

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

*DRAFT as of 18 November 2019*

*#Women4Inclusion*

The Women's Forum Global Meeting 2019 explores how equality and inclusiveness can help us tackle some of the biggest challenges facing the world today. By including talents from the widest possible pool, we can reshape economies, transform systems and heal rifts. We can create a future of our choosing.

**Humanity is at a crossroads on an unsustainable, unequal path.** New technologies are disrupting how we live, work and connect in profound and complicated ways. Unequal access to education and information limits human potential and stokes populism and bias. Where politics and culture are divisive, those who stand up for causes and marginalised groups are at real risk of violence. Climate change threatens our very existence. But it's not too late to change this negative trajectory.

**Championing inclusion has real economic and social benefits.** Business cannot thrive in an unequal, unstable society: wealth needs to benefit the whole of society, including those traditionally left behind. Education and job opportunities need to be available to every gender, class and ability/disability. And a fossil-free future will require fairer access to sustainable solutions across income levels.

The Women's Forum believes that by empowering women's leadership and increasing women's participation in every facet of society and the economy, we can accelerate progress. Through the theme of the Women's Forum Global Meeting 2019, *Taking the lead for inclusion: Accelerating impact*, we can shift gears towards 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 to build 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 build solutions on issues where women are disproportionately impacted, and where women's leadership brings added value. Failure to address these issues may 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 everyone. These accelerator areas include:

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

Climate change affects people disproportionately and in different ways: 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***

Access to healthcare, education and awareness are not available to all in an equitable manner around the world and this inequality has proven, spiralling impacts. For instance, women suffering heart attacks are 50% more likely to get delayed emergency care as their symptoms aren't recognised. Why? Because the underpinning research has to date lacked sufficient inclusion of women's experience. Women and men display different symptoms of cardiac failure. 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. By ensuring those who lead healthcare policy, treatment protocols and investment decisions represent women as well as men, we can ensure better decisions and outcomes.

***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, through hiring and recruiting bias for example, or even life and death in criminal justice systems. How can an inclusive strategy on cognitive technologies help create step changes in everything from healthcare to mobility systems?

***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. How can government and academia work together to increase women's participation in STEM education?

***Empowered business - #Women4Business***

Entrepreneurship is a well-beaten path to economic empowerment, not just for founders but for all who benefit from the jobs entrepreneurs create. Large corporates and government can accelerate entrepreneurial progress toward economic stability by including entrepreneurs in supply chains, 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**

13:30

*Doors open and coffee*

14:00-14:15

*Taking the lead for inclusion plenary - #women4inclusion*

**Fireside chat:** A conversation between Dame Kristin Scott Thomas, Honorary President, Women's Forum for the Economy and Society, in conversation with Maurice Levy, Chairman of the Supervisory Board, Publicis Groupe

14:15-15:10

*Taking the lead for inclusion plenary*

**Divides that bind: turning divisions into inclusion ambitions - #women4inclusion**

Economic, societal and cultural forces can drive deepening divisions between genders, between those at the top and bottom of the wealth scale, between geographies. So fundamental is this challenge that the G7 named tackling inequality its top priority for 2019. How can we harness technology, markets and human behaviour 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 create a rising tide that lifts all boats fairly?

**Firestarter:** Marlène Schiappa, Minister of State for Gender Equality and Fight against Discrimination, French Government

**Moderator:** Leah Daughtry, President and CEO, On These Things

**Speakers:**

- Valerie Jarrett, Senior Distinguished Fellow, University of Chicago Law School
- Lise Kingo, Executive Director, United Nations Global Compact
- Svetlana Lukash, Deputy Chief of Presidential Experts' Directorate and Russian G20 Sherpa
- Karien van Gennip, CEO, ING France
- Paul van Zyl, Co-founder & Chief Creative Officer, The Conduit

14:40-16:40

**Engaging Men for equality: Dialogues by MARC™ Alumni brought to you by Gillette**

Men have a pivotal role to play to advance gender equality and become change agents. In this experiential session, based on the MARC™ (Men Advocating Real Change) mission developed by Catalyst, you'll step back and challenge your understanding and beliefs around equality, and reflect on how you can change the conversation and drive actions inside and beyond your organisation. This session is facilitated by MARC™ alumni who have run Dialogues with over 1,000 managers.

Facilitators:

- Peter Beets, Director - Finance, Procter & Gamble
- Béatrice Dupuy, Vice President - Global Sales and D&I Leader, Procter & Gamble
- Eric Enselme, Product Supply Director, Procter & Gamble
- Dario Cristiano, Senior Manager - Human Resources, Procter & Gamble
- Astrud Steuernagel-Seager, Director - Human Resources, Procter & Gamble

15:10-15:25

*Taking the lead for inclusion plenary*

**Leaders taking a stand (A) - #inclusiveleadership**

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

**Moderator:** Star Jones, President, Professional Diversity Network

**Speaker:**

- François-Henri Pinault, CEO, Kering

15:25-16:20

*Scalable climate action plenary*

**One shared earth: crystallising climate action - #women4climate**

From climate science to a massive revolution in how business [thinks about value](#), how are women leading action to build an equitable future for all humanity? 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?

**Moderator:** Stephenie Foster, Partner & Co-founder, Smash Strategies

**Speakers:**

- Felicity Aston, Polar explorer
- Méka Brunel, CEO, Gecina
- Alexandra Cousteau, Explorer, Storyteller and Ocean Advocate
- Dr. Gale Rigobert, Minister of Education, Innovation, Gender Relations and Sustainable Development, Government of Saint Lucia
- Bertrand Walckenaer, Deputy CEO, French Development Agency

Front row commentator: Gwenaëlle Avice-Huet, Executive Vice President, ENGIE

15:25-16:20

*Equal access to health workshop – White Agora*

**Boosting health entrepreneurship - #women4health**

Globally, just 9% of health-tech businesses are founded by women. But we need women's input into 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 to knowledge of the legal and regulatory environment that underpins health solutions?

**Moderator:** Sandrine Coulange, Health Programme Director, AXA Next, AXA

**Speakers:**

- Ariel Beery, CEO, Mobile ODT
- Yael Misrahi, Head of Global Partnerships, Mobile ODT
- Jasmine Samantar, Founder & CEO, Samawat Energy

15:25 – 16:20

Taking the lead for inclusion theatre

**The case for buying women-owned - #women4business**

How can corporations use their purchasing power to catalyse inclusive, prosperous and sustainable communities around the world, while uncovering new innovations and business opportunities? Why do corporations look for certified women-owned businesses and how can buyers connect with women suppliers of relevant products and services?

Speakers:

- Elizabeth A. Vazquez, CEO and Co-founder, WEConnect International
- Katie Farhat, VP of Global Development, WEConnect International

16:20-16:35

*Break*

16:35-17:15

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

**Women's economic empowerment to change the world - #women4business**

When women entrepreneurs are empowered by access to markets, they can also drive wider cultural and societal change, from building a more inclusive tech sector to leading climate action through recycling or renewable energy. What can entrepreneurs in developed and developing environments draw from each other's experiences? What policies and support do they need from governments and businesses? How can governments, corporates and entrepreneurs from Francophone countries and cities use their shared connections to drive greater inclusion and empowerment of women?

**Moderator:** Frédéric Maury, Economical Chief Editor, Jeune Afrique

**Speakers:**

- Jérôme Chartier, First Vice President, Région île-de-France
- Soham El Wardini, Mayor of Dakhar
- Michèle Sabban, President, R20
- Augustin Thiam, Governor, District of Yammousoukro

16:35-17:15

*Taking the lead for inclusion theatre*

**Scaling innovative finance to accelerate inclusion - #poweroffinance**

As investors, funders and philanthropists seek new ways of making an impact, the methods by which societal and environmental good is financed are changing. Philanthropic foundations are [turning 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?

