

Taking the lead for inclusion: Accelerating impact

DRAFT as of 17 October 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 - #Women4Business

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

14:00-14:20

Introduction and welcome remarks

14:20-14:30

Taking the lead for inclusion keynote

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

OR Opening from Queen Rania of Jordan

14:30-15:20

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?

- Marlène Schiappa, Minister of State for Gender Equality, French Government *** (As Firestarter)
- Paul van Zyl, Co-Founder, The Conduit ***
- Valerie Jarrett, Author, businesswoman, former advisor to Barack Obama **
- Svetlana Lukash, Deputy Chief of Presidential Experts' Directorate and Russian G20 Sherpa***
- Karien van Gennip, CEO, ING France***

15:20-15:35

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?

- François-Henri Pinault, CEO, Kering***

15:35-16:20

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?

Moderator: Heba Aly, Director, The New Humanitarian **

- Felicity Aston, Polar explorer and climate scientist ***
- Alexandra Cousteau, Filmmaker and environmental activist ***
- Dr. Gale Rigobert, Minister for Education, Innovation, Gender Relations and Sustainable Development in St. Lucia ***
- Meka Brunel, CEO, Gecina***
- Remy Rioux, CEO, AFD***

15:35-16:20

Leadership through STEM theatre

Accelerating the clean energy transition

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

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?

- Mabel Leung, President, Exxonmobil China **
- Bertha Dlamini, Founding President, African Women in Energy and Power**
- A representative from Barefoot College International*

15:35-16:20

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?

- Caroline Ramade, CEO, 50intech **
- Ariel Beery, Co-Founder and CEO, Mobile ODT ***
- Yael Misrahi, Head of Global Partnerships, Mobile ODT ***

16:20-16:40

Break

16:40-17:10

Taking the lead for inclusion plenary: (in French)

Women's economic empowerment to change the world

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 for greater inclusion and empowerment of women?

Moderator: Marwane Ben Yahmed, Director of Publication, Jeune Afrique**

- Augustin Thiam, Governor of the Yamoussoukro district, Cote d'Ivoire ***
- Jerome Chartier, Vice President, Conseil Regional Ile-de-France ***
- Salome Zourabichvili, President of Georgia **
- Louise Mushikiwabo, Secretary General, Organisation Internationale de la Francophonie *
- Soham El Wardini, Mayor of Dakhar **

16:40-18:10

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?

- Norma Bastidas, Actress and Endurance Athlete ***
- Latanya Mapp Frett, CEO and President, Global Fund for Women *
- Ouided Bouchamaoui, Nobel Peace Prize Laureate 2015*

16:40-17:25

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?

- Lise Kingo, Executive Director, United Nations Global Compact ***
- Shelly Porges, Co-Founder and Managing Partner, The Billion Dollar Fund for Women **
- Irene Kiwia, Founder and CEO, Front Line Media Management Africa **
- Kimberly Gire, Founder, Global Women Leaders Strategic Philanthropy *

17:10-17:25

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

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

- Alicia Garza, CEO, Supermajority Group **

17:25-18:10

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?

- Bruno Le Maire, Minister of the Economy, France (Firestarter)*
- Anne-Gabrielle Heilbronner, Member of the Directoire and Secretary General, Publicis Groupe**
- Fares Sayegh, Vice President, Supply Chain, P&G, Europe & Global Business Services/Supply Network Operations ***
- Alexandre Mars, CEO, Epic Foundation**
- Maja Hoffmann, Founder, LUMA Foundation*

18:10-18.55

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?

Moderator: Julia Harrison, Senior Managing Director, FTI Consulting ***

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

- Shelley McKinley, Vice President, Technology and Corporate Responsibility Group, Microsoft **
- Gina Neff, Senior Research Fellow; Associate Professor, Oxford Internet Institute; Department of Sociology, University of Oxford

- Julia Hobsbawm, Author and speaker ***
- Letizia Moratti, Former Mayor of Milan; Chair of the Board, UBI Bank *

18.55-19:10

Closing remarks

(Interview with Princess Rym)

Thursday 21 November

07:30

Doors open and coffee

8:30

Inclusive ice breaker

09:00-09:05

Introduction and welcome remarks – day 2

09:05-09:20

Leadership through STEM session

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

Followed by

Remarks by Claudie Haignere, ESA *** and Ersilia Vaudo, ESA ***

09:20-09:40

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?

