

# WeRun TheWorld

100 Women in Finance

## LONDON GALA 2023



**7 March 2023**

To benefit 100 Women in Finance Foundation

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# London Gala 2023 AGENDA

## Champagne Reception

*Silent Auction and Pledges Commence*

## Welcome and Introduction

**Amanda Pullinger**, Chief Executive Officer, 100 Women in Finance

## 100WF EMEA Industry Leadership Award

Introduced by **Amanda Pullinger**, and presented by **Carole K. Crawford, CFA**, Managing Director, Americas, CFA Institute, and 100 Women in Finance Global Board Chair, to **Carolanne Minashi**, Global Head of Inclusion, HSBC

*Dinner served*

## 100 Women in Finance Foundation

Introduced by **Amanda Pullinger**

## 100WF EMEA Industry DEI Award

Introduced by **Amanda Pullinger**, and presented by **Stephane Marchand**, Head of Global Clearing Sales and International Prime Finance and Alternative Sales, J.P. Morgan, and by **Carole K. Crawford**

## 100WF London Gala Committee Chair

**Rajmeet Bhatti**, Head of Business Management, M&G plc

*Dessert Buffet and Networking Reception*

## ■ MESSAGE FROM

# HRH The Countess of Wessex, GCVO



BAGSHOT PARK

I am delighted to welcome you to 100 Women in Finance's London Gala in support of 100 Women in Finance Foundation and thank the sponsors for their generous support this evening.

In my role as Global Ambassador of 100 Women in Finance, I have had the opportunity to meet many 100 Women in Finance members and see first-hand 100 Women in Finance's work in action.

100 Women in Finance's programs centre around promoting diversity of thought, raising visibility and empowering women at every career stage to find their personal path to success - from inspiring, equipping, and advocating for the next generation of pre-career young women, to giving a platform to and providing peer engagement opportunities for women already in the industry.

These programs and initiatives, which you are supporting tonight, and 100 Women in Finance members' desire to serve, to share their insights and guidance and to create opportunities for their colleagues and young women entering the industry, will help realise 100 Women in Finance's Vision 30/40 and make a real difference to diversity in the industry in the coming years.

Thank you for your support of 100 Women in Finance. I hope you all have a wonderful evening.

HRH The Countess of Wessex GCVO



## ■ Menu

### TO START

#### **Crown Prince Squash**

Roast, confit, Crown Prince squash, whipped smoked tofu and miso, pickled shimeji mushrooms, red amaranth (ve)

### TO FOLLOW

#### **Daube De Boeuf**

Braised beef cheek, horseradish mash, bunch carrot, brussels tops, beetroot ketchup

### TO FINISH

**A dessert buffet and drinks reception in the Dome**

### WINES

Le Petit Bourgeois 2021, Domaine Henri Bourgeois, Loire, France

Rioja Crianza 2019, Hacienda Grimon, Rioja, Spain

Dietary requirements notified in advance have been accommodated.



## ■ GALA BENEFICIARY

# 100 Women in Finance Foundation



Gala proceeds benefit 100 Women in Finance Foundation, which supports the organization's programs and initiatives, as well as the efforts of our local program partners, that empower women in the industry at every career stage and inspire the next generation of pre-career women to find pathways into the industry. Our mission is driven by our three Pillars: Education, Peer Engagement and Impact (Pre-Career) initiatives. We operate under a guiding principle that we call Vision 30/40. It is the goal for women to occupy 30% of senior investment roles and executive committee positions by 2040.

Achieving a goal like Vision 30/40 requires that we reach more women who are already in finance and it means that we need to advocate for a new generation of industry leadership.

100WF programs, as well as the programs of organizations that 100WF supports, center around promoting diversity of thought, raising visibility, and empowering women at each career stage to find their personal path to success. This powerful combination fuels our efforts every day and is what gets us closer to achieving our mission.





## ■ 100WF Industry DEI Award

Introduced in 2022, the 100WF Industry DEI Awards (“Award”) are intended to shine a spotlight on firms in the traditional and alternative finance industry who have, through internal DEI policies and initiatives, made significant advances in the representation of women at all levels of the firm. Up to three Awards are presented each year, one for each of the Americas, EMEA and APAC.

By highlighting those firms who are making strides to increase representation, especially in senior investment roles and in executive committee roles, we hope to inspire all firms in the industry to take on the challenge of our Vision 30/40.

Generously sponsored by J.P. Morgan, the Award winners are voted on by members of 100WF’s Global Board, using the following criteria:

% of women  
in senior  
investment  
roles (growth  
and absolute  
numbers)

% of women  
in Executive  
Committee  
roles (growth  
and absolute  
numbers)

Strength  
of and  
commitment  
to internal DEI  
policies

Strength  
of and  
commitment  
to DEI initiatives  
(internal and  
external)

In addition to highlighting those firms who are leading the way for the industry, we also hope to share best practices in DEI policies and initiatives with firms globally, to encourage them to find deliberate and practical ways to create demographic change in their organizations.

In 2022, the inaugural 100WF Industry DEI Awards were presented in the following locations:

- EMEA Award: London Gala (April 6, 2022)
- Americas Award: New York Gala (Nov 9, 2022)

The applications process for the 2023 Americas and APAC Awards will open in March 2023.



Women in Finance®

Commends the diversity, equity and  
inclusion efforts of all the firms applying for  
the 100WF EMEA Industry DEI Award  
and

Congratulates the Award Recipient  
announced at the 2023 London Gala



Sponsored by

**J.P.Morgan**



## ■ 100WF

# EMEA Industry Leadership Award 2023



## Carolanne Minashi

### Global Head of Inclusion at HSBC

Carolanne has held leadership roles in Talent Management, Leadership Development, Executive Coaching, Employee Relations and Health & Wellbeing. Carolanne joined HSBC in 2021 from her role as Global Head of Diversity & Inclusion at UBS, previously she was at Citi where she started her career.