**Moderator:** Trisha de Borchgrave, Freelance Writer and Senior Associate, Global Women Leaders Strategic Philanthropy

**Speakers:**

- Edna Adan, Founder & Director, Edna Adan University Hospital
- Kimberly Gire, Founder, Global Women Leaders Strategic Philanthropy
- Lisa Kolovich, Economist, International Monetary Fund

16:35-18:05

*Women and violence workshop – White Agora*

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

Learning to see people as people – and not merely as objects of desire or control – is essential to a just and thriving society. Gender-based violence affects people's ability to live and work. In both conflict and peacetime, gender-based violence inhibits a country's stability and growth. How can governments, corporates, individuals and organisations collaborate to uproot the cultural dynamics underpinning gender-based violence, using tools that include early education, legal frameworks and advocacy?

**Moderator:** Norma Bastidas, President, Running Wild Productions

**Speakers:**

- Roraima Ana Andriani, Director Global Outreach & Regional Support, Interpol
- Celine Bardet, Founder & President, We are Not Weapons of War
- Ouided Bouchamaoui, Nobel Peace Prize Laureate 2015
- Brita Fernandez-Schmidt, Executive Director, Women for Women International – UK

**16:35 – 17:15 Discovery Zone Sessions**

**Women4Climate**

**Climate and gender at a crossroads: Why businesses need to consider climate in their gender initiatives and vice versa**



Gender bias is the most overlooked barrier to addressing climate change - and climate change, if not addressed, risks derailing the gender-inclusion initiatives of businesses and nations. On the flip side, gender offers a massive opportunity to combat climate change, and the power to tackle climate challenges may be the strongest argument for diversity and inclusion yet. How can businesses integrate their gender and climate strategies and deepen their environmental work through inclusive innovation, policy and investments?

Moderator: Mil Neipold, President, The Mara Partners

### **Women4Business**

#### **Removing the barriers to women's entrepreneurship**

How can women entrepreneurs and corporate champions break down the barriers to women's entrepreneurship, and what are the key interventions that drive significant change? In this interactive panel discussion, McKinsey present a report on the state of UK female entrepreneurship, and corporates and women entrepreneurs discuss how they address and overcome the barriers that women entrepreneurs face.

Moderator: Alix de Zélicourt, Associate Partner, McKinsey

Speakers:

- Jamila Belabidi, Global Purchases Capability and Global Supplier Diversity, P&G
- Laure-Emmanuelle Filly, Head of Women Entrepreneurship Program – French Network, BNP Paribas
- Guillemette Sanz, Founder, Nota Bene Communications
- Soazig Barthelemy, Founder, Empow'Her

### **Women4AI**

#### **Unpacking AI in your workplace**

As we rethink the way we work to harness the power of AI to create personalized experiences, how do we ensure we respect personal privacy and ensure we promote inclusive human decision-making? How do we keep human creativity, interaction and empathy in the context of increasingly tech-driven workplaces and industries? Join this interactive discussion among leaders from Oxford, Publicis, and Microsoft.

Moderator: Merisa Heu-Weller, Chief of Staff, Tech + Corporate Responsibility, Microsoft

Speakers:

- Gina Neff, Oxford Internet Institute
- Raphaëlle Abitbol, Head of Data Science, Publicis Sapient

### **Women4Health**

#### **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?

Speakers:

- Ulrike Decoene, Global Women Empowerment Sponsor and Communication, Brand and Corporate Responsibility Director, Axa
- Caroline Ramade, CEO, 50intech

### **Women4STEM**

#### **How diversity and inclusion drives technology company success**

Tech companies are notoriously male-dominated with women holding less than 30% of tech jobs in the US and Western Europe. But done right, diversity and inclusion (D&I) can drive innovation and competitiveness for tech companies, ranging from employee engagement to inclusive product design. This session will explore the impact and value of D&I programmes through examples from the Lenovo Foundation, Women in Lenovo Leadership Network (WILL) and Google's D&I programme based on personal testimonials from business leaders and NGO experiences.

Moderator: Catherine Ladousse, Executive Director of Communication EMEA. Lenovo

Speakers:

- Hind Ouzzani, Head of Product Go-To-Market Strategy and Operations, Southern Europe, Google
- Kristina Tamaskovicova, Marketing program manager, Sales Enablement, Lenovo
- Matthew Barbovitz, Managing Director Global Accounts, Lenovo North America
- Monica Hauser, Director, Lenovo Foundation

### **Rising Talent Corner**

#### **Why rising talents?**

For the last 12 years, the Women's Forum Rising Talents initiative has supported highly talented young women world-wide who are future leaders in our economies and societies. In this session, the initiative's 'godmothers' and Rising Talents themselves share the initiative's importance for them and their organisations, as well as plans for its future.

**Moderator:** Ebru Ilhan, Director, Kite Insights

**Speakers:**

- Caroline Hadrbolec, Chief Human Resources Officer, Eurazeo
- Isabelle Xoual, Managing Partner, Lazard
- Dominique Potiron, Consultant, Spencer Stuart
- Diane Binder, Senior Vice President, Suez Group (Rising Talent 2014)
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17:15-18:05

*Empowered business plenary*

**Full potential: a vision for economic empowerment - #women4business**

The World Bank 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 women's entrepreneurship and empowerment. 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?

**Firestarter:** Bruno Le Maire, Minister of the Economy, France

**Moderator:** Karen Tso, Anchor, CNBC

**Speakers:**

- Anne-Gabrielle Heilbronner, Member of the Directoire & Secretary General, Publicis Groupe
- Bruno Le Maire, Minister of the Economy, Government of France
- Mara Marinaki, Principal Advisor on Gender and on the Implementation of UNSCR 1325 on Women, Peace and Security, European External Action Service
- Alexandre Mars, Entrepreneur and Philanthropist
- Fares Sayegh, Vice President – Global Supply Network and Business Services, P&G

17:15-18:05

*Scalable climate action theatre*

**Accelerating the clean energy transition - #women4climate**

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 is the private sector, and specifically the energy industry, 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?

**Moderator:** Virginie Herz, Foreign Affairs Editor, France 24

**Speakers:**

- Mabel Leung, Director Asia Pacific Retail Sales, ExxonMobil
- Eric Scotto, Chairman & Co-founder, Akuo Energy
- Margaret-Ann Splawn, Executive Director, Climate Markets and Investment Association

**17:15 – 17:55 Discovery Zone Sessions**

**Women4Climate**

**Lessons learned from climate innovators**

Hear climate entrepreneurs and intra-preneurs share their tips to successfully innovate on climate and why it is important to include a women's perspective.

**Moderator:** Brice Javaux, Senior Manager, KPMG

**Speakers:**

- Brandi de Carli, Farm from a box, Rising Talent 2016
- Claire Boilley Forestier, CSR Director, Bouygues

**Women4Business**

**What does gender-responsive procurement look like?**

What is gender-responsive procurement? How does it contribute to the economic empowerment of women? How does gender-responsive procurement add value to businesses and how is the impact measured? This interactive conversation with

case studies examines the issues, the challenges, and how organisations can successfully develop and implement gender-responsive supply chain strategies.

Speakers:

- Régine Lucas, Global Chief Procurement Officer, L'Oréal
- Imran Dassu, Partner, A.T. Kearney
- Ana Conde, Partner, A.T. Kearney

### **Women4AI**

#### **Women-focused AI to support women investors**

In a challenging context (low interest rates, increased competition, regulatory constraints), Artificial Intelligence (AI) is one of the most promising technologies to help renew our value proposition, enhance personalisation and propose tailored advice to clients. The vast majority of current wealth management algorithms have been designed by men for male investors. Should we introduce gender-differentiated algorithms based on women-specific investment criteria? Which criteria should be used, and how do we avoid replicating bias? Is this approach ethically acceptable? ING and Gambit are taking up this discussion and would be very happy to hear your thoughts.

