

wilof 24TH
ANNUAL
AWARDS for
ACHIEVEMENT

THURSDAY 17th NOVEMBER

HEADLINE SPONSOR



About us

A lot has changed since our last awards, but a lot also remains constant.

We are still immensely proud of our heritage as an organisation dating back to 1980, but in order to demonstrate impact, we have now become a social enterprise.

We remain grateful to the institutional partners who make so much of our work possible, ably supported by our individual members and volunteers, but wanted to broaden our membership to encompass small and medium sized enterprises – organisations we believe benefit from Women in Banking and Finance’s (WIBF) activities.

Across all these changes, however, our aim to promote diversity and gender equality in the financial services industry remains unchanged and we are delighted to continue to showcase industry best practice and role models through our Awards for Achievement, now in their 24th year.

Last but not least, we continue to expand our branch network and, in 2022, added Norwich to the list of the existing footprint of Belfast, Birmingham, Bristol, Edinburgh, Glasgow, London and Manchester. And we will be adding more locations in 2023.

If you would like to know more about WIBF, please visit our website, follow our social media feeds or get in touch with Nicky King using the details below.

Website: www.wibf.org.uk

LinkedIn: Women in Banking & Finance – UK

Twitter: @WIBFtweets

Email: Nicky.King@wibf.org.uk



AWARDS • COMMUNITIES & NETWORKING • JOBS • MENTORING & DEVELOPMENT • THOUGHT LEADERSHIP

IT TAKES EVERYTHING TO REACH

ZERO

GENDER GAP

Advancing gender equity is everyone's business because when women win, we all win. That's why Citi is committed to elevating more women into leadership within our walls, investing in women-owned businesses in the US and investing in opportunities for 10 million women globally by 2025. Because to reach a zero gender gap, it's going to take everything.

Learn more at citi.com/GenderEquity



About the awards

We launched our awards in 1998, presenting the Award for Achievement to two incredible individuals. Since then, as WIBF has grown, so too have the number of awards, recognising the needs of our growing membership base, but also to reflect changes in UK financial services.

In addition, following the research commissioned through our Accelerating Change Together (ACT) programme, we have a better appreciation of the activities WIBF as a volunteer-led organisation delivers and their impact. As a result, we wanted to celebrate more of the role models and organisations progressing diversity, equity and inclusion through our awards.

In 2021, we presented four awards for individuals and one Team Award for Diversity. In 2022, we have expanded the list to six awards for individuals and four awards for corporate initiatives, including one focused on SMEs to support our new institutional membership category. The updated list for the 2022 awards is:

INDIVIDUAL AWARDS

Award for Achievement

Inclusive Leader Award

Future Leader Award

Tech Leader Award

Mentor of the Year Award

Volunteer of the Year Award

CORPORATE AWARDS

Best D&I Innovation Award

Positive Social & Sustainable Impact Award

Most Successful Returners' Programme Award

Best SME D&I Innovation Award

On 17th November, we will recognise 10 more winners from our nominated shortlist, welcoming them into our prestigious awards alumni.



Welcome to our 24th Awards for Achievement

I am delighted to be able to welcome guests to not one, but two celebrations of our awards.

In 2021, for the first time, we celebrated our awards virtually. This was a resounding success, with fantastic feedback streaming in from across the UK, and further afield, in particular sharing their appreciation for the ability to tune in and watch the winners announced and hear from our inspirational speakers.

In 2022, we felt it was important to be able to again host the latest celebration of talent and ground-breaking corporate initiatives online, but we had missed the in-person networking – something which our Accelerating Change Together (ACT) research has highlighted is important in helping women progress in their careers. We are delighted this year, therefore, to be hosting an in-person party as well as the virtual prize giving, offering people the chance to meet new influencers and catch up with ‘old’ friends.

As I look back to my first large-scale event as president, it feels as if we are in another world, and not one that is necessarily always going in the right direction. This is evident from the latest HM Treasury Women in Finance Charter Annual Review, which showed the progress to increase the numbers of female leaders had stalled. Meanwhile, there is also a decreasing number of remote roles becoming available despite the continued demand for flexibility from employers and a recognition that working from home didn’t negatively impact productivity – a point Andy Haldane in March 2021 was keen to convey as per the quote from him we have included here.

I was encouraged, however, by the increasing level of collaboration WIBF is seeing between the various groups pushing for change and, alongside our partnership with GAIN (Girls Are INvestors), we are increasingly working with Amanda Blanc – who is speaking at our virtual event – in her role as the Women in Finance Champion and with other organisations, such as The Female Lead, to push for faster change for gender equality. And it is our ACT research that continues to underpin these conversations, ensuring that the voice of the individual remains at the forefront of our minds. As such, I hope you have had chance to complete the latest ACT quantitative survey (which can be accessed by typing bit.ly/ACTYear2 into a browser’s address bar if you haven’t).

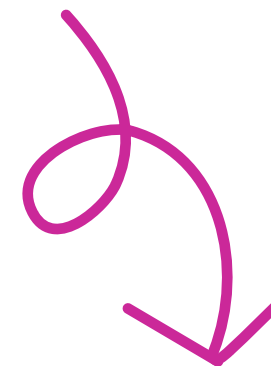
Another promising development is the increasing number of senior roles being recruited outside of London. This is a theme we pick up in our online event on 17th November, which not only gave us the opportunity to celebrate the regional branches WIBF has across the country (with more planned), but also the opportunity to have Sandy Begbie CBE, chief executive of Scottish Financial Enterprise, speak.

I really hope you enjoy the latest celebrations and that you have the chance to read up on our amazing shortlist nominees.

Best wishes,

Anna Lane

Anna Lane
President & CEO, Women in Banking and Finance



“Prior to the pandemic, flexible working was the exception rather than the rule. Now, we have the chance to purge the perils of presenteeism. While the degree of flexibility is a balance that organisations and individuals will have to calibrate, we have an opportunity to progress the conversation about a new social contract and support the careers of those hindered by opinions rather than technology.”

Andy Haldane, Chief Executive of the Royal Society of Arts and former Chief Economist of the Bank of England

Our hosts and 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.



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 has worked in the City for over 20 years in senior roles at JPMorgan and Morgan Stanley.



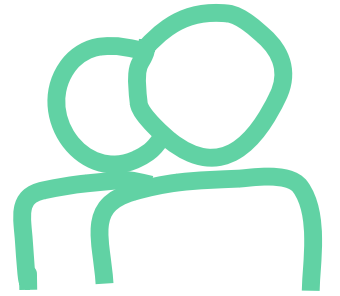
AMANDA BLANC

GROUP CEO OF AVIVA

Amanda Blanc is the Group CEO of Aviva, the UK's leading insurance, wealth and retirement business. Amanda was born and bred in Wales, having grown up in the Rhondda Valley, and many of her family still live there. She started her career as a graduate at one of Aviva's ancestor companies, Commercial Union. Following success in senior executive roles across the insurance industry, she came back to Aviva as CEO in July 2020. Amanda was formerly Group CEO at AXA UK, PPP & Ireland and CEO Europe, Middle East, Africa & Global Banking at Zurich Insurance Group.