- Jean-Laurent Bonnafé, CEO, BNP Paribas *** in conversation with Oulimata Sarr, Deputy Regional Director, UN Women ***

09:40-10:30

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?

- Alessandra Perrazzelli, Vice General Director, Banca d'Italia ***
- Ann Cairns, Executive Vice Chairman, Mastercard ***
- Geoffroy Roux de Bezieux, President, Mouvement des Entreprises de France **
- Abigail Disney, Filmmaker and Activist*

10:30-11:00

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

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

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 and Founder, La Gouvernance au Féminin (Women in Governance) ***

- Herminia Ibarra, The Charles Handy Professor of Organisational Behaviour, London Business School ***
- Jeanne Polles, CEO, Philip Morris France ***
- Karima Silvent, Chief Human Resources Officer, Axa**

11:00-11:40

Taking the lead for inclusion amphitheatre

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?

- Jessica Wade, Research Associate, Faculty of Natural Sciences, Department of Physics, Imperial College ***
- Amani Al-Khatahtbeh, Founder and Editor-in-chief, Muslim Girl **
- Boutaina Araki, Managing Director, Clear Channel France **
- Gilles Pelisson, CEO, TF1 ***
- Jessica Bennett, Gender Editor, NYT ***

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?

- Heidi Sevestre, Glaciologist **
- Sue Riddlestone, CEO and Co-Founder, Bioregional/One Plant Living **

11:00-12:30

*Leadership through STEM workshop***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**

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?

- Ali Tisdall, Managing Partner, Mind3 ***

11:40-12:30

Scalable climate action amphitheatre

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

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?

- Antonella Centra, Vice President, Gucci ***
- Virginie Helias, Chief Sustainability Officer, P&G ***
- Laurence Pessez, Chief Corporate Responsibility Officer, BNP Paribas***
- A representative from Icicle *

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?

- Nunu Ntshingila, Head of Africa, Facebook **
- Benedetta Arese Lucini, Co-Founder and CEO, Oval Money ***
- Elisabeth Medou-Badang, Area Director & EMEA Spokeswoman, Orange ***
- Jean Pierre Brulard, Senior Vice President and General Manager EMEA, VMWare **

11:40-12:30

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

*Ethical AI theatre***Harnessing data for good**

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?

- Naadiya Moosajee, Co-Founder, Women in Engineering *
- Kimberly Lein Mathiesen, General Manager, Microsoft Norway **
- Cecile Frot Coutaz our YouTube VP for EMEA**
- Diana Van Maasdijk, CEO, Equileap **

12:30-14:00

Lunch

12:30-14:30

CEO Champions

CEO Champions workshop – by invitation 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?

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

Moderator: Siri Chilazi, Expert in Women's Advancement and Diversity & Inclusion, Harvard Kennedy ***

- Stephen Frost, Founder and President, FrostIncluded ***
- Fabrice Houdart, Human Rights Officer, OHCHR ***
- Heather McGhee, Distinguished Senior Fellow, Demos ***
- Marianne Waite, Director, the Valuable 500 ***

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?

- Anita Dongre, Founder, House of Anita Dongre ***
- Nici Bush, General Manager of Mars Symbioscience, Mars Edge ***
- Paulette Frank, Worldwide Vice President, Environmental Health, Safety & Sustainability, J&J ***
- Denis Guibard, Dean and Director; Member of the Board, Institut Mines-Telecom Business School; C3D **

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?

Moderator: Patricia Walsh, The Wall Street Journal**

- Fiona O'Brian, EMEA Chief Channel Officer & Head of Operations, Lenovo ***
- Natasha Crampton, Head of Office of Responsible AI, Microsoft **
- Sylvie Ouziel, CEO, Allianz Assistance***

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?

