# WIBF 23 RD AWARDS FOR ACHIEVEMENT

18TH MARCH 2021

**HEADLINE SPONSOR** 



# **About Us**

Since 1980, Women in Banking and Finance (WIBF) has been run as a notfor-profit, volunteer led organisation to promote diversity and gender equality in financial services.

Every year since our establishment, we have sought to help women working in financial services progress their careers and provide mentors for advice and role models to inspire.

Since 1988, our Annual Awards for Achievement recognise those individuals that strive hardest to change practices and processes in their workplaces to engender inclusion and support ambition.

While our headquarters are in London, WIBF has branches in Belfast, Birmingham, Bristol, Edinburgh, Glasgow, and Manchester. Our virtual events connect women across these cities and help you build a local network.

Whether you work for accountancy firms, banks, brokers, insurers, investment houses, finance companies, fintech providers, law practices, lenders or wealth managers, WIBF offers events of interest to help you continue to learn or secure a new job.

At the forefront of debates, lobbying and policy making, WIBF works to establish practical solutions for issues to help the financial services sector realise the benefits that diversity brings.

In partnering with WIBF, our institutional members are demonstrating deliberate action to accelerate change.

Website: ww.wibf.org.uk

LinkedIn: Women in Banking & Finance - UK

Twitter: @WIBFtweets





This is the moment she learned about the gender pay gap.

We should all feel this way.

That's why Citi has committed to closing the gap.



# **About the Awards**

Women in Banking and Finance (WIBF) has been active for over 40 years and, over that time, has expanded its remit to continue to encourage diversity and gender equality.

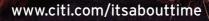
23 years ago, when the WIBF Awards for Achievement began, there was just one award for achievement.

Its winner was Carolanne Minashi, then at Citi and now at UBS, who said: "I was so totally proud, I remember walking home feeling about 6 feet tall!"

Fast forward to 2021, we now have four awards for women at different stages of their careers, while the Team Award for Diversity celebrates a group that promotes change in their organisation. The Future Leader Award shines a spotlight on young women already making an impact, while the Award for Achievement and Champion for Women recognises senior leaders. The Tech Star Award was introduced in 2019 to recognise individuals who work in digital, fintech or technology services.

On 18 March, we recognise five more winners from our nominated shortlist and welcoming them into our prestigious awards alumni.







### Welcome to our 23rd Awards for Achievement

Held this time as a virtual event, the format for the ceremony may have changed, but the purpose of these is more important than ever: to recognise the achievements of individuals and teams helping to make financial services more inclusive and, ultimately, more successful.

As I reflect on the last 12 months, it is clear that the path to diversity is far from straightforward. The fall-out from the Covid-19 pandemic threatens to put progress towards gender equality back 25 years. While the UK's financial services sector adapted quickly to home working, female employment and earnings have taken a disproportionate hit – not just in our sector where the pay gap has grown to 25%, but more broadly across the economy.

I am encouraged, however, by some of the good news stories to emerge: the Hampton Alexander Review reported that the number of women on FTSE 350 boards has risen from 682 to 1026 in five years. We have also seen the appointment of Jane Fraser as the new CEO of Citigroup, the first woman to lead a large Wall Street Bank.

Which brings me to the theme of today's event – ambition. As we reported in the first instalment of Accelerating Change Together, women are generally more ambitious than men. The issue is that women foresee more barriers and are less confident than men that their ambitions will be achieved.

We have the opportunity to choose to challenge how ambition is defined. Kristine Braden who represents Citi, our headline sponsor, talks about how ambition allows people to be their best self. This positive approach leads to fewer assumptions about what women can or cannot achieve. Instead, it encourages people to ask questions that, in turn, allow talented individuals the opportunities they deserve and reinforces the case for gender equality.

We are honoured to be joined today by:

- Andy Haldane, Chief Economist at the Bank of England. The Bank of England has been a staunch supporter of WIBF since its inception. Among Andy's many published articles, he has examined the long-term consequences of home-working and drawn particular attention to the vital contribution volunteers make to the economy.
- Iris Bohnet, a behavioural economist, who combines insights from economics and psychology to improve decision-making in organisations and society. Iris is the Albert Pratt Professor of Business and Government, and the Academic Dean of Harvard Kennedy School.

I am delighted to say that these awards bring together more members than ever. In addition to our individual members, today's audience includes representatives from our sponsors – Citi (headline sponsor), HSBC, Cynergy Bank, Credit Suisse, LSEG and Goldman Sachs – alongside attendees from our other 28 corporate members and senior representatives from our wider WIBF network and the media.

Please join me in congratulating our shortlisted award nominees, recognising those who have won and highlighting what's possible for women in financial services.

Anna Lane

Anna Lane

President, Women in Banking and Finance



The purpose of the awards is more important than ever: to recognise the achievements of individuals and teams helping to make financial services more inclusive and, ultimately, more successful.





# **Headline Sponsor**

I am delighted to welcome you to WIBF's 23rd Annual Awards for Achievement. You should all feel a huge sense of pride in your achievements. The awards recognise and champion female talent and our allies that achieve excellence among women in banking and finance.

This year's theme is the importance of ambition. It highlights the ambition we all hold to make financial services a sector that offers women the ability to reach their full potential. Our desire is to be the best versions of ourselves while fulfilling our professional ambitions, giving great strength to our respective institutions and our industry as a whole.

The shortlisted nominees for these awards represent the best of our industry, demonstrating where positive ambition can take us.

When our ambitions align and focus on the collective betterment of each and every woman in our industry, we have the power to make real change and to drive progress. That is why the work that WIBF does is so important and why Citi is delighted to continue to support these awards.

Congratulations to the nominees and of course, today's winners!

Kristine Braden

Kristine Braden

Citi's Head of Europe and CEO, Citigroup Global Markets Europe

This is the moment she learned about the gender pay gap.

We should all feel this way.

That's why Citi has committed to closing the gap.



Citi is proud to sponsor

WIBF Annual Awards for Achievement

WIBF Awards Alumni Network

www.citi.com/itsabouttime

# LSEG is delighted to sponsor the WIBF Awards Shortlist Dinner – celebrating leading talent in financial services

Congratulations to all award nominees for your inspiring achievements.



# Our Hosts & Speakers



#### **Kate Thornton**

Kate is a journalist and television and radio presenter, who has hosted some of television's biggest shows, including the X Factor, The Royal Variety Performance, Loose Women and This Morning.

Kate currently hosts the hit podcast White Wine Question Time, which sees her asking well-known guests three thought provoking questions, over three glasses of wine. Previous guests have included Amanda Holden, Keith Lemon, Stacey Solomon, Judy Murray, David Lammy MP, Torvill and Dean, Ant Middleton and Craig Revel Horwood.

