

## **Taking the lead for inclusion: Accelerating impact**

*DRAFT as of 20 September 2019*

*#Women4Inclusion*

The Women's Forum Global Meeting 2019 calls for formidable societal, political, environmental and economic challenges to be tackled head-on through full and fair inclusion. Gender representation is key, creating the conditions for a diverse range of leaders to bring their talents to bear on reshaping economies, transforming systems, and healing rifts.

**Humanity is at a crossroads on an unsustainable, unequal path.** Technology disrupts how we live, work and connect in profound and complicated ways. Unequal access to education and information limit human potential and stoke populism and bias. Climate change threatens our very existence. But we can change our destination by our choices.

**Taking the lead for inclusion has real economic and social implications,** as businesses cannot thrive in unequal, unstable societies. To create a sustainable future, results must also be achieved for those traditionally left behind. Education and work for all, for instance, must include all genders, classes, and those with disabilities, including invisible ones. A fossil-free future will require fairer access to sustainable solutions across income levels. And where politics and culture are actively divisive, inclusion may be a matter of life and death.

The Women's Forum believes **the means and measures needed to grow women's leadership and representation, as well as women's leadership itself, can drive the inclusivity necessary for our economies and society to progress.** Through the theme of the Women's Forum Global Meeting 2019, *Taking the lead for inclusion: Accelerating impact*, we'll fuel some of the accelerators of a more inclusive future, focusing on the issues of **climate action, equal access to health, STEM, artificial intelligence, and economic empowerment**, as well as **women's leadership and governance**.

Throughout this year, the Women's Forum has delivered recommendations to G7 and G20 decision-makers to encourage and engage people of all genders, generations, and backgrounds for inclusion. The Global Meeting in Paris is the culmination of all the conversations and collaborations we have enabled, and the launchpad for meaningful action and impact. It will gather more than 2,000 committed delegates across business, government, academia, civil society and other sectors to unlock women's leadership for a more inclusive future.

***Will you join us in Paris and embrace an inclusive future?***

***Accelerators of an inclusive future:***

Throughout the year, the Women's Forum aims to drive action and solutions on issues where women are disproportionately impacted, and where women's leadership brings added value. These issues must be addressed as they have the potential to widen exclusion. At the same time, the measures and means to unlock women's leadership have the potential to leapfrog progress and build a more inclusive future – not just for women, but for all of humanity. These accelerator areas include:

***Scalable climate action - #Women4Climate***

Climate change affects different groups disproportionately and differently: for example, women make up 80% of those displaced by climate change. But women and other disadvantaged groups are not just climate victims - their actions, perspectives and leadership have the potential to drive progress on tackling climate change. Their inclusion, empowerment and participation in climate action are critical to successful climate change adaptation and mitigation strategies. And in turn, the transition to a greener economy creates opportunities to accelerate progress on equality and economic empowerment for everyone.

***Equal access to health - #Women4Health***

Current healthcare treatments, practices, education and awareness are not available to all in an equitable manner around the world and throughout societies - with spiralling impacts. For instance, women suffering heart attacks are 50% more likely to get delayed emergency care as their symptoms aren't recognised. When women face limited access to healthcare, their families and communities are affected in turn. Technology can provide innovative and scalable solutions to equitably improve access to healthcare for all. However, women's leadership must be scaled up to for their diverse and representative perspectives to contribute to practice, policy and technological aspects of healthcare access.

***Ethical artificial intelligence - #Women4AI***

Artificial intelligence (AI) has a growing influence on the way we work and live, but just 22% of AI professionals globally are women – meaning that existing biases, errors and inequalities can be missed, reflected and reinforced. These may affect livelihoods, such as in hiring and recruiting, or even life and death in criminal justice systems. Conversely, if designed by diverse teams and governed appropriately, AI can help shape a more inclusive world even beyond the developed world and the workplace.