In 2021 Amanda was awarded the Women in Insurance Outstanding Achievement Award. Amanda was recognised in the Forbes list of the World's 100 Most Powerful Women in 2021 and 2022. In 2022 Amanda was named Insurance Personality of the Year at the British Insurance Awards.

In 2020 Amanda led the Government's independent review into flood insurance and in 2021, she was appointed by HM Treasury to the role of Women in Finance Charter Champion and has worked with Bain & Company to design an industry-first blueprint.



Our hosts and speakers



ALISON HARDING-JONES
VICE CHAIRMAN OF EMEA BANKING, CAPITAL MARKETS
AND ADVISORY AND HEAD OF EMEA M&A, CITI

Alison Harding-Jones joined Citi in 2017 as Vice Chairman of EMEA BCMA (Banking, Capital Markets and Advisory) and Head of EMEA Mergers & Acquisitions. She is responsible for leading Citi's M&A activities across the region including strategy, senior client relationships and leading transaction execution.

Prior to joining Citi, Alison spent more than 25 years at S.G. Warburg/UBS. From 2015 to 2017 Alison was Head of UBS M&A Advisory business for the APAC region based in Hong Kong. Alison ran UBS CEEMEA Investment Banking business from 2013 to 2014.



SANDY BEGBIE CBE
CHIEF EXECUTIVE, SCOTTISH FINANCIAL ENTERPRISE

Sandy Begbie CBE was appointed Chief Executive of Scottish Financial Enterprise in October 2020.

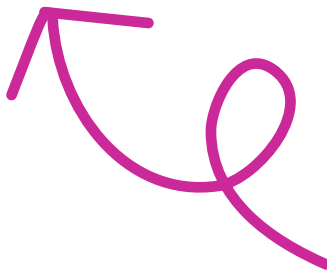
Prior to joining SFE, Sandy led the development of the Scottish Government's Young Person's Guarantee following an 18-month contract at Tesco Bank as the Chief Transformation Officer.

Sandy was responsible for the Global People, Organisation and Culture Integration following the successful merger of Standard Life and Aberdeen Asset Management in 2017. Before the merger Sandy was the Chief People Officer and Lead Executive for China and Hong Kong for Standard Life for eight years and also led the turn-around of Standard Life's Chinese Joint Venture.

Before joining Standard Life in May 2010 Sandy held similar Transformation and Group HR Director positions within Aegon, Scottish Power and Royal Bank of Scotland.

Sandy holds several non-executive positions including Chair of Career Ready, Chair of Place2Be Scotland and a Trustee on the National Place2Be Board, Chair of Young Person Guarantee and Chair of DYW (Developing the Young Workforce).

Sandy was awarded a CBE in the Queen's Birthday Honours List in August 2018 for services to business and social inclusion.





Headline sponsor

I am delighted to welcome you to WIBF's 24th Annual Awards for Achievement on behalf of Citi as the headline sponsor of the awards and also the sponsoring of the Awards Alumni.

Every single person shortlisted – whether as a result of individual achievements or through the hard work that has delivered an outstanding company initiative – should feel a huge sense of pride in today's celebrations. But even those not recognised on a formal list will recognise the importance of joining the Women in Banking & Finance team and helping to progress diversity and inclusion in the UK financial services industry.

Here, it makes sense to highlight gender equity – a matter that Citi is aiming to make progress on both globally and here in the UK – and which has led us to take action through our business capabilities, policies and philanthropy.

It's also worth noting that, although it will help our industry better reflect the society it serves, this goes beyond elevating more women into leadership roles. Citi's work also encompasses a broad range of other initiatives, such as expanding access to essential services for 10 million women and making investments in "double bottom line" companies owned by women.

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

Alison Harding-Jones

Alison Harding-Jones

Vice Chairman of EMEA Banking,
Capital Markets and Advisory and Head of EMEA M&A for Citi



The 2022 awards

AWARD FOR ACHIEVEMENT

An individual in a senior industry role who achieves success that can benefit the industry as a whole. The winner will have displayed qualities of determination, dynamism and daring in their working life to be a role model for the sector. This is an individual making a significant impact, driving change, and is able to demonstrate that change. They should be a role model who can be held up beyond our sector.

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INCLUSIVE LEADER AWARD

Awarded in partnership with the LSE's Inclusion Initiative, this category celebrates a proud advocate for change. This is a leader making change happen by ensuring that women get equal access to voice, visibility and opportunities. Their standard of inclusion and approach to D&I should become the norm, rather than the exception, setting best practices and methods for future inclusive leaders.

SPONSORED BY



FUTURE LEADER AWARD

Celebrates someone aged 35 or younger, this award recognises an individual who has had an exceptional impact within an organisation with regard to D&I. Helping to shape their company's culture, this individual outperforms peers across their firm and demonstrates ambition and has seen career success, while helping others.

SPONSORED BY



TECH LEADER AWARD

Celebrating an outstanding contribution within digital or tech disciplines in financial services, this award recognises someone leading the tech agenda, either via thought leadership, technical expertise or as an innovator. This individual will have demonstrated their passion and innovation to advance the work of their organisation and improve gender equality either in their organisation, or in the UK financial services sector.

SPONSORED BY



MENTOR OF THE YEAR AWARD

Celebrating an individual who has consistently demonstrated the importance of mentoring, the individual should highlight how they have supported mentees in achieving their objectives and in what ways each mentee was able to progress/develop following their mentoring sessions. The award winner must have mentored through WIBF and elsewhere.

VOLUNTEER OF THE YEAR AWARD

This WIBF volunteer will have served during the previous year and will have delivered an outstanding contribution to WIBF beyond their initial remit as a volunteer. The winner for this award will be selected by WIBF individual members through a voting process and judged on whether their contribution has supported success for a WIBF project, pillar or region, or for the organisation as a whole.



The 2022 awards

BEST D&I INNOVATION AWARD

Good ideas can change the world. The challenge of delivering gender equality requires organisations to think differently about their work with colleagues, communities and wider society. This award recognises an organisation that is leading the way in supporting gender equality in new and innovative ways and can celebrate a project or team that has delivered a successful innovation project driving gender diversity and inclusion.

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POSITIVE SOCIAL & SUSTAINABLE IMPACT AWARD

Pressure from investors and customers has moved sustainability higher up boardroom agendas, and companies have become more conscientious and strategic in how they address environmental, social and governance (ESG) matters. However, many organisations overlook the link between diversity and inclusion (D&I) and sustainability. In addition to details of the company's values and related programmes, the winner will have D&I narrative that links to the corporate purpose, aligns leadership and inspires a workforce.



MOST SUCCESSFUL RETURNERS' PROGRAMME AWARD

With only 14% of HM Treasury's Women in Finance Charter signatories running a returners' programme, this award winner must highlight the drivers to implementing the recruitment strategy, how it is sponsored and communicated (both within the organisation and externally), how it has developed and progressed since inception and how it is part of a longer-term strategic approach to diversity. The award is being judged in partnership with The Return Hub.

