoft, she worked as legal counsel at Wizards of the Coast.



Mathieu Nebra

Cofounder & Education Evangelist,
OpenClassrooms

Keeping up with change:
Education as a lifelong experience
for career development



*Have you heard of degree inflation ?
People with a baccalaureate used to distinguish themselves on the
job market.
Then it became a bachelor.
Then a masters.
Then a masters and an MBA...
It is limiting the diversity of the pool of talent they [the companies]
can recruit.
You need to be clearer on what skills you need and have the ability
to assess talents [based on skills rather than degree].*

In the context of fast developing technologies, OpenClassrooms is a 100% digital platform that is scalable and offers courses to find a job. To attract more women in tech, they emphasize the **role models by over-representing female teachers.**

ABOUT

Mathieu Nebra is an Education Evangelist and the co-founder of OpenClassrooms, the leading online education platform in Europe with more than 300 000 students every month. Mathieu created the site at age 13 with the strong belief that innovation and technology can empower anyone to master digital skills.

OpenClassrooms is making education accessible to all by delivering vocational training and internationally recognized degrees fully online. With a unique approach based on mastery learning, hands-on projects and individualized mentoring, the platform promotes employability for all, specifically in today's and tomorrow's most sought-after digital and skills jobs.

Mathieu is a key innovator in online learning and was selected as MIT Innovators Under 35.



Kakenya Ntaiya

Founder and President,
Kakenya's Dream

Girls' access to
education:
The key towards a
fairer future for all

Paris, Women's Forum, 29.11.23



**“ We all know that girls need to be in school.
We are all informed: what can we do?**

We shouldn't be having millions of girls out of school in 2023, it's a shame.

Kakenya made a very strong impression during the 2023 Women's forum. Solution-oriented, she did not simply ask the questions: she provided us with the answers she got directly from her personal experience running her NGO, Kakenya's Dream.

As an educator, she noticed that more often than not, young girls had been taught **not to speak up for themselves**. Instead of focusing on teaching solely core skills (maths, grammar...), she decided to empower her students by teaching them **how to speak up**, which can start by something as simple as talking up to a tree!

However, she also recognized that girls would not be able to end this matter on their own. To her, **raising awareness among boys as early as we can is a vital step for a fairer future**: these boys will become future « champions » for girls' rights.

After all, **“The world is limitless if we can just put our efforts together”**...

ABOUT

Dr. Kakenya Ntaiya is a world-renowned educator and advocate for girls' health and human rights. She has dedicated her life to creating lasting change across rural Africa. After escaping child marriage and surviving female genital mutilation, she became the first woman from her indigenous Maasai village in Kenya to attend university in the United States.

In 2009, she founded a non-profit organization, Kakenya's Dream, to empower vulnerable girls through education, health and leadership programs. Dr. Ntaiya was featured in Bill Gates' Heroes in the Field series and has been named a Top Ten CNN Hero, a National Geographic Emerging Explorer and one of Newsweek's "150 Women Who Shake the World."



Kamila Camilo

Executive Director,
Oyá Institute

How education can improve
women's resilience in the face of
climate related disasters



Paris, Women's Forum, 29.11.23



In Brasil, women are 3 times more educated than men. But in the meantime, men apply to a job with less than 60% of competences when women wait to have 100% of asked competences.

Speaking at the Women's Forum, Kamila Camilo addressed the issue of **girls' education as a lever in the fight against climate change.**

Kamila Camilo focused in particular on the gendered education of boys and girls. Indeed, girls are taught to take care of others, while boys are taught to be fearless, and to not doubt themselves. Boys aren't taught the value of care, of taking care of others and the environment.

Then, there's a shortage of men in the care professions. In her view, educating boys to care helps combat climate change. Indeed, young boys need to reconnect with nature so they will desire to protect it. Moreover, Kamila Camilo argued that educating girls will help empower women who want to take care of the environment (and already are, at a local level).

Her advice to young girls: **“Stop trying to make everyone agree with you !”**

ABOUT

Kamila Camilo is a Brazilian activist and social entrepreneur who connects organizations and grassroots efforts to foster open innovation, ESG-focused social responsibility, and impactful climate action.

She co-founded "Creators Academy Brazil" to amplify the protection of Brazilian biomes. As a board member at the Igarapé Institute and the Talanoa Institute, she focuses on climate governance and climate policy development.

Kamila also collaborates with the "Angels of the City" Association, addressing social issues like homelessness and addiction while championing climate initiatives.