Speakers:

- Véronique Nejman, Chief Operating Officer, ING in France
- Samir Boualla, Chief Data Officer, ING in France
- Aurélie Meyer, Director, Birdee

### **Women4Health**

#### **Strategies to counter gender violence**

Around the world, 1 in 3 women will be raped, coerced into sex or abused in their lifetime; boys and men also encounter sexual violence in both conflict and peacetime. But they are not alone: there is strength in uniting against violence, and also in calling on male allies to counter it. From individual self-defense strategies to collaborative advocacy and allyship, what are some key strategies to counter gender-based and sexual violence? How can women both escape gender-based violence and take a stand against it?

Speakers:

- Ana Maria Salazar, CEO, Grupo Salazar Slack S.C.

### **Women4STEM**

#### **Raising interest for STEMs: How to talk to teen girls**

Understanding young girls' codes to capture their interest and build their self confidence towards STEMs skills

Speakers:

- Manon Lépinay, Creative Strategist, Google ZOO
- Maud Le Boulaire, Creative Strategist, Google ZOO

18:05-18.55

*Ethical AI plenary*

#### **'Greedy' work, work of the future and the fourth industrial revolution: technology and its impacts on women's labour - #women4AI**

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 meaningful work, and also by countering the 'greedy' nature of work to expand everyone's opportunities for leisure? What is the future of work, and how can employers, employees, and citizens harness technology and policy measures to ensure that the work of the future is meaningful?

**Daring Circle Firestarter:** Merisa Heu-Weller, Chief of Staff, Technology & Corporate Responsibility, Microsoft

**Moderator:** Julia Harrison, SMD – Managing Partner Brussels, FTI Consulting

**Speakers:**

- Maud Bailly, Chief Digital Officer, Accor
- Yas Banifatemi, Partner & Co-Head of International Arbitration and Head of Public International Law, Shearman & Sterling
- Elena Bonetti, Minister of Equal Opportunities and Family, Government of Italy
- Julia Hobsbawm, Founder, Editorial Intelligence
- Gina Neff, Professor, University of Oxford

18.55-19:10

*Taking the lead for inclusion plenary - #womeninmedia*

**An Interview with Princess Rym al-Ali of Jordan**, moderated by Annette Young, Host, 'The 51 Percent', France 24

**Thursday 21 November**

07:30

*Doors open and coffee*

8:45-9:00

*Introducing the Women's Forum Wiki-edit-athon*

SPACE-IAL OPENING

09:00-09:15

*Scalable climate action plenary*

**Video message: Luca Parmitano, ESA, International Space Station Commander - #women4climate**

*Followed by*

Remarks by Claudie Haigneré, Advisor to the Managing Director, ESA and Ersilia Vaudo Scarpetta, Chief Diversity Officer, ESA

09:15-09:35

*Taking the lead for inclusion plenary*

**Leaders taking a stand (B) - #inclusiveleadership**

How have leaders taken a courageous and inclusive stand on thorny societal challenges and how are they empowering others to do the same? What can we learn from these role models?

**Moderator:** Swaha Pattanaik, Global Economics Editor, Reuters Breakingnews

**Speakers:**

- Jean-Laurent Bonnafé, CEO, BNP Paribas, in conversation with Oulimata Sarr, Regional Director a.i, UNWOMEN

Front-row commentator: Clover Hogan, CEO & Founder, Force of Nature

09:35-10:25

*Taking the lead for inclusion plenary*

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



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?

**Moderator:** Swaha Pattanaik, Global Economics Editor, Reuters Breakingnews

**Speakers:**

- Ann Cairns, Executive Vice Chairman, Mastercard
- Abigail Disney, Activist and Filmmaker, Fork Films & Level Forward
- Agnès Pannier-Runacher, Secretary of State for Economy and Finance, French Government
- Alessandra Perrazzelli, Deputy Governor, Bank of Italy

10:25-10:50

*Coffee break and transition time*

10:50-11:35

*Taking the lead for inclusion amphitheatre – Yellow stage*

**Making it count: a conversation about quotas to accelerate inclusion - [#inclusiveleadership](#)**

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?

**Moderator:** Caroline Codsì, President & Founder, Women in Governance

**Speakers:**

- Mercedes Colwin, Founding Partner of New York City Office, Gordon Rees Scully Mansukhani, LLP
- Herminia Ibarra, The Charles Handy Professor of Organisational Behaviour, London Business School
- Jeanne Polles, President, Philip Morris France
- Stephen Frost, Founder & President, FrostIncluded

10:50-11:35

*Taking the lead for inclusion amphitheatre – Purple stage*

**Made in the image: how women's representation in old and new media will drive inclusion - #womeninmedia**

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?

**Moderator:** Delphine Chêne, President, La Tribune Afrique

**Speakers:**

- Boutaina Araki, General Manager, Clear Channel France
- Jessica Bennett, Gender Editor, NYT
- Agathe Bousquet, President, Publicis Groupe France
- Gilles Péliçon, Chairman & CEO, TF1
- Jess Wade, Research Associate, Faculty of Natural Sciences, Department of Physics, Imperial College

10:50-11:35

*Scalable climate action theatre*

**Business cannot thrive where life on earth fails: addressing extinction and biodiversity loss - #women4climate**

Women often have instinctive 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?

**Moderator:** Mil Niepold, President, The Mara Partners

**Speakers:**

- Sue Riddlestone, CEO & Co-founder, Bioregional
- Dr. Gale Rigobert, Minister of Education, Innovation, Gender Relations and Sustainable Development, Government of Saint Lucia

- Heidi Sevestre, Dr. Glaciology, International Cryosphere Climate Initiative, La Jolie Prod, The University Centre in Svalbard

10:50-12:20

*Leadership through STEM workshop – White Agora*

**Creating a social movement: applying the neuroscience of purpose, identity and role models to drive contagious movements that change the world, your organization and you - #women4inclusion**

Many neuroscience myths have made it into popular culture and into the workplace. How can real brain and behaviour science be harnessed to activate our human impulses towards inclusion so we can work in concert on grand challenges like climate change? 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?

**Facilitator:**

- Alison Tisdall, Managing Partner, Mind3

11:35-12:20

*Scalable climate action amphitheatre – Yellow stage*

**Buying power: a deep dive on sustainable consumption and its financing - #women4climate**

From food systems to fashion, the way humanity's needs and wants are currently produced met, 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 can we , through financing for example, accelerate the transition to sustainable consumption? 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?

**Moderator:** Ann Walker Marchant, CEO, The Walker Marchant Group

**Speakers:**

- Antonella Centra, EVP General Counsel, Corporate Affairs and Sustainability, Gucci
- Virginie Helias, Chief Sustainability Officer, P&G
- Laurence Pessez, Global Head of Corporate Social Responsibility, BNP Paribas

- Shaway Yeh, Founder, YEHYEHYEH

11:35-12:20

*Empowered business amphitheatre – Purple stage*

**The means of production: digital tools for economic empowerment - #women4business**

Women face barriers in access to work, and when they start companies they get just half the capital that men do and are less likely to seek funding through networks of friends and acquaintances. At the same time, women also face a digital gender gap with barriers to internet access and use. How can businesses and governments 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?

**Moderator:** Elizabeth Vazquez, President & CEO, WEConnect International

**Speakers:**

- Benedetta Arese Lucini, CEO, Oval Money
- Jean Pierre Brulard, Senior Vice President & General Manager EMEA, VMWare
- Benoist Grossmann, Managing Partner, Idinvest Partners
- Elisabeth Medou-Badang, Senior Vice President Africa and Indian Ocean & Spokesperson, Orange Middle East & Africa

Front Row Commentator: Sara Kemppainen, Girls20

11:35-12:20

*Ethical AI theatre*

**Harnessing data for good - #women4AI**

Today, massive amounts of data are collected about our daily lives, from our commutes and travel to our health and consumption. How can this data be put to work to build smarter cities, transform health and education systems, improve hiring and job success, and increase sustainability, among others? How can policymakers, companies and citizens unlock the power of data for inclusive design and communities, and balance this with concerns about data privacy and bias?