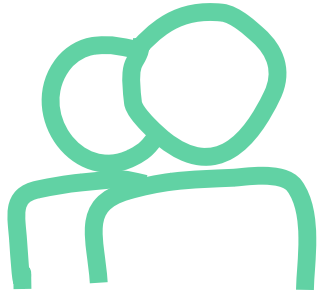
BEST SME D&I INNOVATION

As before, but this time focused on organisations with an annual turnover of less than £250m, this award recognises an organisation that is leading the way in supporting gender equality in new and innovative ways and can celebrate a project or team that has delivered a successful innovation project driving gender diversity and inclusion. The category recognises that SMEs often have fewer resources to develop projects, but are often more nimble and can innovate more easily.

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The judges



ALEX CHEATLE
CEO, TEN LIFESTYLE GROUP

Alex is CEO of Ten Lifestyle Group, the world's leading lifestyle concierge service. Alex has grown Ten from a bedroom start-up in 1998 to now using world-leading tech and over 1,000 employees globally to help financial institutions and other premium brands to attract and retain wealthy and mass affluent customers.



ANDREW PITT
GLOBAL HEAD OF RESEARCH, CITI

Andrew is Global Head of Research across the whole Institutional Clients Group (ICG) at Citi and a member of Citi's ICG Management Committee with a broad mandate to coordinate and develop original content across the whole of the firm. He has 30 years' experience in the financial services industry and has been at Citi since 1996.



ANNE MARIE FLEURBAEIJ
MANAGING DIRECTOR, MARKETABLE ASSETS, UNIVERSITY OF CAMBRIDGE INVESTMENT MANAGEMENT

Anne Marie is Managing Director, Marketable Assets, at University of Cambridge Investment Management Limited, which she joined in 2020. Previously, she was with GIC, a sovereign wealth fund, where she spent 12 years as a Senior Vice President and Global Equities Portfolio Manager.



DAVID HOLTON
CHIEF TRANSFORMATION OFFICER, CAMBRIDGE & COUNTIES BANK

David is the Chief Transformation Officer at specialist SME lender Cambridge & Counties Bank, responsible for the bank's change function and the continued evolution of its people, process, technology and data capabilities. Prior to this David has worked at EY and in various senior roles across Lloyds Banking Group.



DOMINIE MOSS
FOUNDER & CEO, THE RETURN HUB

Dominie established The Return Hub in 2016. She has 20 years' experience in the financial sector, 16 of which in Executive Search. The Return Hub is a leading financial services executive search and advisory firm designed to fill a significant gap in the recruitment market, which works with FTSE 100 companies to SMEs in the financial sector to help them build diverse teams at the mid and senior level from a hard-to-find talent pool.



FELICIA MEYEROWITZ SINGH
MANAGING DIRECTOR, FNZ

Felicia is a growth focused tech innovator, with a specialisation as a fintech and wealthtech leader and entrepreneur. She has extensive experience in launching client centric propositions driven by innovation, market strategies and partnerships, working in global regulated corporate and start-ups.



DR GRACE LORDAN
FOUNDING DIRECTOR OF THE INCLUSION INITIATIVE, ASSOCIATE PROFESSOR AT THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

Grace is the Founding Director of The Inclusion Initiative and an Associate Professor at the London School of Economics and Political Science. Grace is an economist and her research is focused on quantifying the benefits of inclusion within and across firms, as well as designing interventions that level the playing field for under-represented talent within firms.



DR HEATHER MELVILLE OBE CCMi
SENIOR MANAGING DIRECTOR, TENEO

With a career spanning over 40 years, Heather brings a wealth of experience across corporate and international banking, technology, and most recently in professional services, which positions her to advise leaders on both the challenges and opportunities in building commercially strong and inclusive businesses.



The judges



JINA MELNYK

MANAGING DIRECTOR, CORNDEL

Jina is the Managing Director for Corndel Advance, developing and executing the strategies for Corndel's bespoke leadership and data training programmes. With significant previous senior executive experience, Jina has an innate understanding of the challenges her clients face, and what it means to lead and run a top-flight business, in a changing marketplace.



LORNA HINDS SOTOMEY

EXECUTIVE DIRECTOR, NOMURA

Lorna has almost 30 years' experience within financial services which includes over 15 years in progressively responsible financial leadership roles covering finance, strategy, regulation and technology. A fellow and member across various chartered bodies, she has held NED roles for small organisations utilising her financial, strategic and risk management expertise.



SABRINA DEL PRETE

FOUNDER & CEO, KORE LABS

With over 25 years' experience in financial markets, business transformation and application of new technologies in banking, Sabrina founded Kore in 2017. She has held senior roles at JP Morgan Chase, Barclays, Coutts and RBS and is actively involved in the entrepreneurial and FinTech communities, both as a strategic adviser and as an investor.



SAMANTHA PRICE

HEADMISTRESS, BENENDEN SCHOOL

Samantha started her teaching career in 1999 as a teacher at Reading Blue Coat School, where she stayed for a number of years. She then joined King's Canterbury as a housemistress and teacher. Her next post was Deputy Head at Hereford Cathedral School before she became Head of Godolphin in 2010. She moved to Benenden as Head in 2014.



SANDY BEGBIE CBE

CHIEF EXECUTIVE, SCOTTISH FINANCIAL ENTERPRISE

Prior to joining Scottish Financial Enterprise as its chief executive in October 2020, Sandy had led the development of the Scottish Government's Young Person's Guarantee, which had followed an 18-month contract at Tesco Bank as the Chief Transformation Officer. Before this Sandy spent almost nine years at Standard Life Aberdeen in a variety of leadership roles.



SOPHIE KENNEDY

JOINT CHIEF EXECUTIVE OFFICER, EQ INVESTORS

Sue leads EY's Financial Services Practice in Scotland and is the Managing Partner for the Edinburgh office. She has been with EY for 34 years. Sue is on Scotland's Financial Services Growth and Development Board (FiSGaD) and is on the board of Scottish Financial Enterprise (SFE), where she was recently appointed Deputy Chair.



SUE DAWE

HEAD OF FINANCIAL SERVICES FOR SCOTLAND, EY

Sue leads EY's Financial Services Practice in Scotland and is the Managing Partner for the Edinburgh office. She has been with EY for 34 years. Sue is on Scotland's Financial Services Growth and Development Board (FiSGaD) and is on the board of Scottish Financial Enterprise (SFE), where she was recently appointed Deputy Chair.



TANYA TRACEY

CEO, GAIN (GIRLS ARE INVESTORS)

Tanya is the CEO at GAIN following a career in investment banking, investor relations and running a diversity and inclusion programme. Passionate about increasing the number of women in investment management, she is a member of the CFA UK Inclusion & Diversity Network committee.

2022 shortlisted nominees and companies

Award for Achievement



CHARLOTTE WEIR
WELLS FARGO

Charlotte joined Wells Fargo in 2021 to run Corporate Banking for Europe, the Middle East and Africa, following a 22-year career at Barclays. A passionate and inclusive leader who believes in building strong, collaborative and diverse teams and is a champion of women in the organisation and supporting internal mobility, Charlotte is an active mentor to women across the industry and is a regular speaker at high-profile events.



DEBBIE WALKER
TESCO BANK

As the sponsor for the Women at Tesco network, Debbie has driven forward and delivered a number of initiatives at Tesco Bank and has gone above and beyond to make a difference in gender equality and to further diversity and inclusion. These multiple initiatives have focused on working parents during the pandemic, wellbeing issues for females and the 'Hey Girls' partnership, which provides free period products across all Tesco Bank sites.