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

- Christine McGrath, Vice President and Chief of Global Impact, Sustainability, and Well-being, Mondelez International *
- Pamela Warhurst, Founder, Incredible Edible ***
- Don Thompson, Board Member, Beyond Meat *

14:00-15:30

Taking the lead for inclusion theatre

Leaders taking a stand

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 status – the invisible elephant in the room?

- Pankaj Bhalla, Vice President, Shave Care, P&G ***
- Matt Krentz, Managing Director & Senior Partner Global Leadership and Diversity & Inclusion Chair, BCG ***
- Katrin Schallenberg, Partner, Clifford Chance***

15:45-16:35

Taking the lead for inclusion plenary (CEO Champions)

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

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

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?

- Isabelle Kocher, CEO, Engie ***
- Maurice Levy, Chairman of the Supervisory Board, Publicis Group ***
- Stephane Richard, CEO, Orange ***
- Elisabeth Moreno, Vice President & Managing Director, HP***
- Vivian Hunt, Managing Director, McKinsey ***

16:35-16:50

Break

16:50-17:05

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?

- Helen Needham, Originator and Founder, Me.Decoded ***

17:05-17:50

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

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?

Moderator: Nadjia Yousif, Managing Director and Partner, BCG ***

- Abisoye Ajayi-Akinfolarin, Founder, Pearls Africa Youth Foundation **
- Andreas Schleicher, Director for Education and Skills, and Special Advisor on Education Policy, OECD ***
- Yolanda Conyers, Chief Diversity Officer, Lenovo ***
- Representative from Google
- Elena Bonetti, Minister of Minister of Equal Opportunities, Government of Italy*

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 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 Bennet, Gender Editor, NYT***

Legend: *Confirmed to attend **Session proposed *** Confirmed on this session

- Judith Williams, Chief Diversity and Inclusion Officer, SAP ***
- Heather McGhee, Distinguished Senior Fellow, Demos ***
- Paul Rector, Vice President and General Manager, Global Accounts, Lenovo **
- Marguerite Berard, Head of French Retail Banking, BNP Paribas**
- Karima Silvent, Chief Human Resources Officer, AXA **
- Fabrice Houdart, Human Rights Officer, OHCHR ***
- Stephen Frost, Founder and President, FrostIncluded ***

Judge:

- Guillaume Pepy, President, SNCF **
- Ivan Jablonka, Historian **
- Margaret Johnston-Clarke, Head of Global Diversity & Inclusion, L'Oréal ***

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?

Moderator: Lorna Friedman, Global Health Leader for Multinational Client Group, Mercer **

- Guillaume Borie, CEO, Axa Next ***
- Edna Adan, Founder, Edna Adan Hospital Foundation ***
- Helle Thorning-Schmidt, CEO, Save the Children International **

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?

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

- Judith Williams, Chief Diversity and Inclusion Officer, SAP ***
- Annette King, CEO, Publicis Group UK ***
- Claire Beale, Global Editor-in-Chief, Campaign ***
- Caroline Gaye, Country Manager France, American Express ***
- Jean-Claude Le Grand, Executive Vice-President Human Resources, L'Oréal***

09:15-10:05

Empowered business workshop (Explore your voice space)

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?

- Laurence Bret-Stern, Founder, Skalers Ltd ***

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?

Moderator: Professor Oliver Gottschalg, Associate Professor, HEC Paris ***

- Elizabeth Corley, Vice Chair, Allianz Global Investors ***
- Sofia Merlo, Co-CEO, BNP PARIBAS Wealth Management ***
- Suzanne Biegel, Founder, Catalyst At Large*
- Caren Grown, Senior Director, Gender, World Bank **

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?

- Alisa Roadcup, Executive Director, RefuShe ***
- Lord Nigel Crisp, Member of the House of Lords and Co-Chair of Nursing Now ***
- Patricia Danzi, Regional Director Africa, ICRC ***

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10:25-11:15

Scalable climate action theatre

Putting climate action in women's hands

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 are 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: Stephenie Foster, Partner, Smash Strategies *

- Rachel Barre, Environmental leadership Director, L'Oreal ***
- Mil Niepold, President, The Mara Partners **
- Hege Norheim, Consultant, Spencer Stuart **

11:15-11:35

Break

11:35 -13:00

Taking the lead for inclusion plenary (closing)

The revolution is live: building new coalitions to address the world'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 –

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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?