Leila Toplic

Chief Communications
& Trust Officer Carbonfuture

Climate Strategy 2.0: Redefining
sustainability through equitable
leadership



Today, 4 out of 5 people who must leave their homes due to ecological disasters are women.

Leila Toplic moderated the conference “*Climate Strategy 2.0 : Redefining sustainability through equitable leadership*”.

To introduce the conference, she reminded us of the **immediate challenge of climate change**, and in particular **its impact on women** around the world. Indeed, today, 4 out of 5 people who must leave their homes due to ecological disasters are women. Leila Toplic explained the ecological urgency alerted by scientists around the world: our planet is burning, we must act.

According to Leila Toplic, women are **not only the main victims of climate change, but also the main actors**. As a matter of fact, they play a critical role in business. According to Leila, **gender diversity in business is a lever for reducing CO2 emissions**. Indeed, when 50% of a company's board members are women, sustainable practices increase by 20%.

ABOUT

Leila Toplic is a global technology and social impact executive with 20 years of experience in tech and nonprofit sectors.

She founded and leads the Emerging Technologies Initiative at NetHope (a nonprofit consortium of 60 global NGOs), working with leaders from nonprofit, business, academia, and government to advance responsible development and use of AI/ML and data for societal good.

Leila Toplic is now Chief Communications & Trust Officer at Carbonfuture.



Oluwatosin Olaseinde

CEO MoneyAfrica

Overcoming financial barriers
through education: is financial
education a woman's best form of
protest?



Paris, Women's Forum, 29.11.23

“ I want to make it [money] easy and fun and demystify it. Many women think it is hard, complex. We want to break it apart!

Your biggest asset is time, and the earlier you start the better.

Oluwatosin made a strong impression during the Women's forum, probably because a lot of people were able to find themselves in her words. Before launching MoneyAfrica, she had a decent-paying job as an auditor in the US, but it did not mean she was able to put any money aside be it for savings or investing. Learning how **to better manage your money**, particularly through investing, can be an issue for anybody, no matter your background. If she had a key message to share it would be the following: don't wait! No matter the amount, you should not let your money rest, get advice wherever you can and start investing! Interestingly, more than 70% of the people subscribing to MoneyAfrica's courses were women. It was not her initial goal, but it shows how **women are craving for change and for financial empowerment**. Oluwatosin started a movement reaching more than a million people. But her goal goes further: to her, **money should not be a taboo**. Only when families will be able to freely discuss about investing at the dinner table will she consider her job done.

ABOUT

Oluwatosin is a professional accountant with over 10 years of experience spanning across accounting, audit, financial management, and taxation. She is the Founder/CEO of Money Africa, an ed-tech platform that enhances financial literacy and investments by leveraging on technology with a community of over 200,000 people.

Oluwatosin is a Washington Mandela Fellow, and a LinkedIn Top Voice Finance and Economy 2020. She was a finalist for The Future Awards In 2019, she was selected as one of the top 100 women by The Leading Ladies Africa. She was one of the top 8 traders by CNBC Africa in 2012, and a member of the Golden Key International Honour Society. Oluwatosin has spoken at TEDx and featured on BBC UK, Al Jazeera, CNN, Guardian, and several others.

Oluwatosin's MoneyAfrica won the NSIA Prize for Innovation, 2023. Money Africa is one of the twelve Nigerian ed-tech start-ups to be in the first cohort of the Mastercard Foundation and CcHub Edtech Accelerator, 2023. Money Africa also got into the Acumen Academy Gender Accelerator, 2023. Oluwatosin is also among the top 50 African Business Heroes by Jack Ma. Oluwatosin is championing the financial literacy movement in Africa



Noella Coursaris Musunka

CEO & Founder Malaika

How education can improve women's resilience in the face of climate related disasters



Values in our school need to be change. We need to radically rethink the values we transmit to children, to enhance their humanity

Noella Coursaris Musunka sees the school as an important lever for **empowering women in the fight against climate change**. Thanks to the work of the Malaika ecosystem, several women have been able to attend university. They will then return to Africa and become leaders in the fight against climate change. Noella also looks back at the conflict in Republic Democratic of Congo. Cobalt and uranium mining in the Congo is responsible for the deaths of thousands of children, women and men. Education, in all the countries that use these products, must change to **bring out more humanity and stop mining under current conditions**.