ELAINE KEALY
TD SECURITIES

Elaine builds high-performing teams aligned around a common vision, with a focus on championing and supporting women in finance. Through her roles at TD Securities, she is an inspiring role model and business leader and has been a driving force of the firm's inclusive culture in Europe. Her role as Vice-Chair of the European Inclusion & Diversity Committee helps develop the region's network of executive leaders and resource groups dedicated to diversity and inclusion and ESG.



ELVIRA KEEN
SANTANDER

Elvira has headed up Santander's internship and graduate programmes for the last three years, and has also served as an active member of the company's diversity and inclusion working group. She has implemented three company-wide mentoring programmes available to people from all levels of the organisation, which included the creation of a 'Mentoring Circles' scheme and a leadership role steering developing, sustaining and retaining employees with a diversity and inclusion focus.



FUNMI DELE-GIWA
MFS AFRICA

A passionate business leader who shapes and moulds organisations within which she operates, Funmi led a 2021 transformational programme resulted in the establishment of a UK holding company, implementation of a governance framework across the group and the design and implementation of an enterprise risk & compliance framework. A sought-after speaker on financial inclusion and digital financial services, and a champion for the fintech community across Africa, she has been recognised by TheBoardroom Africa and by the EMEA Women in Payments Association.



2022 SHORTLISTED NOMINEES AND COMPANIES



MANDA VADHER

CITI

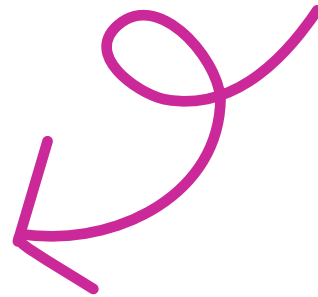
Since joining Citi two and a half years ago, Manda has created a successful team from scratch for a highly material remediation project that – two years on – has seen over 120 staff recognised for achievements, with an inclusive culture created by individual and diverse points of views being heard and acknowledged. Alongside volunteering days helping renovate deprived parts of London, Manda is also a governor for an underprivileged school, and is actively involved on the Financial Markets Standards Board.



Yael Selfin

KPMG

As her firm's Chief Economist with 20 years of tenure, Yael (and her team) have been and are in high demand, particularly during the Covid-19 pandemic. A leading spokesperson and regular commentator on economic issues in the media, her high profile provides inspiration for young women to become economists or financial professionals. She is a member of the Council of Management of SUERF and Co-Chair of the International Roundtable at NABE, actively promoting women contributors to their events, while increasing the proportion of women and people from disadvantaged background, in the economics profession.



We're proud to support the WiBF 24th Awards for Achievement

Celebrating everyone who is working hard to achieve gender equity

Find out more at [macquarie.com](https://www.macquarie.com)

2022 SHORTLISTED NOMINEES AND COMPANIES

Inclusive Leader Award



BANO SHEIKH

KPMG

With over 20 years of international professional services experience and having worked internationally in Europe, USA, Middle East and Pakistan, Bano was especially influential during the pandemic when women in her firm's network and from other 'Big 4' firms looked to her for guidance and positive mentorship. One of the youngest chartered accountants in Pakistan and the first female to complete the ACCA qualification in Pakistan, she's also been recognised by the Institute of Chartered Accountants of Pakistan.



HELEN KRUSHAVE

TESCO BANK

Despite the work involved in her recently expanded roles, Helen is a leader in the promotion of neurodiversity, supports WIBF's mentoring programme and was the chair of the Tesco Bank Enabled Network between April 2020 and April 2022, having been an active member before. She continues to support the network, which focuses on disabled colleagues, families and customers, sharing her own personal experiences as a parent of a child with cerebral palsy.



LUCILLE ANKRAH

EY

Lucille is seen as an exceptional role model and inclusive leader – both in client delivery roles and as a quality and risk management leader. She founded the SaT (strategy and transactions) Black Network and provided support for other black networks beyond the UK. In driving the discussions on important topics, she has coached partners, while her development of EY's ESG due diligence proposition allowed her to hire and onboard a very diverse team, practically showcasing her inclusive values.



MARY MACPHERSON

EY

A leader in digital transformation in the financial services industry across the banking, insurance and wealth management sectors, Mary is EY Seren's first female experience design director and the Scotland studio lead, and is an ambassador for diversity and inclusion, actively working to promote the opportunities that can develop when intersections of thought, culture and socio-economic background are unlocked. An openly gay leader from Northeast Scotland, she creates culture change in organisations, breaking down barriers, increasing inclusion and accessibility and neutralising bias.



MITA DAVE

KPMG

A proud mother of twin girls, a strong advocate for gender equality and the lead for the firm's 'RaiseYou' diversity and inclusion programme, Mita has created an empowered pipeline of a female talent taking charge of their careers, with the confidence to stand up and speak up. Proving that women thrive if an organisation is deliberate in its support, Mita's determination means she continually stands up for diversity, no matter how challenging the issue, which is positively affecting KPMG in the UK and globally, as well as providing a case study for the wider financial services industry.



NINA DRISCOLL

EY

A strategic player within EY, Nina leads from the front, particularly on EY's diversity, equality and inclusion client service strategy for financial services clients across the 18+ markets in its EMEIA (Europe, Middle East, India and Africa) region. Instrumental in shaping game-changing initiatives, successes include driving a more inclusive environment for 15,000+ colleagues, the rollout of the EY European Women in Technology webcast series (with over 3,000 registrants in 30+ countries) and the identification and discussion of issues raised by the FCA/PRA/Bank of England DP22/2 discussion paper.

2022 SHORTLISTED NOMINEES AND COMPANIES



NOELEEN COWLEY
KPMG

One of her firm's youngest female partners, having been promoted in 2016 at the age of 33, Noeleen works with major financial institutions on transformation agendas. More recently, her focus on ESG strategy and implementation, bringing 'social' elements to the fore with major banking clients and growing the business from a standing start to a core team of 30 employees and a multi-million-pound revenue stream for KPMG UK. The founder and co-sponsor for Raise You, (see the Best D&I Innovation list), she also sponsors the Workability network for colleagues with disabilities and long-term health conditions.



RICHARD HAMMELL
DELOITTE

With over 30 years' experience in the industry, leading a team of 7,000 industry specialists, Richard pursues his ambition to build a better financial system through the impact of his teams and the publication of insights on market-changing themes, such as the future of money, sustainability, the regulatory agenda and international competitiveness. Committed to creating an inclusive culture, socio-economic change and the eradication of economic crime, Richard is also a member of TheCityUK's Leadership Council and sponsors Deloitte's financial services Women in Leadership programme.



ROB RITCHIE
WELLS FARGO

The International Head of Banking & Capital Markets for Wells Fargo's corporate and investment banking division, Rob also serves on a number of executive and management committees and is the executive sponsor for the Women's Connection network in EMEA. He has taken the lead in the rollout of gender equality activities and has led on a number of initiatives that have contributed to the advancement of women at Wells Fargo, ensuring that women are hired and retained at the most senior levels of the bank, with a diverse slate of candidates interviewed for roles at all levels, Rob is also focused on ethnic diversity within his female leadership team.