- Michelle Bachelet, United Nations High Commissioner for Human Rights ** (Firestarter)
- Ertharin Cousin, Distinguished Fellow; Visiting Scholar, The Chicago Council on Global Affairs; Center on Food Security and the Environment, Stanford University***
- Abigail Disney, Filmmaker and Social Activist **
- Elisabeth Borne, Minister of the Ecological and Solidary Transition, French Government*

Closing and thank you remarks

Sample Discovery sessions

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

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

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.

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 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.

Selected confirmed speakers

First Name	Last Name	Title	Organization
Edna	Adan Ismail	Founder	Edna Adan Hospital Foundation
Abisoye	Ajayi-Akinfolarin	Founder	Pearls Africa Youth Foundation
Amani	Al-Khatahtbeh	Founder and Editor-in-chief	Muslim Girl
Heba	Aly	Managing Editor	The New Humanitarian
Roraima Ana	Andriani	Director Global Outreach and Regional Support	Interpol
Boutaïna	Araki	Managing Director	Clear Channel France
Benedetta	Arese Lucini	Co-founder and CEO	Oval Money
Felicity	Aston	Polar explorer and climate scientist	
Michelle	Bachelet	United Nations High Commissioner for Human Rights	OHCHR
Rachel	Barre	Raw Materials Sustainability Manager	L'Oréal
Norma	Bastidas	Actress and Endurance Athlete	
Claire	Beale	Global Editor-in-Chief	Campaign
Jessica	Bennett	Gender Editor	New York Times
Pankaj	Bhalla	Vice President, Shave Care	P&G
Iman	Bibars	Vice President	Ashoka
Elena	Bonetti	Minister of Equal Opportunities	Government of Italy
Jean-Laurent	Bonnafé	CEO	BNP Paribas
Guillaume	Borie	CEO	Axa Next
Alice	Bottaro	Creative Director for Mercedes-Benz	antoni

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First Name	Last Name	Title	Organization
Ouided	Bouchamaoui	Nobel Peace Prize Laureate 2015	
Agathe	Bousquet	President	Publicis Group France
Laurence	Bret-Stern	Founder	Skalers Ltd
Jean-Pierre	Brulard	Senior Vice President and General Manager EMEA	VMWare
Méka	Brunel	CEO	Gecina
Victoria	Budson	Executive Director	Women and Public Policy Program, Harvard University
Nici	Bush	General Manager of Mars Symbioscience	Mars Edge
Ann	Cairns	Executive Vice Chairman; Chair	Mastercard; 30% Club
Antonella	Centra	Global General Counsel	Gucci
Jerome	Chartier	Vice President	Conseil Regional Île-de-France
Soraya	Chemaly	Author	
Siri	Chilazi	Expert in Women's Advancement and Diversity & Inclusion	Harvard Kennedy
Caroline	Codsi	President and Founder	La Gouvernance au Féminin (Women in Governance)
Yolanda	Conyers	Chief Diversity Officer	Lenovo
Chiara	Corazza	Managing Director	Women's Forum
Elizabeth	Corley	Senior Advisor	Allianz Global Investors
Ertharin	Cousin	Distinguished Fellow; Visiting Scholar	The Chicago Council on Global Affairs; Center on Food Security and the Environment, Stanford University
Alexandra	Cousteau	Filmmaker and environmental activist	
Lord Nigel	Crisp	Member	House of Lords
Patricia	Danzi	Regional Director Africa	ICRC
Leah	Daughtry	President and CEO	On These Things
Trisha	De Borchgrave	Freelance Writer, Senior Associate	Global Women Leaders Strategic Philanthropy
Laurence	De Cars	Director	Musée d'Orsay
Brandi	DeCarli	Founding Partner	Farm from a Box