Education, according to Noella, has two strong objectives:

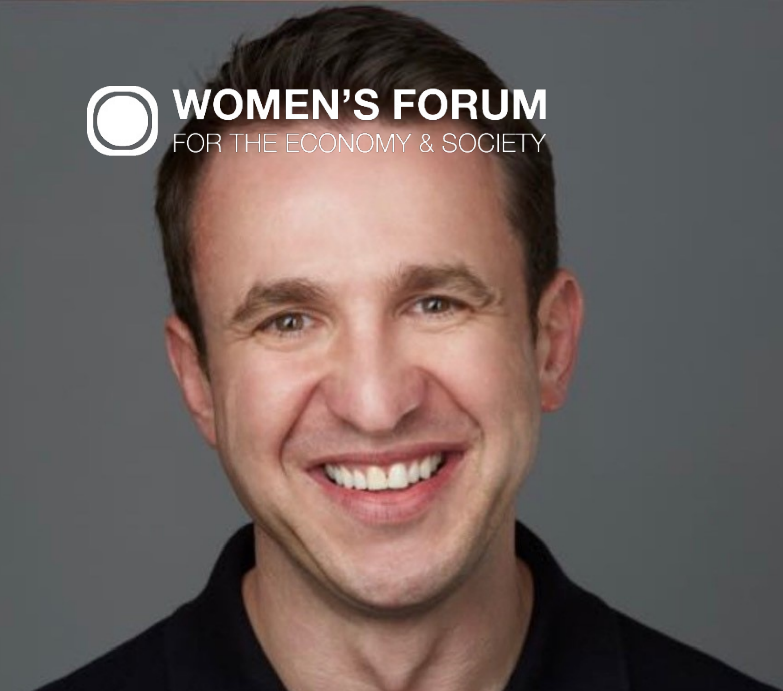
- Empowering women to become leaders and combat climate change
- Limiting exploitation of developing countries

ABOUT

Noëlla Coursaris Musunka, a Congolese/Cypriot philanthropist and international model, is the Founder & CEO of Malaika. Founded in 2007, Malaika is a grassroots nonprofit that empowers girls and their communities in her home country of the Democratic Republic of the Congo.

Malaika's community-driven ecosystem centers around five pillars: a school, a community center offering a range of programs including sports, vocational training, an agricultural program, and clean water and sanitation services. Today, Malaika impacts thousands of lives each year, and its programs are all offered free of charge. Crucially, Malaika acts as a local, community-led model that can be replicated on a global level.

A unique and fearless spokesperson, Noëlla is a voice for the power of girls' education worldwide. Noëlla has shared her insight at a number of world-class forums spanning the World Economic Forum in Davos to the university halls of Cambridge, Oxford, Harvard, and MIT. She is an Ambassador for the Global Fund to fight AIDS, Tuberculosis and Malaria, an Advisor at Concordia, and a member of the Advisory Board of the Segal Family Foundation. She also sits on the United Nations Conscious Fashion and Lifestyle Network and the L'Oréal Fund for Women Endowment Fund Advisory Committee and has been a three-time judge for EY's World Entrepreneur of the Year Award.



John Eland

CEO of STACK Infrastructure
(EMEA)

Closing the gap: Innovative
solutions for addressing the
STEM pipeline problem



An employer can create a system that works for them, rather than the other way around. It's easy to announce initiatives, but having concrete examples to discuss is important.

The data centre industry is a relatively new field that is not yet well understood by many. Consequently, there exists a significant **skills gap across the industry**, which is becoming increasingly problematic in the context of cloud solutions and AI development. To address this issue, companies have been endeavouring to increase the pool of candidates by establishing partnerships with high schools to create internships and by educating teachers and parents on the opportunities that this domain offers. Another solution to address this issue has been to **attract women, who are still poorly represented in tech jobs**.

One of the primary challenges is that the STEM pipeline, particularly engineering, is male-dominated. Eland has challenged the notion that compensation actions, such as quotas and addressing the **gender pay gap**, are sufficient to solve the representation issue in the industry and attract and retain women. In this regard, Eland has emphasized the importance of addressing the **cultural barriers that prevent women from entering and staying in the industry** and has proposed some solutions, including **zero tolerance for misogyny**, **flexibility** with maternity leaves, and **promoting equality** from within the organization.

ABOUT

John Eland is an experienced professional with over 24 years of experience in data centres, telecommunications, and investment sectors. He is currently the CEO at STACK EMEA, responsible for overseeing the company's expansion across the EMEA region.