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2022 SHORTLISTED NOMINEES AND COMPANIES

Future Leader Award

CREDIT SUISSE



HARRIET KUZEMKO
KPMG

A manager in the financial services strategy team, Harriet specialises in the insurance sector and recently started to focus on driving KPMG's perspective on ESG in this field. She is also the co-chair of SheCan, a network focused on empowering women in the strategy and customer divisions, her committee runs events and increases awareness of key issues impacting women. She is also the chair of the Financial Services Shadow Leadership Team, providing challenge and input to the firm's leaders of some 4,000 colleagues.



HERMIONE STOREY-MACINTOSH
KPMG

A senior manager within the transformation services team at KPMG helping prevent and detect financial crime, Hermione also recently completed a data analytics fellowship and as part of that, played a fundamental role in developing an app to showcase the possibilities of advanced network analytics to combat financial crime. She also leads 'Employee Appreciation Week', an initiative which drives a culture of gratitude across KPMG's 4,000 financial services colleagues and is an ambassador for the Women Supporting Women programme at The Prince's Trust.



IGNE ALISAUKAITE
KPMG

Rotating across audit, tax and the advisory practices for two years of the apprenticeship programme, Igne joined the banking risk consulting team in 2017 and has been involved in several initiatives to raise awareness for diversity and inclusion and the benefits of apprenticeship schemes. A key contributor to the KPMG buddy scheme, providing support to new joiners in the team, she highlights the many options open to females in the professional and financial services industries, regardless of background.



JESSIE OFEI
KPMG

A manager within KPMG's banking risk team and promoted from graduate trainee to manager within a four-year timeframe. Jessie's success is not only attributed to her exceptional client delivery, but also her passion for social causes and the progression of underrepresented people. She has organised a KPMG UK firmwide Sickle-Cell internal event with external speakers, got colleagues to sign up as Blood Donor Ambassadors and formed a monthly Inclusion and Diversity Forum for the financial risk management team following the Black Lives Matter movement.



JUSKIRIN DHANOA
CAPCO

A Managing Principal at Capco who demonstrates leadership both through her client work and through her bolstering of Capco's diversity and inclusion culture, she was recognised in Capco's 2021 Leadership Awards, and also leads the Associate Talent Programme for Capco, with responsibility for hiring the next generation of talent into the business. Having joined as an associate, been promoted four times and taken ownership of the programme, Juskirin has implemented significant change. 2021 saw 89 women join the 2021 graduate intake, which was 52% of the total cohort.



KAVITA RAI
KPMG

A manager at KPMG specialising in audit engagements for private equity clients, having joined KPMG in 2014 straight after her A-Levels, Kavita has juggled an accelerated undergraduate degree and a rapid rise through KPMG's ranks at KPMG. A passionate advocate of diversity and inclusion, achieving a first for her undergraduate dissertation examining "Why the financial services industry has not been more successful in addressing gender balance in senior roles", Kavita has also 'given back' to the next generation through the School Leavers Programme and by mentoring more junior staff members in the department.

Future leaders

#ChangeTheGame

At Credit Suisse we are committed to driving change and recognizing the power of women, those who want to #ChangeTheGame.

We are delighted to sponsor the Future Leader Award celebrating role models who are curious and courageous.

credit-suisse.com/changethegame
credit-suisse.com/careers

CREDIT SUISSE 

2022 SHORTLISTED NOMINEES AND COMPANIES



MEREDITH REYNOLDS
WELLS FARGO

A Vice President on the corporate debt finance (CDF) team within Wells Fargo's Markets Investment, Financing and Solutions division. Meredith leads the European banking and origination team that structures levered credit facilities, while being an advocate and ally to both women and other underrepresented groups. Over the past two and a half years, Meredith has been co-leading the Marketplace Outcomes team within the Women's Network, connecting Wells Fargo to external organisations and other financial institutions to share best practices and organise joint events.



RACHEL JOE
TD SECURITIES

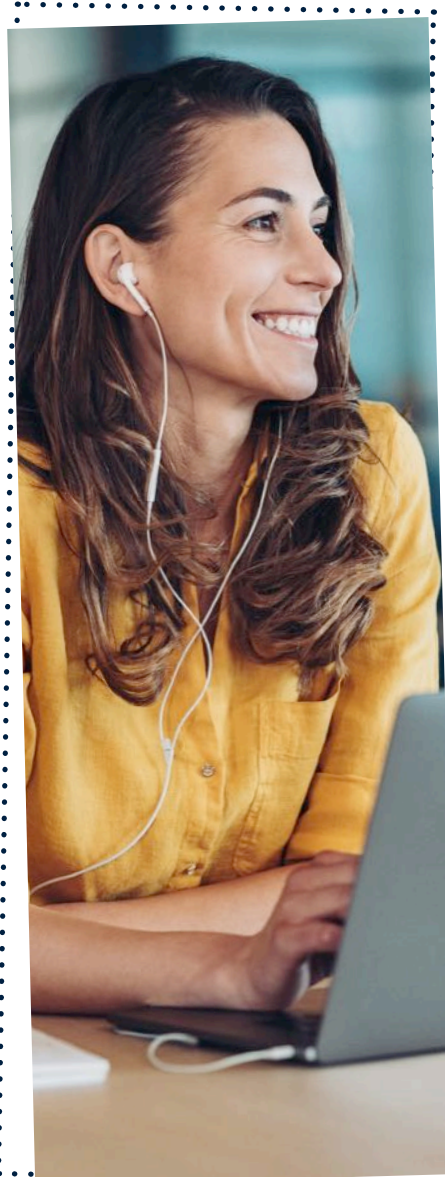
Having established the TD Securities European Inclusion & Diversity Committee's Mentorship programme, which has seen over 170 people – nearly half the regional population – participate each year since its inception in 2019. Rachel also introduced TD Securities to Generation Success, helping create a pipeline of diverse young talent in London and Dublin, a qualified executive coach and active volunteer with WIBF. Rachel is a 2021 Vision in Action (VIA) – Award of Distinction winner, which is only awarded to the top 0.1% of 95,000 colleagues each year for outstanding contributions to clients, colleagues and communities.



SHARNIYA FERDINAND
NATWEST GROUP

Sharniya's decade-long banking career has seen her devise and manage customer-focused inclusion activities and encourage inclusive entrepreneurship support. Her multi-ethnic founded start-ups project was Highly Commended at the 2019 European Diversity Awards and won the Supplier Diversity programme of the year at the 2022 British Diversity Awards. Sharniya has also been recognised through awards from her firm and as a Rising Star by WeAreTheCity. Her current role sees Sharniya collaborating with internal and external stakeholders to use market-leading intelligence to promote inclusive thinking, while mentoring start-up business owners and diverse early-stage professionals.