First Name	Last Name	Title	Organization
Abigail	Disney	Filmmaker and social activist	
Bertha	Dlamini	Founding President	Africa Women in Energy and Power
Vuslat	Dogan Sabanci	Chair	Hürriyet
Anita	Dongre	Founder	House of Anita Dongre
Soham	El Wardini	Mayor of Dakar	
Victoria	Engelhorn		
Brita	Fernandez-Schmidt	Executive Director, and VP of Europe and External Relations	Women for Women International
Stephenie	Foster	Partner	Smash Strategies
Paulette	Frank	Worldwide Vice President, Environmental Health, Safety & Sustainability	J&J
Stephen	Frost	Founder and President	FrostIncluded
Mariya	Gabriel	European Commissioner of Digital Economy and Society	
Nina	Gardner	Founder and Director	Strategy International
Katherine	Garrett Cox	CEO	Gulf International Bank (UK)
Alicia	Garza	CEO	Supermajority Group
Caroline	Gaye	Country Manager France	American Express
Julia	Gillard	27 th Prime Minister of Australia; Chair	Global Institute for Women's Leadership, King's College London
Kimberly	Gire	Founder	Global Women Leaders Strategic Philanthropy
Kate	Glazebrook	Co-founder and CEO	Applied
Oliver	Gottschalg	Associate Professor, Strategy and Business Policy	HEC Paris
Mary	Goudie	Labour Member	House of Lord
Olga	Granaturova	Co-founder	Brighter Ventures
Nikki	Gravning	Co-Director	Ashoka UK
Caren	Grown	Senior Director, Gender	World Bank
Denis	Guibard	Dean and Director; Member of the Board	Institut Mines-Telecom Business School; C3D

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First Name	Last Name	Title	Organization
Claudie	Haigneré	Former Astronaut	European Space Agency
Julia	Harrison	Senior Managing Director	FTI Consulting
Anne-Gabrielle	Heilbronner	Member of the Directoire and Secretary General	Publicis Groupe
Virginie	Helias	Chief Sustainability officer	P&G
Amy	Hepburn	Advisor	WomenOne
Anne	Hidalgo	Mayor of Paris	
Julia	Hobsbawm	Author	
Maja	Hoffman	Founder	LUMA Foundation
Fabrice	Houdart	Human Rights Officer	OHCHR
Vivian	Hunt	Managing Director	McKinsey
Herminia	Ibarra	The Charles Handy Professor of Organisational Behaviour	London Business School
Ruth	Ibegbuna	Director	The Roots Programme
Elizabeth	Isele	Founder and CEO	The Global Institute for Experienced Entrepreneurship
Ivan	Jablonka	Historian	
Valerie	Jarret	Author; Former Senior Advisor to Barack Obama	
Margaret	Johnston-Clarke	Head of Global Diversity & Inclusion	L'Oréal
Star	Jones	President	Professional Diversity Network
Saran	Kaba Jones	Founder and CEO	Face Africa
Annette	King	CEO	Publicis Group UK
Lise	Kingo	Executive Director	United Nations Global Compact
Irene	Kiwia	Founder and CEO	Front Line Media Management Africa
Isabelle	Kocher	CEO	Engie
Lisa	Kolovich	Team Lead for Gender Research	IMF

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First Name	Last Name	Title	Organization
Matt	Krentz	Managing Director & Senior Partner, Global Diversity & Inclusion and Leadership Chair	BCG
Maria	Latella	Journalist	Radio24
Jean-Claude	Le Grand	Senior VP Talent Development and Chief Diversity Officer	L'Oréal
Kimberly	Lein-Mathisen	General Manager	Microsoft Norway
Monique	Leroux	Vice Chairman and Strategic Advisor	Fiera Capital
Mabel	Leung	President	ExxonMobil China
Maurice	Levy	Chairman of the Supervisory Board	Publicis Group
Rose-May	Lucotte	Co-Founder	ChangeNOW Summit
Svetlana	Lukash	Deputy Chief of the Presidential Experts' Directorate	Presidential Executive Office Russian G20 Sherpa
Ruth	Mackenzie	Artistic Director	Theatre du Chatelet
Latanya	Mapp Frett	CEO and President	Global Fund for Women
Ann	Marchant	Founder & CEO	The Walker Marchant Group
Alexandre	Mars	Founder & CEO	Epic Foundation
Heather	McGee	Distinguished Senior Fellow	Demos
Elisabeth	Medou-Badang	Area Director & MEA Spokeswoman	Orange
Sofia	Merlo	Co-CEO	BNP PARIBAS Wealth Management
Naadiya	Moosajee	Co-founder	Women in Engineering (WomEng)
Letizia	Moratti	Former Mayor of Milan; Chair of the Board	UBI Bank
Elisabeth	Moreno	Vice President & Managing Director	HP
Helen	Needham	Originator and Founder	Me.Decoded
Professor Gina	Neff	Senior Research Fellow; Associate Professor	Oxford Internet Institute; Department of Sociology, University of Oxford
Alyse	Nelson	Co-Founder, President & CEO	Vital Voices Global Partnership
Mil	Niepold	President	The Mara Partners