Prior to joining STACK, John was the CSO of the Global Data Centres division at NTT Ltd. His leadership and strategic vision have been instrumental in driving the company's growth and success.



Frédérique Le Grévès

Executive VP, Europe, and France
Public Affairs, STMicroelectronics;
President of STMicroelectronics
France

Closing the gap: Innovative
solutions for addressing the STEM
pipeline problem



Working in the industry is to work to construct the world a sustainable future.

To increase diversity, some initiatives are simple: when you go onsite, visit women. Even if they are shy, they perform. Encourage them to take part in competitions, and they'll become role models within the company.

STMicroelectronics, a prominent chip manufacturer for electronic devices, faces the challenge of **enhancing gender diversity** in its workforce.

Le Grévès explained how to address this issue the company established a Women in Leadership Programme and a Mixity Employee Resource Group (ERG) to support gender equality. They have also partnered with organizations like Vitta Science to promote STEM education for women and girls. STMicroelectronics also encourages young minds to pursue STEM careers through various initiatives like the "STEM Your Way" program. Additionally, the company is a member of the Software Republic and organizes mentorship programmes to **support young girls** interested in STEM.

ABOUT

Frédérique Le Grévès is Executive Vice President, Europe, and France Public Affairs, STMicroelectronics and has been President of STMicroelectronics France since March 2021.

During her career, she has held various positions in management committees of companies in the automotive sector, both in Europe and the United States: Aptiv, Nissan Motors, Renault Group, and Renault Nissan Mitsubishi Alliance.

She was appointed President of the Electronic Industry Strategic Committee (CSF) in France in April 2022, and Vice-President of the Electronics Branch of the Federation of Electrical, Electronic and Communication Industries (FIEEC) in July 2022. She is also a member of the Board of the Union of Metallurgical Industries and Trades (UIMM) since October 2022.



Valérie Ferret

VP Dassault Systèmes

Keeping up with change:
Education as a lifelong
experience for career
development



We need to change the narrative, not only on the tech sector, but the whole industry. Tech sector is providing more opportunities for women... and this is how we will change the world.

We need to be obsessed with employment... We need to be very agile in putting together the need from the economy with the capacity to be upskilled [on training younger generations for an ever-changing & complex future]

For Valérie Ferret, shifting the narrative within the tech sector is imperative. At Dassault System, less than 20% are women in technical roles, highlighting a gender gap. Establishing partnerships with schools is crucial to tap into talent pools, develop the skills for the jobs of tomorrow and contribute to inspiring and attracting new female talents. The tech sector is a **transformative force with opportunities at every level, including for women.**

ABOUT

As Vice President of 3DEXPERIENCE Edu, Valerie Ferret supports students and professionals in acquiring in-demand industry skills for sustainable innovation. With her global team, she empowers 8 million students every year with Dassault Systèmes' solutions and provides unique learning experiences for professionals to upskill throughout their life and foster their employability. Valérie believes in experience-based learning and strives for its wide adoption in education practices. She aims to reinforce the collaboration between education and industry to tackle the ever-growing skills gap.

Valerie joined Dassault Systèmes in 2008, as Public Affairs Manager. In 2012, she created and became director of its global Public Affairs and Sustainability department, which was responsible for developing and nurturing an influencer network to promote the company's vision of sustainable innovation.

Valérie holds a master's degree in European Law and Human Rights. She is married and is the proud mother of two children.



Begoña Lasagabaster

UNESCO Director for Gender
Equality

Girls' access to education:
The key towards a fairer future for
all



In crisis regions, 54% of girls are out of school. Twice global average. UNESCO will continue working for the universal right to education for all girls and women.

The world is witnessing an alarming rise in conflicts, and with it comes an increasing responsibility on the front of education. In this tumultuous landscape, women and girls find themselves **disproportionately affected**, with a staggering +54% of girls unable to attend school. Recognizing the urgency of this issue, UNESCO has taken on the challenge of working directly with women in conflict zones, acknowledging them as the **unsung heroes in these troubled times**.

The Organization is also actively engaged in efforts to rehabilitate essential infrastructure in conflict-ridden regions such as Ukraine, Yemen, and Gaza. This restorative work spans not only physical structures but also encompasses a dedication to the advancement of technology and education in these areas. Within UNESCO, a pioneering education group tackles crisis and conflict head-on. Prioritizing **digital, sexual, and peace education**, it seeks to break the cycle of violence. This initiative not only responds to crises but aims to prevent them, underscoring the pivotal role of education in fostering understanding, tolerance, and a lasting peace.