***Leadership through STEM - #Women4STEM***

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

***Empowered business - #Women4Biz***

Entrepreneurship is a ready path towards economic empowerment: getting a foothold in major corporate or government supply chains can accelerate entrepreneurs along this path, with a multiplier effect for wider communities and economies. If women and men participated equally as entrepreneurs, global GDP could rise by [up to 6%, or \\$5 trillion](#). Moreover, supply chain diversity offers real value: it increases flexibility and access to innovation, creating opportunities to hear new ideas, apply different approaches, and gain access to additional solutions that respond to customer needs and enable agile response to market demands. How can corporates and governments advance the economic empowerment and inclusion of under-represented groups through deliberate and dedicated procurement strategies and other supply chain policies?

**Wednesday 20 November**

14:00-14:40

*Introduction and welcome remarks*

14:40-14:50

*Taking the lead for inclusion keynote*

**Tribute to Angela Merkel (TBC) – Women's Forum award for *Taking the lead for inclusion***

14:50-15:40

*Taking the lead for inclusion plenary*

**Divides that bind: turning divisions into inclusion ambitions**

Economic, societal and cultural forces drive widening divisions of gender, wealth, or geography, among others – a challenge so fundamental that the G7 named tackling inequality its top priority this past year (2019). How might technology, markets, and human behaviour be harnessed to accelerate inclusion instead of driving division? How can we re-envision truly inclusive economies and societies, communities, organisations and systems, and devise new ways to overcome resistance to change? How can business leaders, policymakers and citizens better contribute to the G7 and G20 conversation, to ensure a rising tide lifts all boats fairly?

15:40-15:55

*Taking the lead for inclusion keynote*

**Be the storm: Keynote** on driving systems change from within organisations and communities, and how to build and strengthen communities

15:55-16:25

*Empowered business plenary*

**Full potential: a vision for economic empowerment**

World Bank figures estimate that businesses owned by women make up 35% of the formal economy, but receive only 1% of public and private spend – a clear obstacle to expanding and empowering women. What does more-inclusive economic empowerment look like? What role do gender-responsive public and corporate procurement and access to markets play in supporting women entrepreneurs? What infrastructure and support – legislation and policy, financial safety nets, new ways of working – is needed to achieve economic empowerment for all?

15:40-16:25

*Leadership through STEM theatre*

**Accelerating the clean energy transition**

If humanity is to [survive climate change](#), we need to speed up the transition to clean energy, and stick to clear roadmaps to get there. How are the private sector and the energy industry itself transitioning away from fossil fuels, and who holds whom accountable? What policies, financial signals, and support are needed to accelerate an industry-wide transition to keep up with science-based targets? And how are women in the energy industry leading the charge?

15:40-16:25

*Women and violence workshop*

**People, not things: combatting gender-based violence**

Learning to see people as people - and not merely as objects of desire or control - is essential to a just and thriving society. The crippling of emotional growth and stability, a direct result of gender-based violence, affects a person's ability to live and work well. When this isolation is maximised - especially at national level, in war-torn countries - a country's growth can be inhibited too. How can governments uproot the cultural dynamics underpinning gender-based violence? At the early education level, what measures can be introduced to ensure that children treat one another equally?

15:40-16:25

*Taking the lead for inclusion theatre*

**Women in sport: changing the game**

According to stereotypes, most women don't watch sports, and men don't watch women's sports. Using this logic, male sports and athletes dominate television and print media, and women athletes are significantly underpaid compared to their male peers – even when they're more successful. But the data tell a different story: [84% of general sports fans](#) also watch women's sports, and half of them are male. With girls' participation in sports increasing and more ways to access sporting events via mobile phone and streaming, the sports industry may be ripe for female-led disruption. How do sports consumers, especially women, hold the power to change the industry toward a more diverse and inclusive mix of athletes, franchises and media representation?

16:25-16:45

*Break*

16:45-16:55

*Taking the lead for inclusion plenary*

**Leaders taking a stand (A)**

How have leaders taken a courageous and inclusive stand on thorny societal challenges and how are they empowering others to do the same?