At 21, Kate became the youngest ever and first female editor of pop magazine Smash Hits, before working as a Contributing Editor at the Sunday Times and Marie Claire magazine. In 1997, Kate began her second career in television on the ITV current affairs' programme Straight Up, and has also hosted talk shows and documentaries on Radio 2.

Kate is conscious of the need for women to take control of their financial futures and is also involved in The Wisdom Council's Yes She Can programme.



Andrew G Haldane
CHIEF ECONOMIST, BANK OF ENGLAND

Andrew G Haldane is the Chief Economist at the Bank of England. He is a member of the Bank's Monetary Policy Committee and Chair of the Government's Industrial Strategy Council. Among other positions, he is Honorary Professor at University of Nottingham, a Visiting Fellow at Nuffield College, Oxford, a Fellow of the Academy of Social Sciences and Governor of the National Institute of Economic and Social Research. He has authored around 200 articles and 4 books. Andrew is the founder and trustee of 'Pro Bono Economics', a charity which brokers economists into charitable projects and Vice-Chair of National Numeracy.



Anna Lane
WIBF PRESIDENT

Anna is CEO and President of Women in Banking & Finance and passionate about gender equality. She is also the founder and CEO of The Wisdom Council (TWC), where she focuses on delivering strategic, innovative and actionable strategies to improve consumer engagement and financial awareness. TWC is a partner with the London School of Economics to support WIBF's Accelerating Change Together research programme.

Anna recently sat on the Money and Pensions Service – Gender and Financial Wellbeing Challenge, bringing a gender lens to the UK Strategy for Financial Wellbeing. In 2019, Anna launched the cross-industry Yes She Can initiative, focusing on closing the gender gap in pensions and investments. Prior to launching TWC, Anna ran a specialist consultancy and worked in the City for over 20 years in senior roles at JPMorgan and Morgan Stanley.





**Vivienne Artz OBE** CHIEF PRIVACY OFFICER & MANAGING DIRECTOR, LSEG

Vivienne is Managing Director and Chief Privacy Officer at the London Stock Exchange Group (LGEG), leading the global Privacy Office and overseeing global privacy strategy and practice.

Previously, Vivienne was the Chief Privacy Officer at Refinitiv and Thomson Reuters, and Managing Director and Global Head of Privacy Legal & Head of International for the Intellectual Property and Technology Law Group at Citi. Prior to joining Citi in 2000, Vivienne worked in private practice in London.

Vivienne chairs the International Regulatory Strategy Group Data Working Group, is on TheCityUK EU Technical Advisory Group, and is the Vice Chair on the Executive Committee of the Board of Directors of the International Association of Privacy Professionals (IAPP). Vivienne is also on the Business and Law Advisory Board of St Mary's University, the Alumni Advisory Board of Pembroke College Oxford University, and is on the Founding Editorial Board for the Journal of AI and Ethics. Vivienne was recognised in the 2019 PrivSec200 list of privacy and security professionals across Europe.

Vivienne is on the Advisory Board of Women in Banking and Finance, having been President and CEO from 2017-2020. Vivienne is a recognized gender champion and leader having been awarded the Champion for Women Award at the Women in Banking and Finance Awards for Achievement 2016. Vivienne received the 2019 WeAreTheCity Rising Star Editor's Choice Award in recognition of her tireless efforts in the diversity space, and as an individual who is pushing for change within her industry. Vivienne placed in the top 20 Executive Women Role Models in the HERoes List 2020, was awarded Woman Solicitor of the Year in the Law Society Excellence Awards in 2020, and has many years of experience leading a broad range of diversity initiatives and groups both within firms and across sectors. Vivienne was awarded an OBE in the Queen's New Year's Honours in 2021 for services to financial services and gender diversity.



**Dr Heather Melville OBE** 

DIRECTOR, PWC

Dr. Heather Melville OBE is a thought leader on leadership, an innovator in business, and has a notable track record of delivering strong financial performance and building high performing inclusive teams across both financial and professional services.

Heather also holds a number of trustee positions: Chair of Chartered Management Institute Women: Board Trustee CMI and Enfield Enterprise; Patron of Women In Banking and Finance; and, most recently, a member of the PwC Colour Brave Charity Committee.

Having held a number of senior positions across a range of high profile organisations (RBS/NatWest, IBM, Daiwa Europe Bank and, most recently, PwC), Heather has established a purpose values driven reputation, together with a gentle, focused yet persuasive style that is known for supporting both individuals and businesses to be successful.

Her most recent appointment as Director of Client Relationship Programmes (a programme specifically designed for C Suite clients) and Head of People Business Networks, has provided the firm with a strong foundation to continue to engage with our 65,000 clients, 22,00 alumni and 22,000 employees through a clear vision and strategy that brings them together to solve critical business problems.

Heather is also very passionate about the progression of both female and BAME talent from their early entrance into the education system, right through to that very first role they may have secured in the corporate workplace.

In 2017, Heather was awarded an OBE for her services to female entrepreneurs, diversity in business and gender equality. In July 2019, she was awarded with an Honorary Doctorate by the University of Portsmouth for her contribution to Diversity in Business.

She is the Chair of CMI Women, Trustee and Board Member of Enfield Enterprise, Patron of Women In Banking & Finance and, in a personal capacity, has contributed to ongoing independent reviews for the Labour Government, re-creating an inclusive culture. In 2020, Heather became a member of the PwC Colour Brave Charity Committee.





#### **Iris Bohnet** ACADEMIC DEAN, HARVARD KENNEDY SCHOOL

Iris Bohnet, the Albert Pratt Professor of Business and Government, is the Academic Dean of Harvard Kennedy School. She is a behavioural economist, combining insights from economics and psychology to improve decisionmaking in organizations and society, often with a gender or cross-cultural perspective.

Her most recent research examines behavioural design to de-bias how we live, learn and work. She is the author of the award-winning book What Works: Gender Equality by Design, and advises governments and companies on the topic around the world. Professor Bohnet is the co-director of the Women and Public Policy Program and the faculty chair of the executive program "Global Leadership and Public Policy for the 21st Century" for the World Economic Forum's Young Global Leaders.

She serves on the boards, advisory boards, or as a patron, of Credit Suisse Group, Applied, Edge, genEquality, TaketheLeadWomen, We Shape Tech, Women in Banking and Finance, and the UK Government's Equalities Office as well as numerous academic journals. She was named one of the Most Influential People in Gender Policy by a political in 2018 and 2019, a Leading Thinker of Victoria, Australia, 2016-2019, and has received an honorary degree from the University of Lucerne, Switzerland, in 2016.

She is married and the mother of two children.