2022 SHORTLISTED NOMINEES AND COMPANIES



Tech Leader Award



DEBRA WEBSTER

LSEG

A Senior Manager in LSEG's Enterprise Architecture team, Debra has been involved in process improvement initiatives across technology, product and proposition and works to identify process improvements, resulting in productivity increases of 45%. She also seeks to advance women in the tech sector, establishing a women's network in LSEG's Nottingham office and growing female representation at the Nottingham Tech Centre to 40%. A supporter of LSEG's tech graduate recruitment process and a mentor to the Women on the Wharf network, Debra won awards during an International Women's Day Leadathon – a hackathon for female leadership – and is a respite foster carer on weekends.



FELICIA MEYEROWITZ SINGH

FNZ

A growth focused tech innovator, with specialisations as a fin and wealth tech leader and as an entrepreneur, Felicia is the Managing Director of Wealthtech FNZ and previously founded a wealth-focused, FCA-regulated payments/cash marketplace that saw partnerships established with various banks including Barclays, Investec, Aldermore and Metro, amongst others. She has also led other ventures in affinity, insurance (sold to Willis) and a disruptive micro-savings initiative in India and advises under-represented start-up founders. Co-founder of Hive Founders, a community of 350+ female entrepreneurs, Felicia also co-founded Open 51, was a winner for Everywoman in Tech, named Innovator of the Year by the South Africa Chamber of Commerce and was included on Innovate Finance's Powerlist.



JESSICA BEVAN

CAPCO

A Senior Consultant within the technology practice at Capco, Jessica's career has seen her make a material impact across multiple clients through her proven ability to adapt quickly to new projects and challenges. Using this skill, she has driven the migration of commercial banking customers from a legacy Bacs solution, leads the Women In Technology community within Capco and has run a series of initiatives to develop, expand and improve representation and the capability of women across the firm. As part of that broader community, she has established key external recruiting partnerships specifically designed to increase the level of female technology talent within Capco.



KARISHMA PANDA

CAPGEMINI

A self-driven high-potential professional who consistently strives to achieve the best results, Karishma has an excellent track record of delivering flagship banking and payments innovation projects. These include: launching RuPay, a domestic card scheme in India; delivering 200+ payments innovation ideas for a leading bank in the UK; producing the flagship and strategic 'Future Ready Payments 2030' UK report; and, most recently, delivering a successful central bank digital currency interlinks solution for a leading global financial messaging provider. Karishma also leads Capgemini's global delivery of decentralised finance and blockchain projects and was recognised as a Rising Star at Women in Payments Symposium.



LOUISE BRETT

DELOITTE

Seen as an industry 'pioneer' and instrumental in shaping the future of fintech for the benefit of clients, Louise is Deloitte's Vice Chairman and Head of FinTech and Financial Services Innovation for Deloitte Europe. Known to be a natural innovator and practical strategist, Louise is passionate about the power of fintech collaboration to drive financial inclusion and financial literacy and is collaborating with Innovate Finance on the Fintech for Schools initiative, sits on the board of UK Women in Payments and is a leader of the National Chapter of the Kalifa Review of UK FinTech.

2022 SHORTLISTED NOMINEES AND COMPANIES



MARIA SHEVCHENCO

KPMG (NOW LSEG)

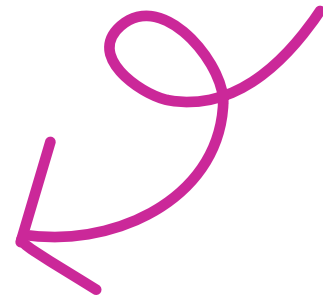
Maria's passion to use technology 'for good' has meant she is a prolific public speaker at events, including those organised by WINS (Women's Initiative for Networking at Success), "ITs Her Future" and "ITs Not Just for Boys", and led her to set up and run the Advanced Analytics Ladies Luncheons. Having mentoring over 50 people and a champion to over 80 females, Maria was shortlisted for the WIBF Tech Star Award in 2020 and was appointed in 2022 as the People Sponsor for KPMG's 500+ UK Lighthouse team. Having worked on a gamut of advanced analytics, data science and cloud space to create innovative solutions tailored to clients' current needs, Maria's projects have won numerous industry awards.



SIAN WALKER

EY

Sian has contributed to EY and the wider financial services sector as a passionate technology, innovation and people leader, who can bring new ideas and solutions to address a range of challenges. A strong advocate for women and has demonstrated her commitment to the progression of female careers by establishing and then running a Women's Leadership Network, involving herself in STEM initiatives and mentoring other women, Sian's work has culminated in a range of commercial and social benefits, influencing the technology landscape and women's agenda at large insurers, while opening up opportunities to redefine the end-customer experience to positively impact society and people's financial wellbeing.



LSEG is delighted to sponsor the Tech Leader Award at the WIBF Annual Awards for Achievements

Driving financial stability, empowering economies and enabling customers to create sustainable growth.



LSEG

2022 SHORTLISTED NOMINEES AND COMPANIES

Mentor of the Year Award



JULIAN HARTLEY

TESCO BANK (NOW SECURE TRUST BANK)

Julian is a high-profile mentor for the financial services industry who garners exemplary feedback from WIBF mentees, as well as from internal Tesco Bank mentees while he was the Commercial Director for Tesco Bank. Since joining the mentoring programme during the pandemic in 2020/21, Julian demonstrates a clear dedication to mentor, while his action-oriented mentoring, rather than 'just' being discussion led, is one we want more mentors to adopt.



MARIA DRAMALIOTI-TAYLOR

BEACON CAPITAL

The founding managing partner of Beacon, a London-based fund that invests in enterprise technology across Europe, Maria has initiated, led and still supports a huge range of technology initiatives to position her as an industry role model. Maria is also an angel investor, on the board of a number of fast-growing, a member of the Royal Academy of Engineering's Enterprise Committee and a Chair in its Emerging Technologies Committee and an Entrepreneur in Residence at INSEAD. Maria's submission was a very personal one which cites her fencing capabilities, warning people to watch out for her ripostes!



MARGOT WADDUP

WELLS FARGO

A Managing Director at Wells Fargo, responsible for real estate syndicated finance and the underwriting of loans to be subsequently distributed in the loan markets, Margot held a similar position at Eurohypo and as a career spanning 30+ years. Margot mentors internally at Wells Fargo and at WIBF, and is seen as an excellent role model. Hugely engaged across various networks in her company and externally, the mentoring testimonials provided on Margot's behalf overwhelmingly demonstrated the impact she has across numerous relationships.



MARTIN FIDDAMAN

MARTIN FIDDAMAN ASSOCIATES

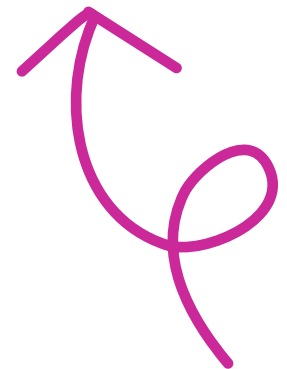
A highly experienced executive with over 30 years of experience in commercial, investment and transaction banking, having worked with firms of all sectors and sizes, Martin uses his broad skill set used to offer advice on leadership, relationship management and client coverage, amongst other disciplines. With strong long-term relationships and a note on his good sense of humour, evidence was provided to show Martin as an engaged and supportive mentor for the WIBF programme and elsewhere given he holds himself accountable and provides structured support, both of which clearly help his mentees.