**Moderator:** Victoria A. Budson, Executive Director, Women and Public Policy Program, Harvard Kennedy School

**Speakers:**

- Denis Guibard, Dean, Institut Mines-Telecom Business School & Board Member, C3D
- Kimberly Lein Mathiesen, General Manager, Microsoft Norway

- Inès Leonarduzzi, CEO & Co-founder of IA For My People initiative, Digital For The Planet
- Diana Van Maasdijk, CEO & Co-founder, Equileap

11:35-12:20

### **Connection Moments**

Connection moments in the Discovery Hubs are opportunities for informal, low-key networking around ideas and issues in a less-structured, welcoming space.

### **Women4Climate**

Stop by the Women4Climate Hub to sign our Charter for action on the greatest global crisis facing humanity

### **Women4AI**

Come to the Women4AI Hub to network with other experts shaping a world where women empower AI to its full potential and AI empowers women to their full potential

### **Women4Business**

In the Women4Business Hub, meet fellow experts, entrepreneurs and procurement professionals seeking to connect for women's economic empowerment

### **Women4Health**

At the Women4Health Hub, find out how health entrepreneurs are reimagining inclusive access to health

### **Women4STEM**

Visit the Women4STEM Hub to connect with like-minded leaders growing women's representation and leadership in STEM for a more inclusive future

12:20-13:50

*Lunch*

12:30-14:30

*CEO Champions*

**CEO Champions workshop – by invitation only**

13:50-14:40

*Taking the lead for inclusion amphitheatre – Yellow stage*

**Breaking down binaries: inclusion beyond gender - #inclusiveleadership**

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?

**Moderator:** Siri Chilazi, Research Fellow, Women and Public Policy Program, Harvard Kennedy School

**Speakers:**

- Fabrice Houdart, Human Rights Officer, OHCHR
- Ruth Ibegbuna, Director, The Roots Programme
- Heather McGhee, President Emeritus, Demos
- Marianne Waite, Director, the Valuable 500

Front Row Commentator: Tiyi Ayeva, Girls20

13:50-14:40

*Empowered business amphitheatre – Purple stage*

**Diversifying the circular economy: how inclusion advances supply chain circularity and sustainability -**

**#women4business**

A circular economy transformation, in which materials are reused, recovered and restored, is essential to sustainably manage humanity's resources. But the poverty, lack of education and access to resources that currently affect women in supply chains, as well as their vulnerability to climate disaster, hinder sustainability and circularity. What is the role of supply chains and the women within them in a circular economy transition? How can inclusion advance supply-chain circularity, and how can women use their leverage to take the lead on this issue?

**Moderator:** Herminia Ibarra, The Charles Handy Professor of Organisational Behaviour, London Business School

**Speakers:**

- Nici Bush, General Manager, Mars Symbioscience, Division of Mars Edge, Mars Incorporated
- Paulette Frank, Vice President, Global Environmental Health, Safety & Sustainability, Johnson & Johnson
- Julie Walbaum, CEO, Maisons du Monde

Front-row commentator: Virginie Helias, Chief Sustainability Officer, P&G

13:50-14:40

*Taking the lead for inclusion theatre*

**New leadership for systemic change - #inclusiveleadership**

Deep-rooted challenges require new models of leadership to catalyse real change. How are social entrepreneurs on issues such as sustainable food, climate change and social mobility leading the charge, and how is their leadership transforming systems today? What can the rest of us – as corporates, policymakers, or individuals – learn and do to help speed and scale systemic change?

**Moderator:** Véronique Forge, Founder & CEO, Business O Féminin

**Speakers:**

- Iman Bibars, Regional Director, Ashoka Arab World
- Victoria Engelhorn, CEO, Brugarol Agricultural and Forestal Enterprise & Chair of the Board of Trustees, Zip Zap Circus School
- Rose-May Lucotte, Co-founder, ChangeNOW
- Sue Riddlestone, CEO & Co-founder, Bioregional

**13:50 – 14:35 Discovery Zone Sessions**

**Women4Climate**

**Meet the speakers: Heidi Sevestre and Felicity Aston**

Heidi Sevestre and Felicity Aston have led scientific missions and explorations in some of the world's harshest regions. In this session, hear about their personal journeys and their perspectives on climate, science communication and leadership.

Moderator: Ebru Ilhan, Director, Kite Insights

Speakers:

- Heidi Sevestre, Dr. Glaciology, International Cryosphere Climate Initiative, La Jolie Prod, The University Centre in Svalbard
- Felicity Aston, Polar Explorer

### **Women4Business**

#### **Great things start from small beginnings**

Through their personal journey and achievements, four women leaders from startups and larger companies will inspire you to ignite change and advance women economic empowerment in your organization. Followed by a Q&A.

Moderator: Carole Frachon, P&G

Speakers:

- Elisa Nistri, CMO, Coesia Roula Clerc-Nassar, CEO, Ellumine
- Chrystel Adams, Head of Client Services, Communisis
- Christelle Delarue, CEO, Mad&Woman

Front Row Commentator: Emilie Bellet, CEO, Vestpod

### **Women4AI**

#### **What are the implications of AI for end-users?**

AI is a powerful tool that organisations of all sizes are using, or beginning to use, to not only transform their products, but also their outreach to and understanding of their customers. The technicality of AI, and the investment needed for its development, have created a shift in the balance of power between companies/states and users/citizen. How to ensure that the use of artificial intelligence does not discriminate between our users? How can we ensure that AI meets users genuine needs?

Speakers:

- Nicolas Demassieux, Senior VP, Orange Labs Research, Orange
- Valérie Peugeot, Digital Studies Researcher, Orange Labs Research, Orange

### **Women4Health**

#### **Empowering young women's sexual health decisions**



Providing access to information, resources and care empowers young people to take control of their reproductive health, avoid teenage pregnancy and better address menstrual and sexual health issues which can bar women from full societal and economic engagement. With lack of data, gender biases, and cultural and political challenges to overcome, what can we learn from leaders about best practices for implementing sexual health curriculum in a variety of contexts? What is the best way to "talk" about sexual education? How does sexual health education serve as an empowerment tool for young women, both socially and economically?

Moderator: Trisha De Borchgrave, Freelance Writer and Senior Associate, Global Women Leaders Strategic Philanthropy

Speakers:

- Nathalie Darress, Marketing Director, RB
- Catherine Giboin, Vice President of Médecins du Monde France
- Beatrice Nere, Head of Southern Europe, G7 & G20, Bill & Melinda Gates Foundation

Front Row Commentator: Salsa Putri, Girls20

## **Women4STEM**

### **#UnlockYourself: Connecting girls to success in STEM**

When girls engaged in science, technology, engineering and mathematics (STEM) go on to apply their skills and ideas to STEM roles and careers, they have the power to change the world. Proven strategies for engaging girls in STEM experiences include connecting STEM to real-life problems, offering them diverse and realistic role models, and emphasizing the communal and social nature of STEM. How can we - as mentors, parents, business leaders, managers of current and future talent - harness these strategies to help girls and women succeed in STEM?

## **Rising Talent Corner**

### **The Impact of Culture on Diversity**

How do you define an organisation's culture? How can it be changed and by whom? What are the elements of culture that can enhance or impede women's progress as they develop their careers? Two experts share their experience of helping different types of organisations through cultural transformation.