#### **Kristine Braden**

CITI'S HEAD OF EUROPE AND CEO. CITIGROUP GLOBAL MARKETS EUROPE AG

As Head of Europe, Kristine is responsible for leading Citi's businesses on the Continent. She is also CEO of Citigroup Global Markets Europe AG (CGME), Citi's European investment firm headquartered in Frankfurt. Post-Brexit, CGME will play an integral role in providing Citi's Markets and Securities Services and Banking, Capital Markets and Advisory capabilities to clients within and outside the region. The new EEA capabilities complement Citi's long-established presence in Europe, alongside our banking entity, Citibank Europe plc.

Kristine has enjoyed a 23 year career with Citi working across the US, EMEA, Asia and Latin America. She was most recently Chief of Staff to CEO Mike Corbat, having served as Citi Country Officer and Corporate and Investment Banking Head for Switzerland, Monaco and Liechtenstein. She relocated to London in 2012 after 14 years in Asia to assume the role as EMEA Head of Global Subsidiaries Group.

Kristine is a keen advocate of advancing women's diversity. She was listed as 'Top 100 Most Influential Women in Finance' by Financial News in 2020, and was ranked among the top 100 bankers in Switzerland by Bilanz Magazine and Top 100 Women in Swiss Business by Women in Business Magazine. Kristine has served as the President of Advance Women, a non-profit organization promoting gender equality in Switzerland. She currently serves as the Families Matter Affinity Co-Lead at Citi.





David Craig
GROUP HEAD, DATA & ANALYTICS AND CEO REFINITIV AT
LSEG

David joined LSEG on completion of the Refinitiv-LSEG transaction in January 2021.

He became CEO of Refinitiv in October 2018. He led the team that founded the company out of the Financial & Risk division of Thomson Reuters. David joined Reuters as its Chief Strategy Officer in 2007. Before this, he was a partner at McKinsey and Co.

David sits on the World Economic Forum's Banking Governors Board and its steering committee on Artificial Intelligence and Automation in Financial Services. He is on the Advisory Council of TheCityUK and chairs the UK Treasury's India UK Financial Partnership. He is also a member of the UK Government's Trade Advisory Group for Financial Services.

David is a board member of several charities including Great Ormond Street Hospital Children's Charity and mentoring charity Urban Synergy. He holds a degree in engineering from Bristol University.



Erika Irish Brown
CHIEF DIVERSITY OFFICER, GOLDMAN SACHS

Erika is chief diversity officer, responsible for global diversity and inclusion strategy and driving inclusive culture initiatives and efforts related to the recruitment, retention and advancement of diverse professionals. She joined the firm as a managing director in 2018.

Prior to joining Goldman Sachs, Erika was global head of diversity and inclusion at Bloomberg from 2015 to 2018. Prior to this, she led diversity hiring efforts at Bank of America between 2009 and 2015 and Lehman Brothers between 2005 and 2008.

Erika's background includes a range of banking and finance roles, including head of business development for Black Entertainment Television, senior associate in the high yield capital markets group at Morgan Stanley and senior policy analyst for domestic finance for the United States Department of the Treasury. She began her career as an analyst in the public finance department at Lehman Brothers.

Erika is a member of the Executive Leadership Council, vice chair of the Bedford Stuyvesant Restoration Corporation and serves on the Board of the Riverside Hawks.

Erika earned a BS in Economics from the State University of New York at Albany and an MBA from Columbia Business School.

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PROUD MEDIA PARTNER OF THE 23RD WIBF AWARDS FOR ACHIEVEMENT



**Nick Fahv** CEO, CYNERGY BANK

Nick Fahy is Chief Executive Officer of Cynergy Bank, the UK's human digital bank serving the needs of 'scale up' or medium sized and fast growing SMEs, professionals, high net worth and mass affluent individuals. He is a highly experienced financial professional having worked within the banking sector for over 20 years across the UK, Ireland and Australia.

Nick has been CEO of the bank since December 2015. During his tenure, he has overseen the acquisition of Bank of Cyprus UK by Cynergy Capital Limited in November 2018, and the rebrand to Cynergy Bank in December 2018. The acquisition forms part of his ambitious plans for the future of Cynergy Bank, enabling the bank to grow its franchise across the UK and internationally, and redefine banking with the human digital bank. The Cynergy Bank human and digital model transforms banking for customers who still value a face-to-face relationship enabled by the latest digital technology. Nick signed a partnership with Google Cloud and Wipro to continue to evolve the human bank.

Nick joined Cynergy Bank from the Westpac Banking Corporation where he had been State General Manager for the bank's retail and business banking operation in Western Australia. Prior to Westpac, he spent 17 years with Bank of Ireland Group in a variety of leadership roles, including Chief Operating Officer for Bank of Ireland's retail banking operation in the UK and Ireland, Managing Director for Northern Ireland, and MD for the bank's UK-wide Post Office financial services operation.



**Leonora Daniel** MANAGING DIRECTOR, CREDIT SUISSE

Leonora Daniel is a Managing Director at Credit Suisse in the Compliance and Risk Division, based in London,

Leonora is Global Head of Recovery Management Investment Banking and APAC, managing Credit Suisse's defaulted or stressed portfolios with the aim of maximizing recoveries, protecting Credit Suisse's reputation and minimizing potential litigation risks. The portfolios are primarily made up of impaired or stressed bilateral and syndicated loans, derivatives, structured products, commercial real estate loans and Real Estate Owned assets. Leonora is a Reputational Risk Approver for EMEA and also sits as a Director on the Board of Oakwood Homeloans.

Leonora joined Credit Suisse 23 years ago in 1998 as a Vice President in Credit Risk Management. Prior to joining Credit Suisse, Leonora was employed at Lehman Brothers in Credit Risk Management as Head of Counterparty Risk Reporting and Monitoring for EMEA.

Leonora is a strong advocate of Diversity and Inclusion and, in 2019, won the inaugural Credit Suisse UK Diversity and Inclusion Champion award. She is a sponsor for the Credit Suisse Black African Multi-Ethnic (BAME) network.

Leonora is also a trustee for Inspiring Tomorrow's Leaders, a charity which is aimed at helping young senior school-aged females to realise their potential and who, in the main, are of African and African-Caribbean heritage.



**Leanne Cutts** GROUP CHIEF MARKETING OFFICER, HSBC

Leanne Cutts is the Group Chief Marketing Officer for HSBC Holdings plc and was appointed Group General Manager in March 2018.

Leanne is accountable for the transformation of the Global Marketing Function as well as HSBC's multi-year global rebrand programme, focused on modernising all marketing communications, digital and physical assets. In early 2019, she led a global brand refresh of the famous HSBC hexagon and introduced the brand promise, 'Together we thrive'. As part of this, the HSBC sound identity was launched to complement the new visuals.