16:55-17:35

*Scalable climate action plenary*

**One shared earth: crystallising climate action**

From climate science and exploration at Earth's extremes, to a massive revolution in how business [thinks about value](#), how are women leading action on our shared humanity and future? What are the elements we need for a new narrative that spurs human institutions – from governments to business to other organisations – to work together to achieve inclusive solutions and a sustainable future for all?

16:45-17:35

*Taking the lead for inclusion session: (in French)*

**Women start-ups, inclusion and climate: sharing from Francophone countries**

16:45-17:35

*Taking the lead for inclusion theatre*

**Scaling innovative finance to accelerate inclusion**

As investors, funders and philanthropists seek new ways of making an impact, the landscape of financing societal and environmental good is shifting. Philanthropic foundations [turn venture capitalists](#). Public-private partnerships, social impact bonds and other new financing models offer returns contingent on performance. How can such innovative finance tools drive a shift toward more inclusive social impact, and ensure inclusive and sustainable solutions [get the funding](#) that they need to scale? How is diverse leadership accelerating the adoption of innovative finance in the first place? How might inclusive impact be measured?

16:45-17:35

*Equal access to health workshop*

**Boosting health entrepreneurship**

Globally, just 9% of health-tech businesses are founded by women. But we need women's input in the design and implementation of health technologies to have the best chance of closing gaps in access to health. How can women health entrepreneurs gain equal access to the investment and finance they need to grow their businesses? How can they access the infrastructure they need to succeed, from insurance coverage and other solutions for financial security, to knowledge of the legal and regulatory environment that underpins health solutions?

17:35-18:30

*Ethical AI plenary*

**'Greedy' work, work of the future and the fourth industrial revolution: technology and its impacts on women's labour**

Technology was supposed to increase everyone's leisure time, but instead it's enabled people to work from wherever they are, or work where employees are [scheduled by algorithm](#). How can technology empower women, both by expanding their opportunities for decent work, and also by countering the ['greedy' nature of work](#) to expand everyone's opportunities for leisure? What is the future of decent work, and how can employers, employees, and citizens harness technology and policy to ensure that the work of the future is decent work?



**Thursday 21 November**

07:30

*Doors open and coffee*

8:30

*Inclusive ice breakers*

09:00-09:15

*Introduction and welcome remarks – day 2*

09:15-09:30

*Taking the lead for inclusion keynote*

**Not difficult but different: embracing inclusion**

For too long, disability and neurodiversity inclusion have been regarded as an extra, something that requires special accommodation and accompanying cost. But employing and designing for people with disabilities – visible and invisible, permanent or temporary – also makes sense for companies and governments. What is the case for embracing inclusion? What opportunities might corporates and governments uncover when they develop products and services that support inclusion?

09:30-09:45

*Taking the lead for inclusion plenary*

**Leaders taking a stand (B)**

How have leaders taken a courageous and inclusive stand on thorny societal challenges and how are they empowering others to do the same?

09:45-10:35

*Taking the lead for inclusion plenary*

### **Beyond the 1%: building inclusive financial industries and systems**

While global inequality has fallen as poor countries catch up with richer ones, [economic inequality within countries](#) has not, and it is clear that [globalisation has not been](#) a win-win for all. How can the power of finance, financial markets and systems, and financial institutions be harnessed to address economic inequality? As the financial technology or fintech industry grows, how can we build-in inclusion from the ground up? Can addressing gender and other social inequalities in finance support the development of more economically-inclusive financial systems?

10:35-11:00

*Coffee break and transition time*

11:00-11:40

*Taking the lead for inclusion amphitheatre*

### **Making it count: a conversation about quotas to accelerate inclusion**

Many women reject gender quotas – whether in recruiting or on corporate boards – as casting doubt on the quality and merit of women who reach top positions. But gender inclusion at the top [is slowing](#) despite years of effort: just 5% of S&P500 CEOs are women. And diverse expertise is ever more urgently needed to tackle societal and business issues. Some countries are [turning to quotas](#) to drive up the proportion of women on boards. Are gender quotas a necessary, if temporary, means of accelerating change and shaping the future of our societies and economies?