Speakers:

- Taylor Gregson, Consultant, Spencer Stuart Leadership Advisory Services
- Hege Norheim, Consultant, Spencer Stuart Energy and Industrial Practices

○

14:40-15:30

*Ethical AI amphitheatre – Yellow stage*

**Retiring algorithmic bias - #women4AI**

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?

**Moderator:** Patricia Walsh, Technology Product Director, Dow Jones

**Speakers:**

- Titilayo Akinsanmi, Policy and Government Relations Lead for West and Francophone Africa, Google
- Fiona O'Brien, Chief Channel Officer & Head of Operations, EMEA, Lenovo
- Sylvie Ouziel, Global Assistance CEO, Allianz Partners
- Laurent Stefani, Managing Director, Artificial Intelligence, Accenture

14:40-15:30

*Taking the lead for inclusion amphitheatre – Purple stage*

**How I became an ally for women - #men4inclusion**

Inspiring brief stories of male and female co-operation 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? Are women not supporting women – across race, class, generation, disability status – the invisible elephant in the room?

**Moderator:** Star Jones, President, Professional Diversity Network

**Speakers:**

- Pankaj Bhalla, Vice President, Europe Shave Care, P&G
- Matt Krentz, Managing Director & Senior Partner, Diversity & Inclusion and Leadership Chair, Boston Consulting Group
- Katrin Schallenberg, Partner, Clifford Chance Europe

14:40-15:30

*Scalable climate action theatre*

**Sustaining tomorrow: a deep dive on the future of food - #women4climate**

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?

**Moderator:** Ertharin Cousin, Distinguished Fellow; Visiting Scholar, The Chicago Council on Global Affairs; Center on Food Security and the Environment, Stanford University

**Speakers:**

- Natalia Blokhina, Co-founder, Brighter Ventures
- Brandi DeCarli, Founding Partner & CEO, Farm from a Box, Rising Talent 2016
- Pamela Warhurst, Co-founder, Incredible Edible

**14:40 – 15:20 Discovery Zone Sessions**

**Women4Climate**

**Louder than words: A design workshop to amplify climate action**

Young women may be leading the global call to act on climate change, but Generation Z won't do it alone. The Women's Forum Daring Circle working group on Women and Climate has published a charter spelling out what governments, corporates and individuals must do for inclusive climate action. By bringing a gender lens to climate action and a climate lens to gender equality we can make a stronger case for both. We know that women's participation in climate action is critical to it's success. However as individuals it is easy to suffer from 'eco-phobia' - a feeling of being overwhelmed and powerless to tackle such a systemic problem (and this often extends to our ability to influence change in our own organisations).

During this workshop we introduce you to youth climate activist, Clover Hogan, who is working to break the paralysis of ecophobia in younger generations through her 'Force of Nature' project. Global design company IDEO will then shift the focus from the eco-phobia of others to our own, sharing a series of provocations with participants that aim to expose frustrations around climate inaction in a creative and collaborative way. Our aim is for every participant to leave the workshop feeling that

they have a better sense of where they might start to make change, and to know that they are in this together as women, not alone as individuals.

Speakers:

- Rebecca Wint, Legal Director, IDEO
- Kate Wakely, Design Lead, IDEO
- Clover Hogan, CEO & Founder, Force of Nature

### **Women4Business**

#### **Get started with supplier diversity**

Sharing sourcing best practices buyers and suppliers can leverage to get started to drive change in their supply chain, influence business partners and increase spend with women-owned businesses.

Speakers:

- Sophie Post, Senior Purchases Manager, P&G
- Peter Zerp, Supplier Diversity Lead, Accenture
- Elizabeth Vazquez, President, CEO, and Co-founder, WEConnect International

### **Women4AI**

#### **Can AI make us more open-minded?**

We live in a gendered world - whether at school, work, research, medicine, politics, fashion - and gendered suggestions influence our subconscious and our behaviours. As we build new technologies we have a tendency to replicate our existing world - and this highlights the pressing question of whether and how we can recalibrate this relationship, and use technology to make people more open-minded? Join us for an interactive discussion around the theories of gendered decision making and the ways in which AI methods can help us rebalance our decisions.

Speakers:

- Fanny Nusbaum, CEO, Centre Psyrene
- Guillaume Buffet, Founder, U Change, and Vice-Président Renaissance Numérique

### **Women4Health**

#### **Gender Mainstreaming**

How can business leaders and policymakers reduce gender inequalities in healthcare? If the sector treated inclusion as a mainstream concern ( 'gender mainstreaming' ), what would it look like? Currently, according to the US Institute of Medicine, there are serious research gaps in how certain treatments affect women. Men ' s symptoms receive more research attention than those of women. And the most effective or appropriate treatments for women are often unknown because of this structural lack of research. How can leaders push this problem up the political agenda, create and fund training and research programmes to address it, commit to redressing the 'male-by-default' problem, and demonstrate best practice in mainstreaming gender inequalities in healthcare?'

Speakers:

- Sandrine Coulange, Innovation Program Director on Health, Axa
- Roopa Dhatt, Executive Director & Co-founder, Women in Global Health

### **Women4STEM**

#### **Mind your language**

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

Moderator: Mara Tanelli, Politecnico di Milano

Speakers:

- Kristell Klosowski, Business Development Manager, Google
- Eric Singler, Directeur General Délégué, BVA GROUP and President & CEO, BVA Nudge Unit

### **Rising Talent Corner**

#### **Lessons from the responsible investing journey: Integrating sustainability and inclusion into investing**

When companies make inclusion, sustainability and other social and environmental issues central to their core strategy, they find new opportunities for competitive advantage, growth and societal impact. How are investors encouraging this shift and what are some tools and techniques for integrating sustainability and inclusion into investment? What can other investors and companies learn from the responsible investing journey?

Speakers:

- Caroline Hadrbolec, Chief HR Officer, Eurazeo
- Sophie Flak, Corporate Social Responsibility and Digital Director, Eurazeo

## **15:35 – 16:30 Discovery Zone Sessions**

### **Women4Climate**

#### **The carbon neutral toolbox for gender-responsive climate strategy**

What is carbon neutrality and what are the best ways to reach this goal? How can companies set up gender-responsive carbon neutrality strategies at the corporate level? What steps has the Women's Forum Global Meeting taken to go carbon-neutral? This session will explore the different elements of an effective carbon neutrality strategy and will present different tools for ensuring gender inclusivity and sensitivity. Panelists will also provide case studies of successful initiatives and corporate testimonies.

Moderator: Emilie Alberola, Research & Innovation Director, EcoAct

Speakers:

- Gérald Maradan, CEO and Co-founder, EcoAct
- Astrid Behaghel, Energy Transition, BNP Paribas
- Jessica Denoyelle, Head of Legal and Public Affairs, Climateseed

### **Women4Business**

#### **Inclusive marketing: behind the scenes**

How can marketers portray women and girls inclusively and positively in their communications - and why should they? This session explores the societal and business case for changing the narrative around girls and women in advertising, media and other content, and how to spark conversations that shift mindsets and inspire action.

Moderator: Whitney Richardson, Global Events Manager, The New York Times

Speakers:

- Alice Bottaro, Creative Director, Antoni
- Dirk Heizl, Global Brand Director, P&G
- Suzanne Ayello, EVP, Global Account Director, Grey

### **Women4AI**

**Building an inclusive AI ecosystem: challenges and solutions**

AI offers unprecedented opportunities to solve some of the world's most pressing societal issues, but presents challenges if not developed and deployed with great care. This interactive session is an opportunity to discuss the challenges and solutions of building an inclusive AI ecosystem as well as the Call to Action of the Women & AI Daring Circle . The Call to Action has been developed to drive action and progress towards an environment where women are empowering AI to its full potential, and AI is empowering women to their full potential, driving greater societal benefits for everyone. How can organisations ensure women and diverse viewpoints are brought into AI development and deployment? And how can we explore opportunities for AI to address barriers to women's advancement in society globally? And how can the Women's Forum community take the lead in this domain?