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First Name	Last Name	Title	Organization
Nunu	Ntshingila	Head of Africa	Facebook
Vivian	Nwakah	Founder	Medsaf
Fiona	O'Brien	EMEA Chief Channel Officer & Head of Operations	Lenovo
Sylvie	Ouziel	CEO	Allianz Global Assistance
Valeria	Palermi	Director	D La Repubblica
Swaha	Pattanaik	Global Economics Editor	Reuters Breakingnews
Gilles	Péllisson	CEO	TF1
Guillaume	Pepy	Chairman of the Executive Board and CEO of SNCF Mobilités	SNCF
Alessandra	Perrazzelli	Deputy Governor	Bank of Italy
Laurence	Pessez	Head of CSR	BNP Paribas
François-Henri	Pinault	CEO	Kering
Jeanne	Pollès	CEO	Philip Morris France
Shelly	Porges	Co-Founder & Managing Partner	The Billion Dollar Fund for Women
Caroline	Ramade	CEO	50intech
Stéphane	Richard	CEO	Orange
Sue	Riddlestone	CEO and Co-Founder	Bioregiona
Dr. Gale	Rigobert	Minister for Education, Innovation, Gender Relations and Sustainable Development	St Lucia Government
Alisa	Roadcup	Senior Campaigner, Refugees and Asylum	Amnesty International USA
Geoffroy	Roux de Bezieux	President	Mouvement des Entreprises de France (Medef)
Michèle	Sabban	President	R20
Ana Maria	Salazar	CEO	GRUPO SALAZAR
Oulimata	Sarr	Regional Director ai	UN Women Central and West Africa
Fares	Sayegh	Vice President, Supply Chain	P&G, Europe & Global Business Services/Supply Network Operations

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First Name	Last Name	Title	Organization
Marlène	Schiappa	Minister of State for Gender Equality	French Government
Andreas	Schleicher	Director for Education & Skills, & Special Advisor on Education Policy	OECD
Heidi	Sevestre	Glaciologist	
Karima	Silvent	Chief Human Resources Officer	Axa
Morvarid	Taheripour	Lecturer and Affiliated Faculty	The Wharton School
Augustin	Thiam	Governor of the Yammoussoukro district	Cote d'Ivoire
Helle	Thorning-Schmidt	CEO	Save the Children International
Alison	Tisdall	Founder & Managing Director	Mind ³
Karen	Tso	Anchor	CNBC
Diana	Valkova	Partner	Dinova Rusev & Partners Law Office
Karien	Van Gennip	CEO	ING France
Diana	Van Maasdijk	CEO	Equileap
Paul	Van Zyl	Co-Founder	The Conduit
Ersilia	Vaudo	Chief Diversity Officer	European Space Agency
Elizabeth	Vazquez	President, CEO, and Co-Founder	WEConnect International
Jessica	Wade	Faculty of Natural Sciences, Department of Physics	Imperial College
Marianne	Waite	Director	The Valuable 500
Patricia	Walsh	Technology Product Director	Dow Jones
Pamela	Warhurst	Founder	Incredible Edible
Judith	Williams	Chief Diversity and Inclusion Officer	SAP
Mary	Wittenberg	President	EF Pro Cycling
Anja	Wyden Guelpa	Director & founder	CivicLab
Nadjia	Yousif	Managing Director and Partner	BCG
Salome	Zourabichvili	President of Georgia	

First Name	Last Name	Title	Organization
HRH Princess Rym Ali		Founder	Jordan Media Institute