11:00-11:40

*Ethical AI amphitheatre*

### **Harnessing data for good: smart cities and privacy**

The promise of smart cities is vast: better commutes, reduced air pollution, lower energy costs and more green space. But smart cities are also built on the promise of massive data collection about many aspects of people's daily lives, from the intimate to the generic.

Policymakers, companies and citizens will need to find an approach that balances privacy concerns with the power of data to unlock environmental and economic solutions in the spirit of inclusive design and communities.

11:00-11:40

*Women and STEM theatre*

### **Business cannot thrive where life on earth fails: addressing extinction and biodiversity loss**

Women often have distinctive knowledge about the diverse plant and animal species around them, and use natural resources differently from men: for instance, in [a study](#) in Sierra Leone, women could name 31 uses of trees on fallow land and in the forest, while men named eight different uses. Yet their experience and role in biodiversity decision-making is rarely recognised. And life on earth is at a critical moment. A million animal and plant species are [threatened with extinction](#) today, putting [food sources and industry at risk](#). How can the knowledge and leadership of women be harnessed to address the looming threat of biodiversity loss?

11:00-12:30

*Leadership through STEM workshop*

### **Exploding delusions of gender: furthering inclusion through science**

The science behind inclusion is not foolproof – for instance, it turns out that implicit association tests [don't measure individuals' degrees of bias](#) after all, and are useful only in aggregate. Even then, [awareness isn't enough](#) to combat bias. On the flip side, neuroscience, linguistics and psychology can help us reframe narratives to build inclusion into communities. What does science say about the most relevant studies and data for addressing unconscious bias and advancing inclusion in organisations and communities? What works, and what doesn't, and why? As for science itself, how must the culture of science change to be less intimidating – and less fearful of change? What [new research directions](#) are needed to improve the quality of science so it serves everyone better?

11:40-12:30

*Scalable climate action amphitheatre***Buying power: a deep dive on sustainable consumption**

From food systems to fashion, the way humanity's needs and wants are currently produced strains the planet's resources and puts pressure on societies. As citizens and consumers, we collectively have the power to reshape [sustainable production and consumption](#) and support social and environmental justice, rights, and inclusion. What standards should we demand of governments and businesses to better serve the needs of people and planet? How are leaders – from fashion designers and entrepreneurs to businesses and consumer advocates – addressing inclusion and inspiring consumers to accelerate the spread and scale of sustainability?

11:40-12:30

*Empowered business amphitheatre***The means of production: digital tools for economic empowerment**

Women entrepreneurs start companies with just half the capital that men do, and are less likely to access networks of friends and acquaintances in seeking funding, leading to a [gender financing gap](#). How can new tools and technologies help overcome these and other challenges? What digital tools and solutions empower women to gain access to financing, markets and services they need for long-term economic empowerment?

11:40-12:30

*Taking the lead for inclusion theatre***Made in the image: how women's representation in old and new media will drive inclusion**

Businesses and governments rely on communications, media and advertising to get their message across. What does truly inclusive media look like? What role do media, from traditional media and advertising channels to social media and beyond – and their buyers and decision-makers, creators, consumers, and those represented in media – play in leading societal conversations and driving vital cultural change?

12:30-14:00

*Lunch*

12:30-15:00

*CEO Champions***CEO Champions workshop – by invite only**

14:00-14:50

*Taking the lead for inclusion amphitheatre***Breaking down binaries: inclusion beyond gender**

The gender gap is well documented, but a closer look at the data reveals still greater challenges for racial and economic minorities, LGBTQ people, and people who don't identify with [binary gender norms](#). How should policymakers, regulators and business respond and lead for inclusion beyond gender? What can we do to achieve inclusion across global contexts, in a world where not everyone has even come to terms with equal rights for women?

14:00-14:50

*Empowered business amphitheatre***Diversifying the circular economy: how inclusion advances supply chain circularity and sustainability**

When redefining what growth means to us, and considering its societal benefits, the inclusion and diversity perspectives are vital. The poverty, lack of education and access to resources that currently affect women in supply chains – not to mention climate disaster – are a great hindrance to sustainability and circularity. How can we empower women and girls with the necessary resources to live and work better? And knowing inclusion to be a top-to-bottom phenomenon, how can women in power use their leverage to take the lead on this issue?