Speakers:

- Mojolaoluwa Aderemi-Makinde, Head of Brand and Reputation, Sub-saharan Africa, Google
- Mitali Banerjee, HEC

**Women4Health****Meet the innovators in women's health care**

Meet 3 amazing innovators talk about their unique journeys to achieve change for women in the health sector, what are the barriers they encountered, what made the biggest difference to their success and what they have learned along the way.

Moderator: Lorna Friedman, Global Health Lead; Multinational Client Group, Mercer

Speakers:

- Ariel Beery, CEO Mobile, ODT
- Vivian Nwakah, Founder, Medsaf

**Women4STEM****Unlocking women's leadership in Africa through STEM**

STEM skills have the potential to drive development and empower whole communities. But in Sub-Saharan Africa, women represent less than a third of those employed in scientific research and development. At the same time, women are disproportionately affected by issues where STEM and technology can have the most impacts - from access to finance and healthcare, to food security and green energy. Across the continent, what policies, practices and environments best help

women access STEM to innovate and lead at scale? How can companies and other organisations contribute to unlocking women's leadership through STEM?

Speakers:

- Sébastien Lyon, Executive Director of UNICEF France
- Myriam Fernier Kacimi, CEO & Founder by SunGy

### **Rising Talent Corner**

#### **The why of board diversity**

Only 22.5% of board seats in the Fortune 500 are held by women, and only 4.6% are held by women of color (Catalyst). But diverse boards have a range of advantages: they have lower volatility, better performance and invest more in research and development; boards with at least 30% women are more likely to encourage innovative ideas. What are some strategies for organisations to assemble intersectionally-diverse boards? What contributions can women themselves make by serving on a board, and what are some paths towards a board appointment?

Moderator: Heather Barnabe, CEO, Girls20

Speakers:

- Baroness Mary Goudie, Member, House of Lords
- Jennifer Mbaluto, Partner, Clifford Chance
- Hafsa Asadullah, Girls20

## TRANSITION

15:40-16:30

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

### **Making business work for all: a vision for inclusive economies and societies - [#inclusiveleadership](#)**

Capitalism is practised 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?

**Moderator:** Geraldine Amiel, Paris Bureau Chief, Bloomberg

**Speakers:**

- Isabelle Kocher, CEO, Engie
- Maurice Levy, Chairman of the Supervisory Board, Publicis Group
- Elisabeth Moreno, Vice President & Managing Director, HP
- Sandra Sancier-Sultan, Senior Partner, McKinsey & Company

15:40-16:30

*Taking the lead for inclusion theatre*

**Making Africa the continent of women entrepreneurs - #women4business**

Compared with the rest of the world, Africa has some of the highest numbers of women entrepreneurs. 12% to 14% of the continent's GDP is created by women's entrepreneurship. But a high rate of entrepreneurship is not the same as a high rate of enterprise or economic growth. Women entrepreneurs often start from a lower base and face financial, legal and skills barriers. What drives Africa's high rates of women's entrepreneurship? How can women's entrepreneurial momentum and the growth of their companies be accelerated and scaled?

**Moderator:** Nicholas Norbrook, Managing Editor, The Africa Report

**Speakers:**

- Daphne Mashile Nkosi, Executive Chair Person, Kalagadi Mangenes Pty, Ltd
- Achraf Meddeb, Architect
- Barbara Ofwono, CEO, Victorious Education Services
- Salwa Toko, President, Conseil National du Numérique

16:30-16:45

*Taking the lead for inclusion keynote*

**Not difficult but different: embracing inclusion - #women4inclusion**

**Speaker:**

- Helen Needham, Originator & Founder, Me.Decoded

16:45-17:00

*Break*

17:00-17:20

*Taking the lead for inclusion fireside chat*

**Empowering women in the digital economy: learning from Africa's experience - #women4STEM**

Nunu Ntshingila, Head of Africa, Facebook in conversation with Stéphane Richard, CEO, Orange

**Moderator:** Jeanine Liburd, Chief Social Impact and Communications Officer, BET Networks

#### **17:00 – 17:50 Discovery Zone Sessions**

##### **Women4Climate**

##### **Women Leading Climate Action: The Charter for Engagement**

At a Women's Forum meeting in Kyoto this year, the Women's Forum launched Women Leading Climate Action, a charter for how governments, businesses, individuals and organisations can drive gender equality and climate action in concert. What do organisations gain from signing and implementing it? What practical actions can move the needle on the five pillars of the charter?

Moderator: Alexandra Sombsthay, VP Europe, Akuo

Speakers:

- Fanny Guezennec, Senior Innovation Manager, EcoAct
- Laurence Pessez - Head of CSR, BNP Paribas
- Marie Guillemot, Associate, KPMG

##### **Women4Business**

##### **New models for working families**

Across the developed world, two-working-parent families are the norm: among US married-couple families with children, 63% had both parents employed, while throughout the OECD, the traditional male-breadwinner model is a thing of the past. But have organisations and societies caught up? How can individuals and organisations work together to create new models

for working families, and what is the role of business in normalising working families at a global scale? This session includes sharing individual stories from professionals at different organisational levels

Moderator: Vera Weill-Halle, Co-founder, BrighterVenture

Speakers:

- Marianne Pezant, Partner, Clifford Chance
- Monika Buzasy, Director for D&I and Talent, P&G
- Paul Greenwood, Project Executive, ExxonMobil Human Resources

### **Women4AI**

#### **Bridging the Digital Gender Divide: Connectivity for women's economic and social empowerment**

Access to technology and meaningful engagement with it are essential for people's participation in today's increasingly digital economy. Yet the gender gap in internet usage has grown since 2017 to 17% globally, and is particularly pronounced in developing countries. 250 million fewer women are online than men and 200 million fewer women own mobile phones. As technology evolves ever more rapidly, what cultural, societal and other shifts need to happen to close the access and participation gender gap and prevent it from widening? What models foster greater access and gender equality in productive use of technology to empower women economically and socially?

Moderator: Vickie Robinson, Director, Microsoft, Airband Initiative

Speakers:

- Lidia Caroon, Business Operations Manager, Microsoft Airband Initiative
- Vickie Robinson, Director, Microsoft Airband Initiative
- Lene Sjørsløv Schulze, Head of US Operations and Business Development, Bluetown
- Jennifer DePasquale, Corporate Account Manager, National 4-H Counsel
- Bunmi Durowaju, Sr. Business Development Manager, Emerging Markets, Microsoft

### **Women4Health**

**Women leading in health: meet Edna Adan, founder of the Edna Adan Maternity Hospital and Somaliland's former Foreign Minister**

In this one-on-one conversation with Edna Adan, learn about her personal story, her mission to end female genital mutilation, and her inspiring work in the health sector to end maternal and infant mortality.

Moderator: Trisha De Borchgrave, Freelance Writer and Senior Associate, Global Women Leaders Strategic Philanthropy

Speaker:

- Edna Adan, Founder and Director, Edna Adan University Hospital

### **Women4STEM**

#### **Fixing a leaky pipeline: What works to retain and advance women in STEM?**

Women leave STEM careers at higher rates than other sectors, leading to a dearth of women at the top and leaving companies open to the risk of imbalanced decision-making. And even in high-paying STEM jobs, women make less than men. How can companies address the imbalance, retain women and help them advance, and fix the 'leaky pipeline' in STEM sectors and roles?

Moderator: Frances Taplett, Partner, BCG

Speakers:

- Sylvie Ouziel, CEO, Allianz Partners
- Cecile Rochet, Global Inclusion and Diversity, Europe, Americas, Accenture

17:20-18:10

*Leadership through STEM plenary*

#### **All jobs are STEM jobs: technology, education and human potential - #women4STEM**

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?