MIKE EATON

KPMG

The lead partner in KPMG's Managed Services business, Mike brings his wealth of experience to his mentoring, which also benefits from an impressive history of mentoring and coaching colleagues across his team and his organisation, and across all the organisations he has worked in throughout his career. One of the first mentors to participate in KPMG's Breathe LGBTQ+ mentoring programme, he also focuses on colleagues from diverse backgrounds and support for new joiners in the firm's Next Generation Voice programme, while support many through several promotions.



2022 SHORTLISTED NOMINEES AND COMPANIES



SALIM THARANI

KPMG

Head of Financial Services Audit at KPMG, responsible for around 2,200 partners and colleagues, Salim has been a mentor for individuals at all levels of the organisation and for the cross industry 'Mission INCLUDE' programme, acting as a Black Ally and supporting talented individuals. Realising that senior talent also needs support, Salim also runs two mentoring circles, which combines support around 15 individuals to help them raise their profile in the firm and manage their careers. Salim's submission highlighted how his mentees have been promoted, accessed overseas assignments and achieved recognition through external awards.



TATIANA LAZAREVA

WELLS FARGO

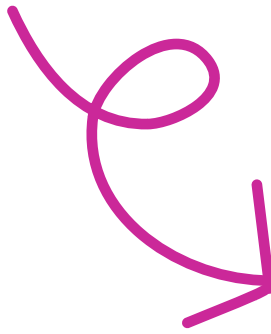
A Senior Business Manager for Wells Fargo's EMEA Global Payments and with a banking career of 30 years, Tatiana has had a variety of roles and responsibilities ranging from client coverage and complex structuring to risk underwriting, business management and governance. She is a mother of three daughters and a passionate basketball player who uses her Turkmenistan national basketball team her representation for Great Britain in the European Championship to bring the best out of players to the benefit of the whole team within Wells Fargo and outside of work, including work with WIBF's mentoring programme.



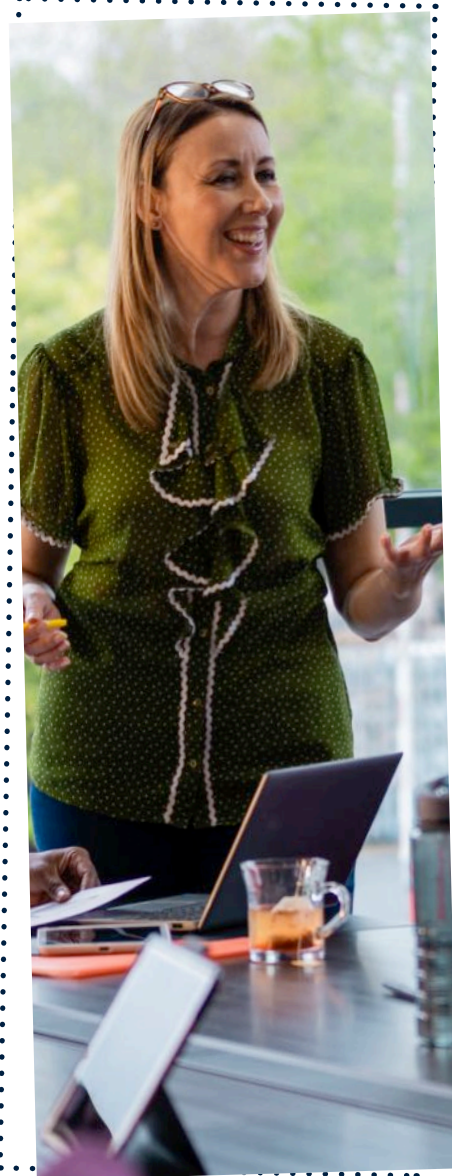
YULIYA KRYZHANOVSKA

CREDIT SUISSE

Yuliya originally trained and qualified for a career in medicine before joining Credit Suisse and establishing herself as a market-leading emerging market trader. Co-Chair of the EMEA Women Network Career Development Committee, Yuliya is also responsible for the company's mentoring programme, helping match 100 mentor-mentee pairs within Credit Suisse EMEA, and found mentors for all the 45 female mentees on the waiting list in January 2022. Serving on the firm's Women Connect Network and responsible for its EMEA Vice President (VP) to Director promotion buddy initiative, supporting female VPs to prepare for the promotion process in this/next year's round of promotion, Yuliya seeks to engage and empower today's talent.

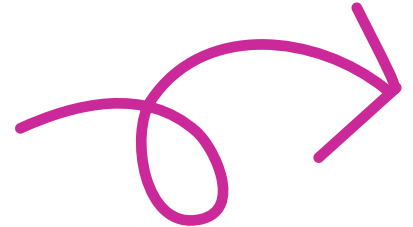


2022 SHORTLISTED NOMINEES AND COMPANIES



Best D&I Innovation Award

Goldman Sachs



BARCLAYS

The Barclays Menopause Strategy positions the company among top organisations in terms of providing support for women, while providing colleagues with a supportive culture, as well as access tools and resources in a place for all. Barclays partnered with external providers to go above and beyond, with some resources also accessible to partners and spouses of Barclays staff. This strategy fits with the company's diversity, equity and inclusion (DE&I) strategy and objectives and also supports Barclays' commitments to achieve increased numbers of female directors, managing directors and other senior levels as per the Hampton Alexander targets.



CAPCO

Believing that embracing and sharing diverse perspectives is the glue binding teams together and powering innovation and creativity, Capco's 'Be Yourself at Work (#BYAW)' cultural programme emphasises individual perspectives and contributions. An example of BYAW provided was the commitment is its internal women's network, Women@Capco, to provide women with opportunities to grow their own networks, learn from one another and give back to the community. The team behind the community also collaborates closely with other Capco affinity groups to give a voice to underrepresented groups, offer mentoring programmes and identify opportunities to shine a spotlight on female talent.



COUTTS & CO

Established by the Coutts Gender Network, the Female Financial Capability Initiative was designed to empower colleagues and clients to improve their financial wellbeing and give them the confidence to make better, more conscious financial decisions. This has involved the transfer of knowledge and practical tips through a series of webinars, virtual events and financial health checks, which have reached over 2,000 people. Its targeted approach for female and female-identifying colleagues and clients is also seen as helping bridge the personal finance gaps known to exist in wider society, including the investment, savings and pensions gaps.



KPMG & UNIDA (RaiseYou)

Launched in 2018 with the aim of fundamentally advancing the firm in its journey to achieving gender parity for the firm's financial services consulting practice of over 1,600 colleagues and partners, its programme provides practical interventions, delivered in conjunction with specialist D&I consulting firm UNIDA and includes bespoke mentoring and career support, a calendar of developmental-focused events and an extensive programme address specific career blockers for females. RaiseYou has supported over 180 colleagues to achieve their career ambitions, with 100% of shortlisted candidates in the 2021 cohort being promoted. Now in its fourth year, RaiseYou will soon expand to encompass over 16,000 KPMG colleagues.