14:00-15:30

*Empowered business workshop***Meet the buyers**

14:50-15:30

*Ethical AI amphitheatre***Retiring algorithmic bias**

Algorithms and artificial intelligence are firmly embedded in daily life, from the way search engines [recommend results and shape internet cultures](#), to how people are hired or approved for loans. What can business, government and users do to eliminate bias in these technologies for a more inclusive society? How can algorithms and AI be used to address inequality and shape inclusion instead of widening divides?

14:50-15:30

*Scalable climate action amphitheatre***All tomorrow's pantries: a deep dive on the future of food**

Food production, distribution, consumption and waste are heading for a [global environmental and nutritional crisis](#). Can alternative protein startups such as Impossible Foods and insect protein, startups that combat food waste, and other solutions avert this crisis? What business and societal shifts need to occur to accelerate sustainability and secure the future of food?

14:00-15:30

*Taking the lead for inclusion***Leaders taking a stand (C)**

How have leaders taken a courageous and inclusive stand on thorny societal challenges and how are they empowering others to do the same?

*Opens for**Taking the lead for inclusion theatre***How I became an ally for women**

Inspiring brief stories of male and female allyship and how to rally others as potential allies for inclusion. What are high-level leaders doing to empower their male and female employees to support women? What are they doing to lead on genuine inclusion in their organisations? Is women not supporting women – across race, class, generation, disability stat–s - the invisible elephant in the room?

15:45-16:35

*Taking the lead for inclusion plenary (CEO Champions)*

**Making business work for all: a vision for inclusive economies and societies**

Capitalism is practiced by economies throughout the world - sometimes at great societal cost. But business cannot thrive in societies that fail. Instead, to survive, business must shift to valuing people and environment as much as profit, and investors, workers and consumers [can demand](#) that companies behave more responsibly. Is this enough to achieve genuine and sustained inclusion? Instead of giving everyone a seat at the table, what can business, governments and individuals do to flip the table and better re-orient societies and economies to define and measure impact differently?

16:35-16:50

*Break*

16:50-17:00

*Leadership through STEM session*

**Video message: Luca Parmitano, ESA, International Space Station Commander**

*Followed by*

**Remarks by Claudie Haignere, ESA**

17:00-17:50

*Leadership through STEM plenary*

**All jobs are STEM jobs: technology, education and human potential**

Today's children will graduate into a markedly different future. To stay relevant in the workforce they may need to constantly evolve and develop their skills in science, technology, engineering and mathematics (STEM), among other contributions to societies and communities. What role do businesses, governments, institutions and new technologies play, whether in changing the image of STEM from intimidating to welcoming, or in delivering lifelong education and training to counter [inequality](#), broaden inclusion, and empower all people to reach their full potential?

17:50-18:45

*Take the lead for inclusion: Debate co-curated with The New York Times*

**The key to inclusion is not women but white male privilege**

If ['angry white men'](#) clinging to the status quo are resisting progress on gender, environment, human rights and other forms of societal change, how far should society go to bring them into the fold – or abandon the effort altogether and turn to building new ground-up change? Perha's 'angry white 'en' are angry for reasons that we need to acknowledge and understand, and rejecting their perspectives is counter-productive. Do women have a part to play in bringing them into an inclusive discussion?

*Followed by*

*Cocktails at the Carrousel du Louvre*



**Friday 22 November**

07:30

*Doors open & coffee*

08:30-09:15

*Equal access to health plenary*

**In our prime: health policy and technology accelerating economic inclusion**

Just half the world's female working-age population [participate in the labour force](#), compared with 80% of men. That puts limits on economic growth, productivity and innovation. How can increasing women's access to health, from vaccinations to [period parity](#) to technology such as breast pumps, benefit productivity and economic growth? What role does women's entrepreneurship and innovation itself play in boosting access to health, and increasing the economic inclusion and status of women?