#### **Daring Circle Firestarter:**

- Chiara Corazza, Managing Director, Women's Forum for the Economy and Society
- Paola Scarpa, Women@EMEA lead, Director Client Solution, Data & Insights, Google

**Moderator:** Nadjia Yousif, Managing Director and Partner, Boston Consulting Group

**Speakers:**

- Mariam Abdullahi, Director of Android Partnerships, Africa, Google
- Bev Crair, Vice President of Development and Quality, Lenovo
- Christiane Féral Schuhl, President, Conseil National des Barreaux
- Andreas Schleicher, Director for the Directorate for Education and Skills, OECD

18:10-19:00

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

**The key to inclusion is not women and other minorities but white male privilege - #NYTdebate**

If privileged groups 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? Perhaps '[angry white men](#)', as New York Times columnist Paul Krugman characterised them, are angry for reasons that we need to acknowledge and understand, and rejecting their perspectives is counterproductive. Do women have a part to play in bringing them into an inclusive discussion?

**Moderator:** Jessica Bennett, Gender Editor, NYT

**Debaters:**

- Stephen Frost, Founder & President, FrostIncluded
- Fabrice Houdart, Human Rights Officer, OHCHR
- Heather McGhee, President Emeritus, Demos
- Paul Rector, Vice President & General Manager, Global Accounts, Lenovo
- Karima Silvent, Chief HR Officer, AXA
- Margaret Johnston-Clarke, Head of Global Diversity & Inclusion, L'Oréal

**Judges:**

- Victoria A. Budson, Executive Director, Women and Public Policy Program, Harvard Kennedy School
- Leah Daughtry, President and CEO, On These Things

19:00-19:15

*Taking the lead for inclusion plenary*

**Leaders taking a stand (C)**

**Moderator:** Ann Walker Marchant, CEO, The Walker Marchant Group

**Speaker:** Valerie Jarrett, Senior Distinguished Fellow, University of Chicago Law School

19:30-21:00

*Cocktail at the Carrousel du Louvre*

## Friday 22 November

07:30

*Doors open & coffee*

08:45-08:55

**Taking the lead for inclusion: unforgettable stories**

08:55-09:00

**Women's Forum 2020 – Sharing our ambitions for an inclusive future** - Chiara Corazza, Managing Director, Women's Forum for the Economy and Society

09:00-09:50

*Equal access to health plenary*

**In our prime: health policy and technology accelerating economic inclusion - #women4health**

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? How are technologies and tech infrastructure such as cloud-enabled telemedicine supporting inclusion for women and their families? What is the role of innovation and women's entrepreneurship itself in boosting access to health, and increasing economic empowerment for women?

**Moderator:** Lorna Friedman, Global Health Lead; Multinational Client Group, Mercer

**Speakers:**

- Edna Adan, Founder & Director, Edna Adan University Hospital
- Guillaume Borie, CEO of AXA Next & Group Chief Innovation Officer, AXA
- Maria Castello del Palomar, Head of Regulatory, Health Strategy and Maintenance, Science and Innovation, RB
- Runa Khan, Founder & Executive Director, Friendship
- Shelley McKinley, Head of Technology & Corporate Responsibility, Microsoft

## 9:00 – 9:45 Discovery Zone Sessions

### **Women4Climate**

#### **Clearing the air: climate and urban air pollution**

Action on air pollution - from burning fossil fuels for transport, electricity, and other sources - not only improves people's health, but it can also help address climate change. Meanwhile, greener transport and other climate change solutions have the potential to improve air quality. How does climate change affect air pollution and vice versa? How can we harness the relationship between the two, for concrete solutions to both?

Speakers:

- Mary Crass, Head of Institutional Relations and Summit, International Transport Forum, OECD

### **Women4Business**

To be confirmed.

### **Women4AI**

The new face of AI: Meet the innovators using AI to redress women's status in society

Some algorithms may give artificial intelligence a reputation for bias - but AI has tremendous power to address bias and create more equal, inclusive societies. In this session, meet some of the innovators applying AI to shape a more gender-equal, fairer future.

Moderator: Patricia Walsh, Technology Product Director, Dow Jones

Speakers:

- Khyati Sundaram, Head of Product, Applied
- Yousra Tourki, Algorithms Manager, Diebeloop

### **Women4Health**

To be confirmed.

### **Women4STEM**



**Playing with Science: Igniting passion for STEM in girls**

Playtime and structured learning both have important parts to play in effectively developing new passions - inside the classroom and out. What can we learn from gamification, mentoring and engaging with real life challenges about motivating more girls to develop STEM skills, and how can we ensure these learning experiences are inclusive, diverse and inspiring?

Moderator: Olga Granaturova, Co-founder and CEO, LUCIDITAI

Speakers:

- Nikolaas Baecklemans, Vice President, European Affairs, Exxon Mobil
- Dipty Chander, GMP Tech Process Coordinator, EMEA, Google
- Anna Rafferty, Director of Strategy, J&J Campus Ireland

Front Row Commentator: Diana Voutyakou, Girls20

09:50-10:35

*Taking the lead for inclusion plenary*

**Modern work: shaping inclusive work cultures of the future - #inclusiveleadership**

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 limited to white-collar workers, 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?

**Moderator:** Nina Gardner, Director, Strategy International

**Speakers:**

- Claire Beale, Global Editor-in-Chief, Campaign
- Caroline Gaye, France Country Manager, American Express
- Jean-Claude Le Grand, Executive Vice-President for Human Relations, L'Oréal
- Karima Silvent, Chief HR Officer, AXA

Front Row Commentator: Ftoon Mansour, Girls20

09:50-10:35

*Taking the lead for inclusion theatre*

**Leaders taking a stand: culture and society - #inclusiveleadership**

From competitive sport to the fine arts, culture has long been shaped by society's perceptions of gender and other forms of inclusion. At the same time, cultural and sporting institutions have tremendous power to shape and challenge societal narratives. How have leaders in these domains taken an inclusive stand on thorny societal challenges and how are they empowering others to do the same?

**Moderator:** Nikki Gravning, Co-director, Ashoka UK

**Speakers:**

- Laurence des Cars, President & CEO, Musée d'Orsay et de l'Orangerie
- Abigail Disney, Activist and Filmmaker, Fork Films & Level Forward
- Ruth Mackenzie, Artistic Director, Theatre du Chatelet

09:50-10:35

*Empowered business workshop – White Agora*

**Hypergrowth for women entrepreneurs - #femalefounders**

Tech giants such as Facebook, Google and Apple have witnessed exponential growth since their inception, but very few of today's unicorns 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?

**Facilitator:**

- Laurence Bret-Stern, Director, Skalers Ltd

**10:50 – 11:40 Discovery Zone Sessions**

**Women4Climate**

**From microfinance to entrepreneurship, a tailored journey for women acting for climate protection.**

From microfinance solutions in emerging markets to the structured entrepreneurial model in Western societies, some women choose to focus their business around climate issues and seek the most appropriate financial support, depending on the level

of maturity of their project. Having already acknowledged the strength of their business models, financial players such as BNP Paribas provide to them different models of financial support depending on their type of business or location.

### **Women4Business**

#### **Scalable strategies for belonging**

Sustaining diversity and inclusion requires cultural change within organisations. The most effective companies approach diversity and inclusion as a business imperative that drives commercial outcomes, and set up replicable and scalable strategies to retain and advance women. In this session, hear about strategies for fostering systemic change from within companies.

Speakers:

- Demet Russ, VP Finance EMEA, J&J
- Stéphanie Dhur, Group Business Controller, and President of the Michelin Women Forward European network, Michelin

### **Women4AI**

#### **Implementing ethical AI**

Introducing the EU's Ethical Guidelines for Trustworthy AI and OECD's AI Principles. What would it now take for these 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?