Leanne has extensive international experience. Before joining HSBC in April 2017, she was a Category President for Asia Pacific, Middle East & Africa for Mondelez International (previously known as Kraft Foods), and led the region's marketing services division across all snacking categories, including media and agency partnerships. Prior to Mondelez, Leanne worked in global and regional leadership roles with GlaxoSmithKline Consumer Healthcare.

Leanne began her career at Unilever in Australia, has an MBA from the Australian Graduate School of Management, University of NSW and a Bachelor of Economics from Sydney University. She is also an Advisory Board Member of the Ehrenberg Bass Institute.

Married with a daughter, Leanne has lived in Sydney, London, New Delhi, Hong Kong, Singapore and Tokyo.





# **THE AWARDS**









### Goldman Sachs

### TECH STAR AWARD

Celebrates this woman's outstanding contribution within fintech or digital within financial services. This award is to recognise the woman who is leading the tech agenda, either through thought leadership, through technical expertise or as an innovator. This individual will have demonstrated her passion and innovation in either a thought leadership project or by leveraging technology to advance gender equality, helping her financial services organisation move forward in terms of their digital agenda.

## AWARD FOR ACHIEVEMENT

Celebrates a woman who has achieved success within a senior role and who displays qualities of dynamism and daring in her working life. Candidates have also used their skills beyond their own career by serving on boards of other organisations and/or by their involvement with furthering the interests of women in the workplace. This woman is considered a role model and is making a significant impact by driving change across the industry.

#### FUTURE LEADER AWARD

Celebrates a woman aged 35 years or younger, who is making an exceptional impact within an organisation. She is shaping her organisation, not only in terms of business success, but also in the example she provides to colleagues. This individual outperforms her peers across the industry and demonstrates a huge drive for career success alongside energy for helping others.

## CHAMPION FOR WOMEN AWARD

Celebrates a seasoned professional, man or woman, who through personal commitment, application and dedication, continually promotes and inspires women in the workplace to reach their full potential. It recognises an individual who champions diversity and inclusion in all they do.

## TEAM AWARD FOR DIVERSITY

Celebrates team success in promoting gender diversity in the workplace. The team may be a business line team that has driven and embedded the diversity agenda, or a specialist function (such as HR or Diversity & Inclusion) that partners with the business to provide a framework and vision to enable diversity at work.

Nominations for the 23rd WIBF Awards for Achievement closed in February 2020.

As such, some the shortlisted may have changed companies/jobs over the past year.



# THE JUDGES



**ANN CAIRNS EXECUTIVE VICE CHAIR. MASTERCARD** 

In her role as Executive Vice Chair, Ann represents Mastercard around the world, focusing on inclusion, diversity and innovation. She plays the important role of senior ambassador and executive leader and sits as part of the company's global management committee. Prior to her current appointment, Ann was President of International Markets responsible for the management of all Mastercard customer-related activities in over 200 countries.

Ann brings more than 20 years' experience working in senior management positions across Europe and the U.S. Prior to joining Mastercard in 2011, Ann was head of the Financial Services Group with Alvarez & Marsal, CEO of Transaction Banking at ABN AMRO and held senior positions at Citigroup.

Ann is currently chair of ICE Clear Europe, owned by the Fortune 500 company Intercontinental Exchange (ICE). She is also global co-chair of the 30% Club, the chair of the Financial Alliance for Women and serves as a member of the UK government's AI Council and the IBDE advisory board.

She has a Pure Mathematics degree and honorary doctorate from Sheffield University and a M.Sc. with research into medical statistics and honorary doctorate from Newcastle University.



**CHARLOTTE CROSSWELL CEO OF INNOVATE FINANCE** 

Charlotte Crosswell is the CEO of Innovate Finance, the industry body representing the UK fintech sector and has spent most of her financial services career in market infrastructure roles. Prior to joining Innovate Finance, Charlotte was Founder and CEO at two Nasdaq-owned London start up exchanges in equities and fixed income, and sat on the board of LCH Ltd. She has held a number of management positions at Nasdag and the London Stock Exchange across international capital markets, equities, fixed income, OTC derivatives trading and clearing.

In addition to her work with Innovate Finance, Charlotte advises and sits on the boards of government fintech advisory groups, technology companies and fintech startups., and has been working with technology companies throughout her career. Charlotte holds a BA (Hons.) in French from the Southampton University. She has been included in the list of top 100 Women in Finance over many years.



**SUE DAWE** MANAGING PARTNER AND HEAD OF FINANCIAL SERVICES IN SCOTL AND FOR FY

Sue leads EY's Financial Services Practice in Scotland and is the Managing Partner for the Edinburgh office. She has 30 years of experience within the financial services sector. She joined EY in 1988, became a partner in 2009, and was appointed Head of Financial Services Scotland in 2016. She is a member of EY's UKFS Leadership team and a member of the EY UK LLP Board. Sue is on the Financial Services Advisory Board and on the Board of Scottish Financial Enterprise.

Sue is a member of the Institute of Chartered Accountants of Scotland and has a degree in Accountancy and Finance from Heriot Watt University.



**PHILIP GRANT** CHAIR OF THE SCOTTISH EXECUTIVE COMMITTEE OF LLOYDS BANKING GROUP

Philip is Chair of the Scottish Executive Committee of Lloyds Banking Group and responsible for the Group across Scotland. This is in addition to his role as Chief Operating Officer, Insurance & Wealth Division of LBG, which includes Scottish Widows.

Philip is also Chair of the Scottish Financial Enterprise and Co-Chair of the First Minister's Advisory Board on Financial Services, Council Member of CBI Scotland, Chair of the Board of the Bank of Scotland Foundation and a Past President of the Chartered Bankers Institute.

Philip was educated in the west of Scotland, prior to joining Bank of Scotland. Having spent nine years in a range of retail banking roles, he completed a full time MBA at the University of Strathclyde, sponsored by the bank. His career then progressed through various leadership roles in corporate and retail banking.



**DAMECILLA SNOWBALL** GOVERNOR, WELLCOME TRUST, NON-EXECUTIVE DIRECTOR, DERWENT LONDON PLC

Dame Cilla Snowball is a Governor of the Wellcome Trust, Chair of the GREAT Private Sector Council and a Non-Executive Director of Derwent London plc.

She is the former Chair of the Women's Business Council.

She led the UK's biggest advertising agency, Abbott Mead Vickers, until December 2018, where she had worked for 26 years.

She was awarded a damehood in June 2017 for services to advertising, diversity and equality.