09:15-10:05

*Taking the lead for inclusion plenary*

**Modern work: shaping inclusive work cultures of the future**

Companies today are more aware of how benefits like [paid family leave](#) signal gender inclusion and help retain a diverse workforce. But such well-meaning benefits are often white-collar perk only, and they paper over the fact that modern work demands more of our time and energy than ever. What does a truly inclusive work culture look like, and how can it drive creativity, innovation, and commitment? What infrastructure and practices, such as benefits or mental health wellness, help shape a happier, healthier workplace and society, and how can women (and men) [work together](#) to accelerate cultural shifts for more inclusive organisations and norms around work?

10:05-10:25

*Break*

10:25-11:15

*Empowered business amphitheatre*

**In the long run: how women's leadership is changing impact and institutional investing**

In 2018, women founders received just [2.2% of venture capital funding](#), despite Silicon Valley having added a record 36 women as venture capital investment partners in a single year. So when will the impact of women's leadership in investing – whether private, institutional or for impact – be felt? How can women's leadership changing the nature of investing in ways that empower a broader swathe of entrepreneurs and reshape the commercial and societal landscape? What systemic and institutional change needs to happen for this shift to be realised?

10:25-11:15

*Equal access to health amphitheatre*

**Inclusive health solutions for invisible biases**

Unlike many sectors, health care, particularly patient care, will require skilled human labour well into the future. In fact, in many areas of the world, lack of skilled health care workers is a barrier to scaling access to basic health treatments and can have devastating consequences during pandemic outbreaks. Moreover, health care workers are often poorly equipped to make accurate diagnoses not biased by gender. How are we addressing the challenge of training and securing unbiased health care labour in an inclusive way, to improve access to health for all?

11:15-11:35

*Break*

11:35 -13:00

*Taking the lead for inclusion plenary (closing)*

**The revolution is live: civil action for humanity's most urgent crises**

In recent years, grassroots movements like Extinction Rebellion and Occupy have called attention to climate change, inequality, forced migration and the other urgent crises that threaten us. Such movements are stepping up where governments and business have left a gap or actively contributed to divisions and threats. Can they show each of us – as citizens, consumers, families, communities, and societies – how to take action for humanity's most urgent crises? What can government and business draw from working with, not against, grassroots movements for a more sustainable, inclusive future?

*Closing and thank you remarks*

## Description of session formats

### ***Keynotes in plenary [sessions, 850-1,000 attendees] ~10-15 minutes***

Single-speaker keynotes are aimed at inspiring new, unconventional ideas and provoking action for sweeping global change toward a more inclusive world.

### ***Fireside chat in plenary [850-1000 attendees] ~20-30 minutes***

Fireside chats may take the form of two-person dialogues or a conversation between two high-level speakers and a moderator; they are designed to introduce fresh perspectives and spark debate on what it means to take the lead for inclusion.

### ***Plenary [up to 1,500 attendees] ~50 mins***

Our top-level conversations by or among global leaders designed frame the topics across the theme of the programme, reflecting on what it takes to take the lead among different groups, points of view and institutions as a means of moving towards more inclusive progress. These sessions bring all delegates and speakers together to collectively reflect on issues, emphasising the conditions for systems-level change and the 'big picture' perspective.

### ***Amphitheatres [up to 250 attendees] ~50 mins***

Our deeper-dive conversations will explore the practical implications of taking the lead for inclusion in each accelerator, the challenges associated to doing so, and the innovative solutions being conceived along the way.

### ***Theatre [up to 100 attendees] ~50 mins***

Theatres also play host to deeper-dive conversations that are suited to the format. They will explore the practical challenges and solutions for taking the lead for inclusion.

***Workshop [up to 50 attendees] ~50 mins or ~90 mins***

Our workshops are an opportunity to go further, creating an opportunity, in a smaller group, to experiment with and develop new solutions to the challenges that have emerged from our other sessions. These highly interactive sessions will be facilitated by experts and driven by delegates.