Speakers:

- Lucilla Sioli, Director for Artificial Intelligence and Digital Industry, EU Commission
- Carolyn Nguyen, Director, Technology Policy, Microsoft
- Dirk Pilat, Deputy Director, OECD Directorate for Science, Technology and Innovation

### **Women4Health**

#### **Closing women's health inequality gaps**

While women live longer than men, their quality of life in their final years is not necessarily better. This paradox highlights a number of gendered, lifelong health inequalities with complex and multifactorial causes. Addressing this issue is a real public

health challenge; how can all actors in healthcare value chains help tackle it, from policy and basic research to corporates with commercial solutions?

Moderator: Roopa Dhatt, Executive Director & Co-founder, Women in Global Health

Speakers:

- Marie Bogataj, Global Head of AXA Research Fund, Axa
- Serap Aksu, Koç University

### **Women4STEM**

#### **Becoming a talent magnet: Programmes and best practices for drawing women to STEM careers and roles**

Women can make an impact on the world through STEM careers and roles - but first they have to choose STEM. How can multinationals attract women to STEM roles and how might this differ by field, from data science to telecommunications to life sciences? What are some gender-inclusive strategies to give your company a competitive advantage in recruiting talent?

Facilitated by: Camille Brege, Managing Director and Partner, BCG

Speakers:

- Paola Scarpa, Women@EMEA lead, Director Client Solution, Data & Insights, Google
- Sandrine Delage, Head of Change Makers & Prospective, BNP Paribas
- Salma Bennani, Director, Wavestone Maroc

Rising Talent Corner

#### **Making the exclusive inclusive: Luxury brand management and inclusivity**

Luxury brands have traditionally been defined by their exclusivity: the scarcity of the best craftsmanship or the best materials means they have long been inaccessible to many. How are today's luxury brands changing that narrative and redefining what luxury means? How are they becoming more inclusive yet remaining at the pinnacle of quality and artisanship? And what does this shift mean for businesses, brand managers and consumers?

Moderator: Lourdes Berho, President, Alchemia Group

Speakers:

- Leslie Serrero, General Director, France and Monaco, Fendi (Rising Talent 2014)
- Dr. Daniela Ott, CEO Eden Being (Rising Talent 2012)
- Deborah Berger, General Director of Development, Chargeurs (Rising Talent 2017)

10:35-10:50

*Break*

10:50-11:40

*Empowered business amphitheatre – Yellow stage*

**In the long run: how women's leadership is changing impact and institutional investing - #women4business**

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, commercial or public sector – 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?

**Moderator:** Professor Oliver Gottschalg, Associate Professor of Strategy and Business Policy & Director of the HEC Private Equity Observatory, HEC School of Management, Paris

**Speakers:**

- Suzanne Biegel, Founder, Catalyst At Large
- Elizabeth Corley, Chair, Impact Investing Institute
- Sofia Merlo, Co-CEO, BNP PARIBAS Wealth Management
- Wendy Teleki, Head of the Secretariat for the Women Entrepreneurs Finance Initiative (We-Fi), World Bank

10:50-11:40

*Equal access to health amphitheatre – Purple stage*

**Inclusive health solutions for invisible biases - #women4health**

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?

**Moderator:** Dawn Laguens, Expert-in-residence, IDEO

**Speakers:**

- Lord Nigel Crisp, Member of the House of Lords & Co-Chair of Nursing Now
- Patricia Danzi, Regional Director for Africa, International Committee of the Red Cross (ICRC)
- Alisa Roadcup, Senior Campaigner, Refugees and Asylum, Amnesty International USA

10:50-11:40

*Scalable climate action theatre*

**Putting climate action in women's hands - #women4climate**

Women are the untapped solution to the climate emergency: their choices and actions, from land management and household consumption to board decisions and political engagement, are perhaps the most under-rated way of driving climate action today. Yet structural obstacles stand in the way. A quarter of economically active women work in agriculture, for instance, but women represent only 13% of agricultural landholders. The crops they tend are under-researched and under-insured.

Meanwhile, women entrepreneurs might have novel climate solutions, but these will not scale as long as women have unequal access to finance and venture capital. What can be done to more systematically put the means of climate action, from finance and legal rights to education and representation, into women's hands?

**Moderator:** Anne-Cécile Moreno, Senior Manager, Sustainability, KPMG Nederland

**Speakers:**

- Rachel Barré, Environmental Leadership AVP, L'Oréal
- Gerald Maradan, Co-founder & CEO, EcoAct
- Mil Niepold, President, The Mara Partners
- Hege Norheim, Consultant, Oslo Office, Spencer Stuart International

Front Row Commentator: Zhilin Xiao, Girls20

11:40-11:50

*TRANSITION*

CLOSING SESSIONS

11:50 -12:05

**Women taking the lead on climate - #women4climate**

**Speaker:** Brune Poirson, Secretary of State to the Minister for the Ecological and Inclusive Transition, French Government in conversation with Maria Latella, Journalist, Radio24

12:05 -12:55

*Taking the lead for inclusion*

**The revolution is live: building inclusive coalitions to address global challenges - #women4inclusion**

In recent years, grassroots movements like Extinction Rebellion and Occupy have called attention to climate change, inequality, forced migration and the other urgent challenges 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 the world's most urgent crises? What can government and business draw from working with, not against, grassroots movements for a more sustainable, inclusive future?

**Firestarter:** Michelle Bachelet, High Commissioner, United Nations Office of the High Commissioner for Human Rights \*\*\*

**Moderator:** Dean Baquet, Executive Director, The New York Times

**Speakers:**

- Michelle Bachelet, High Commissioner, United Nations Office of the High Commissioner for Human Rights
- Ertharin Cousin, Distinguished Fellow; Visiting Scholar, The Chicago Council on Global Affairs; Center on Food Security and the Environment, Stanford University
- Cloud McDowell, Activist, Extinction Rebellion
- Alexandra Soto, COO, Lazard

*Closing remarks by:* Dame Kristin Scott Thomas, Honorary President, Women's Forum for the Economy and Society

*Followed by*

*Closing cocktail at the Carrousel du Louvre*

## Description of session formats

### ***Keynotes in plenary [x4 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 [x2, 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 [x7, up to 1,500 attendees] ~40-50 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 [x6, 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 [x6, 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 [x7, 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.



***Explore Your Voice Workshop [x6, up to 50 attendees] ~40 mins***

Explore Your Voice: A total immersion, music-based leadership and team training to the corporate sector. Participants are invited to collaborate in creating a song recording performed entirely of their voice and some hand percussion. This session has limited capacity – secure your place by registering [here](#).

***Discovery sessions x45, 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 experiences that will offer unique and thought-provoking experiences of inclusiveness. The confirmed experiences on offer are:

- Speed Mentoring: Short one-on-one mentoring sessions for participants to connect with Senior Leaders and speakers to chat, ask questions, and engage in a mutually beneficial learning experience. This experience has limited capacity – secure your place by registering [here](#).
- Wikipedia Edit-a-Thon: Over the course of the Women's Forum, WikiEducation is hosting an Edit-a-Thon focused on increasing the number of Wikipedia pages that profile women leaders. Representatives from Wikipedia will be on site to teach and support participants in writing accurate, reliable profiles, and equip them with the skills to continue doing so in the future. Create your profile to get started [here](#) and join us at the Women4AI Hub to learn more!
- Polish your pitch - A virtual reality skills diagnosis: Learn how to present, pitch and persuade! Our immersive virtual-reality experience diagnoses and provides recommendations to deliver winning presentations in any situation. Head to the Women4STEM Hub.
- Digital Coaching: Meet our experts to find out how digital tools work. Social media, e-reputation, brand presence, digital strategy consulting, women influencers, tracking tools, whatever your questions about digital world, our experts will be able to advise you and help you to advance your career. No need to pre-register online – just go directly to the Women4Business Hub to book your spot!