ABOUT

María Begoña Lasagabaster has been appointed Director of the Gender Equality Division in the Office of the Director-General of UNESCO since 21 November 2022.

She has extensive international experience in the area of gender equality. In 2008, she joined the United Nations Development Fund for Women (UNIFEM) at its Headquarters in New York. In 2010, Ms Lasagabaster was appointed as a specialist and advisor for women's political participation at UN-Women Headquarters. In 2012, she was appointed Chief of the Leadership and Governance Section. In 2017, she was seconded to Lebanon as the UN-Women Representative for one year. Since December 2018, Ms Lasagabaster had been serving as Representative for UN-Women in Tunisia and Libya.

She holds a master's degree in European law, which she obtained in 1986 at the College of Europe in Bruges, Belgium. She also holds a bachelor's degree in law, which she obtained in 1985 at the University of Salamanca in Spain.

After working in the European Parliament in Brussels for two years and working as a lawyer in Spain from 1989 to 1996, she became a Member of Parliament in the Congress of Deputies in Madrid (Spain), serving from 1996 to 2008.



Yuri Belfali

Head of Division, Early Childhood
and Schools, OECD

Ensuring women's participation
and growth in Asia's digital
transformation



Private sector [actors] should go to schools to show the importance of skills, not through just the stereotypes, also with how tech helps with the positive impact.

Having a positive impact drives the wish to learn new skills [in women and girls], and that link doesn't exist in tech.

While the Asian region is very diverse with experiences differing greatly from one country to the other or from an urban or rural area, it is also a continent where **gender inequalities are observed not only in leadership employment but from early childhood**. However, for Belfali, it is also a region where the growth development of skills was faster than anywhere else. Asia is projected to produce 50% of world's GDP by 2050.

Belfali made a strong link between the importance of showing women and girls the **positive impact** they can have through tech in order to get them interested in learning tech related skills.

ABOUT

Ms. Belfali leads the work of the Directorate for Education and Skills in the field of in early childhood education and care, and international comparative studies of education systems. She oversees large scale surveys including the Programme for International Student Assessment (PISA), Teaching and Learning International Survey programme (TALIS). She also manages thematic policy analyses and supports education systems and schools to develop policies and innovations for better learning and well-being of learners.

Ms. Belfali spent the last 20 years in France, the US, and in several countries of South East Asia, Africa and Middle East and North Africa regions. Before joining the OECD, she worked for UNICEF as Chief of the Education Section in Morocco and the World Bank in the field of human development between 2002 and 2012. She had a leadership role in advising governments for education reforms and gender mainstreaming. Ms. Belfali, a Japanese national, holds a Master's degree in International Educational Administration and Policy Analysis from Stanford University.



Chelsea Clinton

Vice Chair,
Clinton Foundation

Creating a safe space for
women's health



Challenges that relate to maternal mortality don't exist only in the global south, they exist everywhere.

[In America], maternal mortality has gotten worse in our lifetimes. A woman giving birth in America today is 50% more likely to die during childbirth than her mother was.

Black women in 2023 are three times as likely to die than white women. Black women giving birth in New York city are 9 times more likely to die than white women.

Clinton shared insights on the glaring gaps in **women's health education** and **awareness** that limit an understanding of women's bodies and ensuring we know how to reach and help those in need. Her participation emphasised the reality of women's health in global south countries but also in France and her home country, shining light on the importance of activism in driving meaningful action.

ABOUT

Chelsea Clinton, Vice Chair of the Clinton Foundation, works alongside her parents, President Bill Clinton and Secretary Hillary Rodham Clinton, to drive the vision and work of the Clinton Foundation.

Chelsea Clinton's work at the Clinton Foundation emphasizes improving global and domestic health, creating service opportunities, and empowering the next generation of leaders. She focuses especially on the Foundation's health programs, including the Clinton Health Access Initiative, which strengthens health care and access to lifesaving services in the developing world; the Alliance for a Healthier Generation, which fights childhood obesity in the United States; and the Clinton Health Matters Initiative, which addresses preventable disease in the United States.

To help advance the full participation of women and girls around the world, Chelsea Clinton and Secretary Clinton, co-lead the Foundation's newest initiative, No Ceilings: The Full Participation Project. As one of the strongest champions of the Clinton Global Initiative University, Chelsea Clinton works to empower the next generation of change makers to take action on some of the world's most urgent challenges.