***Discovery sessions, 30-40 attendees, 20-50 minutes, and Connections***

The Discovery Sessions and Connections will be hosted within Hubs, they are organised by each accelerator (Women4Climate, Women4STEM, Women4AI, Women4Health, Women4Business) and are co-curated with our corporate and institutional partners.

***Experiences***

The Discovery will be the home of a few fixed spaces that will offer unique and thought-provoking experiences of inclusiveness. We would like these experiences to be as creative and diverse as possible in their substance and form. Some experiences might include:

- Dialogue in the Dark: a workshop led by blind and partially sighted facilitators in a completely dark room to experience the loss of one sense for the enhancement of others.
- Speed Mentoring: short one-on-one meetings between the delegates (the mentees) and senior executives/leaders (the mentors).
- Women leaders Wikipedia edit-a-thon: A training session with the Wikipedia Foundation and an action agenda of page editing and adding of new pages throughout the course of the meeting aims to bring new information about women leaders onto Wikipedia
- Explore your Voice: a workshop to take an audience on a journey through music, an innovative and exciting interactive experience

**Sample Discovery sessions**Women4Inclusion**Men taking the lead for gender diversity**

Let's move beyond mentorship and sponsorship: How will men help achieve gender equality in the workplace, government and the home?  
What can women do to empower men for gender equality?

*Workshop by MARC (Men Advocating Real Change), hosted by P&G. Advance sign-up required.*

Women4STEM**Playing with science**

Playtime and unstructured learning both have important parts to play in effectively developing new skills. What can we learn from gamification and improvisation about encouraging more women and girls to engage with STEM, and how can we ensure these learning experiences are inclusive, diverse and inspiring?

**Mind your language**

Are your job ads unintentionally pushing away diverse candidates? Understand how language shapes inclusion, and the range of commercial tools available to de-bias the ways in which your organisation presents itself.

*Facilitated by Mara Tanelli, Politecnico di Milano*

Women4Climate**Carbon-neutral, explained**

What steps is the Women's Forum Global Meeting taking to go carbon-neutral? What does carbon-neutrality mean and what are the current best ways to accomplish it?

*Facilitated by EcoAct*

**Elevator pitch session by climate and water entrepreneurs**

*Advance sign-up required.*

**Women4Business****Meet the buyers**

Learn what procurement leaders are looking for, and network with buyers from some of the world's leading companies.

*Advance sign-up required.*

**Getting certified as a woman-owned business**

What are the benefits of getting certified as a business owned by women, and how to go about it?

*Facilitated by WeConnect*

**Hypergrowth for women entrepreneurs**

Tech giants and unicorn companies like Facebook have witnessed exponential growth since their inception, but very few of them are women-led or women-owned. How can women entrepreneurs gain better access to investment and receive the same kind of support that male-led start-ups seem to attain with ease?

*Facilitated by Laurence Bret-Stern*

**Women4Health****Mainstreaming gender**

Gender mainstreaming enables policymakers and business leaders to take into account the needs and concerns of women and other groups where little attention was focused previously. What do gender mainstreaming and gender lens investing mean in the health and pharmaceutical industry, and what are the cultural and mindset shifts needed to mainstream gender?

**How can multinationals support women's health by supporting women's health entrepreneurship?**

The next generation of women's health tech has the potential either to alleviate the gender inequalities in assumptions, thinking, data, and practice, or replicate them. In practical terms, how can multinationals use mentoring, venturing, funding, and their voice in the marketplace to support the next generation of women health tech entrepreneurs, and help them build companies which have a fighting chance to serve millions or billions of women around the world and foster the next wave of women-led health technologies?

**Women4AI****Implementing ethical AI**

The EU high-level expert group on AI presented in April 2019 the Ethical Guidelines for Trustworthy AI which is defined as lawful, ethical and robust. With the guidelines now promulgated what would it now take for the principles to be implemented across countries and organisations? In particular, what is the role of women's leadership in driving a more ethical AI ecosystem and how can the guidelines be applied to serve women and all people?

*Facilitated by the EU Commission*

**Women changing the faces of AI**

Meet the innovators applying AI to redress women's status in society