# **WIBF TECH STAR AWARD FINALISTS**



LEANNE ALLEN **KPMG** 

A Director in KPMG's FS Technology Consulting practice, Leanne leads KPMG's data capability, driving 100% growth over three years with an impressive gender-diverse team. A veteran data specialist, she helps clients navigate complex issues driving data strategies to realise the value of data assets whilst doing so in a safe and ethical way. She supports other working mothers through her superwoman network (with over 100 members across KPMG UK advisory), as coach to external women in FS and by sharing her experience and advice through external "Supermum" podcasts. Leanne is a thought-leader and inspirational speaker setting new operating model and governance standards addressing the grey space of Data Ethics.



**CREDIT SUISSE** 

Gemma is a Director in Enterprise Technology, responsible for elements of monitoring strategy globally at Credit Suisse. Gemma pioneered the use of Open Source technology to monitor both hardware and software enterprise wide. She worked with her team to develop a strategy combining Open Source and vendor software to position Credit Suisse at the forefront of monitoring capability with reduced running costs and increased efficiency and automation. Gemma is a regular speaker at industry conferences on Al innovation in monitoring, leads the EMEA technical graduate recruitment programme and works tirelessly to promote gender diversity in STEM.



BARCLAYS INVESTMENT BANK

Fenni is VP Desk Strategy Quant at Barclays, working in the Investment Bank front office dealing with significant financial risks, from financial products pricing and market-making to quantitative trading strategies. Fenni is a FinTech expert and innovator in both technology and business, creating advanced quantitative analysis impacting the global FX, inflation trading and structuring businesses. Fenni's EMBA studies at Cambridge inspired her active involvement in high-tech FinTech business. An active mentor, Fenni is passionate about advancing gender equality; she raises funds for charities, WildHearts and RoomToRead; and she is an influential thought-leader (speaking at the J.P Morgan Innovation Week and Finstra Hackathon).

LSEG is delighted to sponsor the Tech Star Award at the WIBF Annual Awards for Achievement

Financial stability, innovation and data are helping to drive success for everyone.





# **WIBF TECH STAR AWARD FINALISTS**



JUDY KAWAGUCHI REFINITIV

Judy, Global Head, Programme Delivery and Enablement, led all crosstechnology strategic programmes globally across Refinitiv (now, LSEG) as it undertook a large-scale transformation journey and prepared for the merger with LSEG, whilst meeting ambitious growth targets and technology modernisation goals. Her first project at Refinitiv was to turn around the performance and perception of the existing Programme Delivery organisation, in five months she completely overhauled it, altering it from a central capacity-based Project Management resourcing model to an aligned delivery partnership model. Passionate about improving Diversity and Inclusion for women in technology and multi-cultural ethnic groups, she mentors and coaches aspiring leaders to turn their diverse experience into professional strength.



NICOLE SANDLER BARCLAYS

Head of Digital Policy at Barclays, Nicole focuses on the impact of FinTech related regulation and initiatives on Barclays in the UK and globally. She represents Barclays in various regulatory, policy and industry forums, for instance she is a member of the EC's Expert Group on Regulatory Obstacles to Financial Innovation (ROFIEG) as the only UK banking representative. Nicole regularly speaks at conferences and publishes articles. Nicole helped to establish the International Association for Trusted Blockchain Applications (INATBA) and is on their Legal Committee. She is a founder member (and board member) of RegTech Women, which promotes RegTech and helps women network and upskill in this area.



MARIA SHEVCHENKO
KPMG LLP

Maria, a Director of Innovation at KPMG, specialises in helping Financial Services firms to extract insights from data and assists them in their digital transformation by leveraging the best technologies in the market place. She works with advanced analytics, data science, cloud, open banking (APIs), FinTech firms and various technologies to create the best solutions tailored to clients' current and future needs. Maria is passionate about educating consumers on financial products and services to ensure that they help people to achieve their goals and not negatively impact them. A committed supporter of women in IT and technology she has spoken at a number of external events on these topics.



IOANA SURPATEANU CITI

Ioana, Co-Head of European Government Affairs - Innovation Strategy Lead, is a strong innovation advocate within Citi, facilitating numerous interactions between Citi's investment and venture teams with emerging tech companies in the UK and Europe. She is currently mentoring a suite of start-ups in the blockchain and artificial intelligence space and has enabled access to networking and funding for these projects. A Vice-Chair of the European Parliament Taskforce, Ioana heads the digital assets/blockchain work stream in AmCham EU. She champions smart regulation and enhanced incumbent/ start-up collaboration in high-level interactions with the European Commission, European Parliament and various conferences such as Blockchain Expo World, Westminster Business Forum and Milken Institute, Ioana has recently left Citi to take on a new role as chief strategist in a decentralised finance start-up.





# WIBFAWARD FOR ACHIEVEMENT FINALISTS



LAURA BARROWMAN CREDIT SUISSE

As the Group Chief Information Officer at Credit Suisse, Laura's expertise is matched by her empathy; her genuine interest in and care for those around her; her exemplary work ethic; and her commitment to Credit Suisse, her colleagues and the bank's objectives. However, what truly sets her apart is her approachability – she is accessible and a welcoming presence to all, regardless of seniority. She has an ability to connect with people, understand their perspectives and share in their quest to make our firm a better place. She is a force for good.



CLAIRE FOY COUTTS

Helping others to aspire for more, runs through everything Claire does as Head of Learning and Professional Development (Private Banking) at Coutts & Co, from her innovative, exciting programmes to the annual 'Celebration of Learning' she hosts. She ensures that learning within the bank is for the individual not just the business. Energised by challenging society norms to empower and stretch people beyond expectations, Claire works to inspire schoolchildren to be bolder alongside coaching and mentoring adults. She is the woman you will see stretching out her hand, bringing other women up over her head and taking more pride in their success than her own.



**JOANNE HANNAFORD** 

**GOLDMAN SACHS** 

Joanne is Head of Engineering in EMEA at Goldman Sachs and a leading pioneer in financial technology. Throughout her career, Joanne has always adopted a 'pay it forward' mentality, dedicating time and energy to encouraging under-privileged communities and diverse groups to pursue careers in science, technology, engineering and maths (STEM). She leverages her platform as a senior partner and member of the firm's EMEA Inclusion and Diversity Committee to drive the firm's agenda on diversity and inclusion. Through empowering fellow women engineers to become more visible, bringing enhanced education to local schools, and driving organisational and industry-wide policy, Joanne has had a wide-reaching impact within the global engineering community.



LINDSAY LAW

NATWEST GROUP

Lindsay, Head of Audit – Personal Banking, NatWest Group, is Co-chair of the RBS Women internal network (now NatWest Gender Network), helping to build it up to more than 13,000 members with 100+ volunteers. She holds a number of non-executive director roles in her community, including non-executive director of Scottish Women's Aid and Convener (Chair) of the Board of Connect (an independent, national organisation which influences parental engagement policy, development and training). She is a vice-chair of her local parent council and a non-executive director of the National Youth Choir of Scotland. Lindsay uses all of these experiences to champion youth, women, and their potential both within and beyond the organisation.