KPMG – SheSan

Set up in 2020 to promote gender diversity across KPMG's strategy and customer teams at KPMG, SheCan highlighted the need to support and enable women through their careers in this industry through a four-pronged approach and through the provision of a network to support women within the team, increase leadership diversity and limit attrition of valued colleagues. Key outcomes of SheCan include regular, well-attended events, monthly newsletters and surveys to understand team empowerment, while highlighting potential role models and helping colleagues to understand their stories and backgrounds.

2022 SHORTLISTED NOMINEES AND COMPANIES



MACQUARIE

Macquarie's gender equity-focused employee network group, Balance, has a mission to "ensure that women at Macquarie are engaged, empowered and encouraged to succeed". By innovating a highly strategic, research-led approach to delivering this mission, Macquarie believes its approach is truly best-in-class proving examples in its submission that underscored its determination that women thrive more when networking in smaller groups, and that women need to connect with or breakdown mental barriers between themselves and those they aspire to be to enable a mindset for success, Impactful internal social media campaigns on (being) 'Brave & Afraid' and on 'Imposter Syndrome' in particular sparked significant conversations amongst employees.



PA CONSULTING

Among a range of initiatives in place to support the development and engagement of women at all levels of the organisation, PA developed a strengths-based philosophy, which supports everyone in the organisation to be at their individual best, while embracing and maximising individual strengths, to create ingenious solutions for the firm's clients. One example of the scheme is its 360 Voice Circles programme, which was designed by women, for women, and directly contributes to the firm's talent strategy to progress women careers, including at the most senior levels of the organisation. The grass-roots initiative also gives women throughout the organisation greater visibility among senior female role models.



Goldman Sachs is proud to sponsor the Best D&I Innovation Award.

New ideas can change the world. That's why Goldman Sachs is delighted to sponsor the Best D&I Innovation Award, recognising organisations leading the way in supporting gender equality in new and innovative ways.

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.

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Make things possible.

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2022 SHORTLISTED NOMINEES AND COMPANIES

Positive Social & Sustainable Impact Award



COUTTS & CO

Thomas Coutts, who founded the bank, had a motto: 'To be, rather than to seem'. 360+ years on, the firm still strives 'to be', whether that's a great bank, a good employer and a positive force for the economy, people and planet. The organisation's core purpose as a business is to 'champion potential'. This not only led to the bank becoming the first UK headquartered private bank to become B Corp Certified, but also to help clients and others secure certification through advice. With a workplace that seeks to help people thrive and values differences, regardless of background or beliefs, its team has a Culture Plan that helps colleagues to feel welcome and thrive, with plans in place to achieve more.



KPMG

In 2021, KPMG published the "Our Impact Plan", which allows people to see where the company is on its ESG journey, and measures the firm's impact on the planet, on its mission to drive prosperity, as well as progress best-practice governance. Committing to report against the Stakeholder Capitalism Metrics of the World Economic Forum's International Business Council (IBC), the report also published KPMG's socio-economic background pay gaps for the first time, working with experts at the Bridge Group to become one of the first organisations to do so. Part of the work that has since followed the launch has involved setting new, far-reaching diversity and inclusion targets leading, using the invaluable data collected, to set up a 2030 "Our KPMG: a fairer future for all" project, including social mobility targets.



NATIXIS INVESTMENT MANAGERS

Natixis Investment Managers' commitment to having a positive social and sustainable impact is demonstrated as an active investment manager, through its civic responsibility to the communities where employees live and work. In the UK, Natixis works with Inspire! and Providence Row to help foster a diverse and inclusive workplace that has social impact and abides by five pillars of governance, data & measurement, cultural diversity, gender balance and education & training. A key diversity and inclusion initiative singled out is its scholarship programme, which assist first-generation students from low-income backgrounds in London to pursue higher education studies and career development.



Most Successful Returners' Programme Award

CAPCO

CAPCO

An important global initiative for Capco and a key component of its D&I strategy, the firm's Return to Work programme is an opportunity for experienced hires, who have been out of the workforce for over two years, to restart work based on its understanding of the many reasons for extended career breaks. Its programme supports its cohorts throughout the transition to longer hours and to help encourage career success. The Capco team developed a programme of formal and more informal activities, with support from external coaches and an inhouse community.



CITI

To meet its goal to create a returner programme that stood apart from its competitors, the team at Citi started by listening to returning colleagues experiences and those from other programmes, taking time to empathise and understand the challenges faced. Examples were given how the programme was altered, such as the creation of an 18-month programme with substantive jobs that boast competitive compensation and benefits, can seeks to value diverse backgrounds and experience. Its London programme has seen 35 participants over its first three years, with the first cohort finishing in September 2021, with all 11 graduating participants joining permanently – success that has inspired the global expansion if the programme to 14 international locations.



LLOYDS BANKING GROUP

With over 65,000 colleagues, Lloyds Banking Group (LBG) understand the importance of supporting career-break returners and valuing the diversity and breadth of experience. Its award-winning Returners' Programme has now been running for seven years and placed over 120 professionals in leadership roles. In 2021, over 60% of returners were from a Black, Asian or ethnic minority background and 97% were female. In 2022, LBG is expanding its returners programme activity to a quarterly intake, with a permanent contract provided from day one. Its 16-week induction programme includes formal and informal activities.



2022 SHORTLISTED NOMINEES AND COMPANIES

Best SME D&I Innovation Award



CITY HIVE

An organisation focused on the asset management sector given its industry differences to other financial services sector, City Hive's submission focused on its jobs board and its proprietary software developed to help women apply for roles that appear to be asking for male applicants and which allows City Hive to start to understand the corporate culture and approach being taken by its clients. The firm's approach also allows it to support industry developments, e.g. the increasing demand for ESG investments, without feeling that these are being forced on clients or that radical rethinking is needed.



THE GENDER INDEX

The Gender Index is a ground-breaking new interactive tool which, for the first time ever, provides gender disaggregated data to the public through an interactive website. Founded by mnAI Data Solutions Ltd, The Gender Index recently published the largest research study into female entrepreneurship ever undertaken and holds live data on more than 4 million active UK companies – information which is constantly refreshed and always up to date. Working with multiple significant stakeholders from the UK Government to large financial services firms and tech providers, as well as academia, The Gender Index aims to transform the way in which the UK economy collects and analyses data to support a more equal future.



WIDER THINKING

A platform dedicated to training its clients' employees on matters related to diversity, and inclusion, which is inclusive of all employees, no matter where they are based, Wider Thinking uses educationally proven techniques to train employees over a pre-agreed period of time in an approach that is flexible and adaptive to each client's needs. Offering firms a clear path to improving D&I policies and processes, its content seeks to inform, education and entertain. The approach is different from its peer group because of the test and learn approach taken to developing the innovative platform.



Cynergy Bank is a proud WIBF partner and delighted to sponsor the SME Best D&I Innovation (Gender Equality) Award

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Our success since 1980 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	
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 OBE	LSEG
2021 -	Anna Lane	The Wisdom Council



IT TAKES EVERYTHING TO REACH

ZERO

GENDER GAP

Advancing gender equity is everyone's business because when women win, we all win. That's why Citi is committed to elevating more women into leadership within our walls, investing in women-owned businesses in the US and investing in opportunities for 10 million women globally by 2025. Because to reach a zero gender gap, it's going to take everything.

Learn more at citi.com/GenderEquity

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