# WIBFAWARD FOR ACHIEVEMENT FINALISTS



### ANGELA OSBORNE CREDIT SUISSE

Angela is the EMEA Head of Client and Key Account Management at Credit Suisse. She has extensive experience across global markets, both at Credit Suisse and prior employers. She leads a team charged with maintaining the relationships across more than 30 hedge funds and asset management firms. Angela has launched various forums with the goal of promoting female talent, including a Women's Financial Summit and the Credit Suisse and BlackRock Women's Summit. Angela acts as a formal mentor, but also as a trusted confidante, on an informal basis, which

reflects her inclusive nature and passion

to help women make an impact.



**CAROLYN PORRETTA** 

MACQUARIE

Carolyn is a Managing Director for Macquarie's Fixed Income division and sits on its Balance EMEA steering committee. The first of her family to go to university, Carolyn previously worked at AIG Asset Management, UBS Investment Bank and Bank of America. She is an experienced executive and non-executive director and committee member. Carolyn is a long-standing volunteer with small local charities such as The Girl's Network and the Junior League of London. She sits on the board of Croydon Churches Housing Association, and is a member of the Audit, Risk, Investment committee of Engineering UK. She is a passionate and inspirational senior role model who actively supports other women daily.



**DRKAYSWINBURNE** 

KPMG

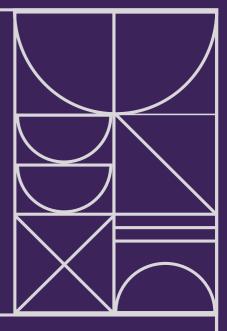
Kay is the Vice Chair of Financial Services at KPMG, leading C-suite engagement for FS clients and special projects, including ESG and Libor. Passionate about supporting women to progress their careers in FS, Kay plays a pivotal role in promoting diversity and mentoring schemes throughout the firm. Prior to joining KPMG, Kay worked in investment banking and then as a Member of the European Parliament, serving as Vice Chair of the European Parliament's influential Economics and Monetary Affairs Committee, shaping EU and global financial services legislation, including setting up the EU supervisory bodies (ESAs, SSM, SRM), capital markets union (EMIR, MiFID II, Prospectus), and the broader banking union files.

When everything stopped, our desire to experience the world burned brighter than ever. So, as normality resumes, don't just resume normal service.

Live life X Ten.

We'll get you into the entertainment events we know you're into, our experts on-the-ground will curate your trips to places you always swore you'd see, we'll secure you a prime time booking at that unbookable restaurant.

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Ten's corporate clients leverage the service to acquire, engage and retain affluent or high net worth customers. Clients often see their return on investment (ROI) triple, including revenue growth, net promoter score, and digital transformation.

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# Proud to support.

At Credit Suisse we recognise the importance of creating a more gender balanced workplace for the future. Therefore we are delighted to sponsor the Future Leader Award at the 23rd WIBF Awards for Achievement.

This category celebrates young talents who not only excel in their day job but are also inspirational role models for others.

Good luck to the nominees.

credit-suisse.com

# **WIBF FUTURE LEADER AWARD**FINALISTS



REBECCA DRUMMOND
REFINITIV

As a World-Check One Product Manager at Refinitiv (now LSEG), Rebecca is leading the development of a crossplatform API. She played an integral role in introducing an internal database which will revolutionise reporting and financial tracking, and drive best practice across the business. While in New York, she led the development of a "significance" algorithm alongside completing postgraduate studies in International Business. An active member of Refinitiv's Women's Network in New York, Rebecca also sat on the board of The American Scottish Foundation, Back in London. Rebecca launched a lecture series within Refinitiv to promote female speakers and enable networking; she has also applied to be a mentor with The Girls' Network.



RASHMI GHAI

As a Director in Banking, Capital Markets and Advisory at Citi, Rashmi demonstrates that women from a nontraditional background can succeed in a senior client-facing role. Her resilience and determination while working in a difficult and demanding business area and managing a family with two young children, makes an inspiring role model. Through her work as Co-chair of Citi Roots, she is making an impact at every level of her organisation by supporting and leading diversity and inclusion initiatives to inspire the next generation. These efforts have been recognised by Citi's senior leadership and are helping Citi to become a more welcoming and inclusive workplace.



ALICIA KREBS

CLS

As Head of Business Operations at CLS. Alicia is the lynchpin of the division tasked with expanding the business of the firm. She formed the strategy to motivate global regulators to support the creation of further solutions to remove risk from FX markets, writing a white paper to this end. She leverages skills developed during her time with the Federal Reserve, the US Treasury and in consulting to advance the firm's regulatory agenda through her expert advice, external advocacy and networking. A mentor to other women at CLS. Alicia co-leads CLS's Women's Forum and volunteers with the Junior League of London (awarded JLL Active Member of the Year 2018-2019).

# WIBF FUTURE LEADER AWARD FINALISTS



### **AYESA LATIF**

Ayesa is Head of FX Electronic Sales EMEA at Citi. Her team is ranked the #1 Ecommerce FX sales team in EMEA. She makes an active effort to hire diverse talent and her team shows how increased diversity correlates to higher performance and revenues. As the regional champion for the annual Citi E for Education campaign, she leveraged her team and platforms to generate US\$8 million. Ayesa sits on the Senior Practitioner Committee for 100 Women in Finance. She works with a local non-profit organisation to personally sponsor a week-long Science, Technology, Engineering and Maths (STEM) programme to 400 underprivileged children in London



**DEBBIE PHILLIPS** NATWEST GROUP

Debbie works tirelessly to ensure women are supported at NatWest. She does this in her role as Head of Campaigns, calling for better female representation in advertising in order to reach women and inspire them to reach their full potential in their careers and in business. She also leads a 13,000 strong women's network, creating opportunities for NatWest colleagues to grow and learn together. She leads her teams by role-modelling great leadership behaviours: credibility, expertise and resilience. Her openness to share her own challenges is refreshing and inspiring; she breaks down barriers and taboos across spheres – mental health, gender and socio-economic diversity.



HERMIONE STOREY-MACINTOSH KPMG

Assistant Manager, Management Consulting for KPMG, Hermione has worked with multiple banks to deliver transformative regulatory-driven change, specialising in Financial Crime. Hermione established 'FS Connections' where she matched over 750 colleagues across KPMG's Financial Services community into diverse groups stimulating new, meaningful connections and encouraging inclusion. She was integral in bringing 'Employee Appreciation Week' to KPMG which facilitated over 5,000 nominations of appreciation between colleagues in its first year. Hermione also champions well-being causes in the wider community. Having previously run a marathon to raise funds for Mind, she is currently campaigning to become an Ambassador for the Prince's Trust.



**TAMSIN WEAVER CREDIT SUISSE** 

Since joining Credit Sales at Credit Suisse, Tamsin has made guite an impact in terms of P&L production, account coverage and in demonstrating teamwork and leadership capabilities. Tamsin is an intrinsic part of the IG Opco Committee helping to shape the future strategy of the CS credit franchise. Recently she was nominated for a place on the highly-acclaimed CS 'Accelerated Leadership Programme'. Tamsin is an active 'Women Connect' committee member, focused on inspiring and connecting women across the firm through creating gender positive initiatives and events. She has recently been appointed as the 'Diversity Delegate' for Global Credit Products, reporting on gender specific issues and advancement within the business.



# WIBF CHAMPION FOR WOMEN AWARD FINALISTS



SAM COOPER-GRAY HSBC

Sam, Head of Propositions Global Business Banking at HSBC, is the global Co-chair of HSBC BALANCE, leading a network of over 50,000 members, advocates and senior ambassadors to deliver gender balance as the norm at HSBC. Sam is a Board Member for Women on the Wharf, a network of networks across Canary Wharf. In January 2020, Sam led the creation of a cross-company mentoring programme connecting senior leaders with talent across 20 firms. A NED for a Jersey company, advising on diversity and inclusion, Sam is a mentor both within HSBC and externally. Sam was announced as a Brummell Influential woman of 2019 for her work on the gender agenda.



JOANNE HANNAFORD
GOLDMAN SACHS

Joanne is Head of Engineering in EMEA at Goldman Sachs. Throughout her 30-year career as a software developer, she has remained committed to providing upskilling and development opportunities to women in order to bridge the gender skills gap in science, technology, engineering and maths (STEM). Not only does she take an active role in the firm's diversity agenda to attract, nurture and promote women engineers, but she also advises on a number of boards so as to achieve gender parity in the broader STEM industry. Joanne is also committed to providing high-quality education to young girls in school in order to drive a more equitable technical pipeline for the future.



LISA LONDON CREDIT SUISSE

Lisa, EMEA Head of Settlements and Cash Management at Credit Suisse, is passionate about advancing the gender agenda and has taken proactive steps to lead and inspire female advancement across the UK and globally. Lisa created female talent programmes which have led to the promotion of more than 50 women in 2018-19 and her personal commitment has been recognised by Credit Suisse with a CEO Global Employee Award, recognition as a UK Culture Carrier, Emerging Leader Programme nomination and a place on the UK Gender Working Group. She is Co-chair of EMEA Women's Network with 3000+ members and creator/Co-chair of Women Connect, spanning nine locations with 700+ members globally.



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WIBF 23rd Awards for Achievement \_\_

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# WIBF CHAMPION FOR WOMEN AWARD FINALISTS



#### **OLIEMATA O'DONOGHUE**

HSBC

Oli, Head of Region London and South Branch Network at HSBC is wonderwoman. She is a role model for everyone in the industry. A key driver of HSBC's diversity agenda, Oli is currently the Diversity and Inclusion Lead for the Branch Network in the UK and Co-chair of the Embrace Employee Resource Group; she is passionate about BAME representation, inclusion and diversity in the workplace. She also chairs the Regional Communities Committee. Oli mentors female and male colleagues and was named a top 100 BAME business leader in 2018 and 2019. We know that Oli is making the banking industry, and HSBC, better every day.



**ANDREW PITT** 

CITI

Andrew's achievements as a champion for women have been entirely self-motivated. As Global Head of Citi Research, he is committed to Citi GPS research making a lasting contribution to promoting gender equality. Keeping gender economics at the heart of Citi's research programme through regular new publications and events, Andrew's track record shows his major practical contribution to gender equality through promoting research and awareness, through workplace initiatives and through promotion metrics. Andrew has also devised a major survey of gender equality in the investment research industry which he uses as a critical management information tool that is updated annually for recruitment and benchmarking purposes.



**NDIDISCOTT** 

HSBC

Ndidi is Country Head of Client Lifecycle Management for HSBC Private Banking. Through mentoring and sponsorship of female talent, volunteering to support external diverse young emerging talent, her leadership and co-chairing of a results-driven committee, Ndidi has shown her relentless pursuit of, and support for, diversity. Ndidi is a passionate advocate for inspiring women and championing diversity. She continues to push the boundaries of what it means to be a black woman in banking and finance. Whilst a highly-skilled professional, she has also focused her efforts to champion a change within banking and use her story, voice and network to inspire and influence.



**HELENA THERNSTROM** 

RBS (NOW NATWEST)

Head of Legal, Asset and Invoice Finance at RBS (now NatWest), Helena is nominated for the cumulative body of work and positive change that she continues to deliver within the Bank and the wider industry, and for the significant difference she has made to countless individuals. She is a visible leader and advocate of diversity and inclusion who works tirelessly to support and promote women in all aspects of both her professional and personal life. Her prolific work and output span the Bank, the asset finance industry, pro-bono work and inspiring the next generation.





# Goldman Sachs is proud to sponsor the Team Award for Diversity.

When we unite around a common goal, we make progress together. That's why Goldman Sachs is delighted to sponsor the Team Award for Diversity, celebrating the advancement of gender diversity in the workplace.

Working together, we see the potential in the world to create more. To turn big ideas into realities. To challenge ourselves to look ahead and make things possible. For us, it's all about bringing together people who are curious, collaborative and reflect the diversity of the communities and cultures in which we operate.



Make things possible.

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# **WIBF TEAM AWARD FOR DIVERSITY**FINALISTS



#### **CREDIT SUISSE MODERN MUSE**

Credit Suisse's Modern Muse programme (now, Credit Suisse Inspire) aims to excite, inform, inspire and motivate the next generation of female leaders and entrepreneurs from varied socio-economic backgrounds. The programme achieves this by providing transparency into careers in finance and technology plus access to positive role models. The team, from across the organisation, sources 80+ volunteers to deliver stimulating content, and has empowered 1600+ girls as they embark on their education and career journeys. The team develops networks and personal skills that improve individual careers and tackle current diversity gaps [currently and,] while, through empowerment, safeguards the future.



### HR EMPLOYMENT POLICY AND EMPLOYEE RELATIONS TEAM. STANDARD LIFE ABERDEEN

Our new, ambitious and progressive HR policies – Parent Leave, Special Leave and Smarter Working – transformed how we support our diverse and multi-generational colleagues and encourage greater gender diversity. Working as a cross-organisational team, we challenged ourselves to think differently and creatively about how we could properly support colleagues' differing life circumstances. We engaged senior leaders and influencers to support and champion the new policies – this was vital for success. The new policies support our vision of creating a working environment where colleagues feel able to perform and progress, while bringing all that is unique about them to the workplace.



# WIBF TEAM AWARD FOR DIVERSITY FINALISTS



### CITI WOMEN NETWORK AND CITI WOMEN MENTORING COMMITTEE

The Citi Women London Network is Citi London's largest network and continues to increase its membership annually. Citi's female talent retention is largely attributed to its culture, including investment into this Diversity Network. The programme supports women returning from maternity leave by regularly hosting panel events. The Mentoring Programme has senior male mentors from diverse business lines, benefiting the mentors' understanding of gender diversity issues. Mentee feedback encapsulates the network's value: "My mentor... is the best thing that has happened to me in progressing my career. Simply put, thanks to her I am still here and positive – more than ever."



#### **HSBC BALANCE**

HSBC BALANCE is a gender diversity network, with more than 50,000 members in 43 markets around the world, actively engaging both men and women striving for gender equality at HSBC by creating an environment where gender balance is the norm. HSBC BALANCE has recently launched three major global programmes to support the improvement of gender equality at HSBC – BALANCE Ambassadors, BALANCE Advocates and BALANCE Coaching Circles. Celebrating its 10th birthday in 2020, HSBC BALANCE works across all HSBC businesses supporting employees and leaders and providing thought leadership on key inclusion topics to help demystify aspects of diversity and inclusion.



### MACQUARIE INFRASTRUCTURE DEBT INVESTMENT SOLUTIONS INVESTMENT TEAM (MIDIS IT)

While successfully deploying substantial investor capital since inception, MIDIS IT has built out the client-facing business while placing diversity and flexible working at its core. Key achievements during the 18 months to December 2019 include hiring five women (out of six new recruits) into the London team, the appointment of a female returner into a Director-level role and promotion of paternity leave, with two new male parents taking several weeks of leave. The MIDIS IT is an energetic and dynamic business where open communication and technology tools to enhance the effectiveness of remote working and healthy minds are promoted and valued.



### PRIVATE BANKING UK BALANCE COMMITTEE (PBUK BALANCE), HSBC

PBUK Balance is a branch of HSBC's Global Balance network. Formed in 2011 and led by volunteers, PBUK Balance focuses on improving gender diversity within the department. Through its activities, the committee has improved and promoted PBUK's reputation as an inclusive business. Their successes include an inspirational speakers' series, career stories showcasing female role models, return to work buddy scheme, networking workshops and a highly successful mentoring programme. PBUK Balance has utilised its internal strategy to promote gender balance through an external client-focused strategy which has seen PBUK become a founding partner of WealthiHer and establish a partnership with Allbright.



#### **RBS WOMEN**

RBS Women (now NatWest Gender Network), the bank's gender network, has 13,000+ members worldwide (more than a quarter of members are men). The network was responsible for more than 250 activities in 2019, including introducing a mentoring app, running a bank-wide development programme for junior women and launching the '50 Ways to Fight Bias' initiative. The volunteers running the network oversee 30 different strands and regions. In 2020, the team launched a bank-wide speed mentoring programme and is working with the personal bank to create a product to help the predominantly female customers who are victims of financial coercion.



# **WIBF Patrons**



HEATHER MELVILLE OBE CCMI

Director and Head of Client Experience, Sales and Marketing, PwC

I am truly honoured to be a Patron for WIBF. WIBF fully embodies all of the core values and principles required to drive the transformational changes that organisations need to recognise and embrace the sometimes hidden talent that lies within their businesses. Lam extremely proud of the progress WIBF has made over the 15 years that I have been involved with the network, as winning the Champion for Women many years ago certainly helped to enhance my own career. 77



MICHAEL COLE FONTAYN

Independent Chairman, The Association for Financial Markets in Europe (AFME)

As a WIBF patron
I have even more
ability to speak and
advocate for inclusion,
diversity, mentorship
and sponsorship of
women.



#### **IRIS BOHNET**

Albert Pratt Professor of Business and Government and Academic Dean at The Harvard Kennedy School Co-Director of The Women and Public Policy Programme

I am delighted that WIBF works on levelling the playing field for men and women in financial services. We cannot get rid of gender bias, but we can disrupt it by re-designing our organisational practices, procedures and cultures.



**SUE DAWE** 

Managing Partner at EY
Board member of Scotlands
Financial Services Advisory
Board (FiSAB) and Scottish
Financial Enterprise (SFE)

Diversity across all levels of the workforce is not only the right thing to do, but it results in better. more informed outcomes. and should be front of mind when it comes to recruiting and retaining the best talent. It is fundamental that there is an inclusive culture in the workplace, where the right tone is set from the top. We all have a part to play to ensure representation increases across our industry, and this must go hand in hand with an unbreakable sense of belonging that is felt by all. 77



Leanne Cutts
Group Chief Marketing Officer, HSBC

recognise the game-changers



### **WIBF Institutional Members**

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# Thank you to the Presidents of WIBF

Our success over the last 40 years would not have been possible without you.

1980 - 1981	Margaret Carrington	WIBF Co-Founder
1981 - 1982	Anne Watts	Natwest/Midland Bank
1982 – 1983	Susan Law	Natwest Bank, WIBF Co-Founder
1983 - 1985	Kathryn Riley	RBC/County Bank
1985 - 1986	Phillipa Greaves	Saudi International Bank
1986 - 1987	Beryl Bakewell	Hypobank
1987 - 1988	Patricia Burningham	Merrill Lynch
1987 - 1988	Christine Coe	Barclays Bank
1988 - 1989	Fay Simcock	KPMG
1989 - 1990	Kathy McElhatton	NatWest Bank
1989 - 1990	Joanne Phillip	Name of the second seco
1989 - 1990	Saleha Lahiani	Al Rahji Bank
1990 - 1991	Anita Gray	NatWest Bank
1991 - 1993	Caroline Gaffney	NatWest Bank
1993 - 1994	Julie Browne	NatWest Markets
1994 - 1998	Amanda Beckley	NatWest Markets/Mars
1998 - 2000	Sharon Davies	NatWest Bank
2000 - 2006	Pandora Omaset	JP Morgan Asset Management
2006 - 2011	Christine Lawrence	Independent Consultant
2011 - 2014	Sylvana Caloni	SC Executive Coaching
2014 - 2017	Janet Thomas	Infinity Capital Partners
2017 - 2020	Vivienne Artz	LSEG
2021 -	Anna Lane	The Wisdom Council

This is the moment she learned about the gender pay gap.

We should all feel this way.

That's why Citi has committed to closing the gap.



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