Passionate about driving real change, Carolanne is focused on fixing the system rather than fixing the people and driving impact through inclusive leaders. She combines data science with deep technical expertise and a principles based approach to produce strategies that work for the long term.

She is a member of the Women's Leadership Board at the Harvard Kennedy School and a member of the European Advisory Board for Catalyst. Carolanne is currently researching the impact of the Menopause on Women in Senior Leadership positions.

Outside of work, Carolanne and her husband Mark live in Hertfordshire, they have 4 children and an informally adopted 5th who is a child survivor of the Rwandan genocide. She is a member and student of the Royal School of Needlework based at Hampton Court Palace.

This award recognizes extraordinary women who have shown leadership in the finance and alternative investment industries. Honorees demonstrate talent, business ethics and a passion for investing that define our industry's standards of excellence and have been pioneers in some aspect of the business, influencing a large number of individuals in our field. We typically give three awards each year, honoring women in North America, EMEA and APAC.





Women in Finance

100 Women in Finance strengthens the global finance industry by empowering women to achieve their professional potential at each career stage.

Its members inspire, equip and advocate for a new generation of industry leadership, in which women and men serve as investment professionals and executives, equal in achievement and impact.

Through Education, Peer Engagement and Impact, the organization furthers the progress of women who have chosen finance as a career, and enables their positive influence over pre-career young women.



We operate under a guiding principle that we call Vision 30/40. It is the goal for women to occupy 30% of senior investment roles and executive committee positions by 2040. Even with our efforts, and those of so many other organizations working towards gender equity, we still have quite a way to go for women to hold even close to the number of investment or executive roles in finance that men currently hold.

100 WOMEN IN FINANCE

**VISION**  
**30****40**



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# London Gala Committee



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### **Bronze**

abrdn

Blue Owl

## ■ LONDON GALA VENUE

### Victoria and Albert Museum



Victoria and  
Albert Museum's  
main entrance  
Dome



Reflecting its reputation as the world's greatest museum of art and design, the Victoria and Albert Museum's magnificent South Kensington building is a unique gem of Victorian architecture. A treasure house of amazing and beautiful objects with collections of fabulous scope, astonishing richness and diversity that spans two thousand years and incorporates objects in virtually every medium and from many cultures, the V&A is an unrivalled repository of some of the best examples of mankind's creativity. The Museum was established in 1852, following the enormous success of the Great Exhibition the previous year and moved to its present site in 1857. In 1899, Queen Victoria laid the foundation stone of a new building designed to give the Museum a grand façade and main entrance. To mark the occasion, it was renamed the Victoria and Albert Museum in memory of the enthusiastic support Prince Albert had given to its foundation. Henry Cole, the V&A's first director, declared that the Museum should be a 'schoolroom for everyone'. The V&A today offers visitors the chance to explore and discover many delights.



## ■ 100WF Corporate Sponsors

100 Women in Finance works with firms globally, creating partnerships and bespoke solutions that represent business areas including: talent management, client entertainment, marketing & branding, diversity & inclusion, training & development, visibility for female talent.

We are grateful for the many longstanding relationships we have with our corporate sponsors around the world who are dedicated to increasing the representation of women in finance overall and the percentage of women in leadership positions.

### **Diamond**

J.P. Morgan  
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### **Platinum**

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\*We salute those firms who were our Leadership Council members, our founding global corporate supporters.

List correct at time of printing.

**For more details on the benefits of becoming a corporate sponsor, please contact the CEO at [ceo@100women.org](mailto:ceo@100women.org)**



## ■ 100WF CEO Circle Donors

The CEO Circle, founded in 100 Women in Finance's 20th anniversary year, aimed to provide resources to ensure that our Vision 30/40 goals are met. Members who donated specifically to the CEO Circle in 2021/22 include individuals and firms who supported 100 Women in Finance's new initiatives and exploration of new strategic locations, aimed at supporting the entry and upward mobility of ALL women into finance careers, with a special focus on under-represented minority women. We thank them for their contribution to our Vision 30/40.

### **Leda Braga**

Founder, Systematica

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For more information on  
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[CEO@100women.org](mailto:CEO@100women.org)

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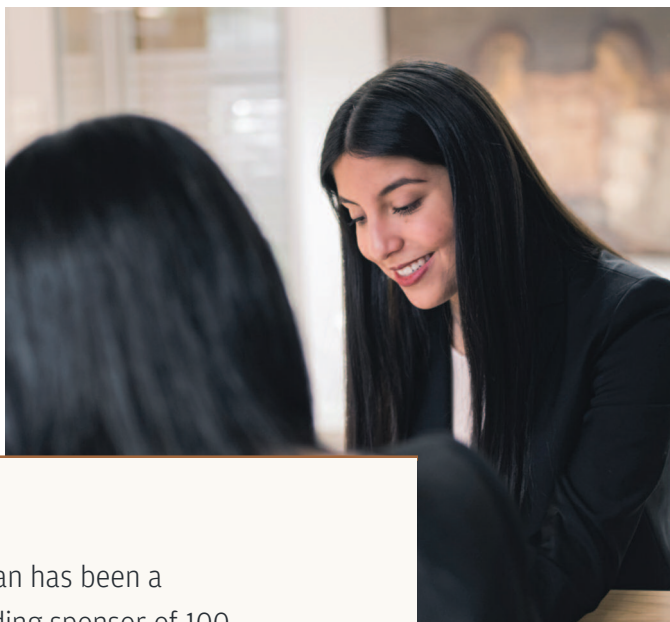
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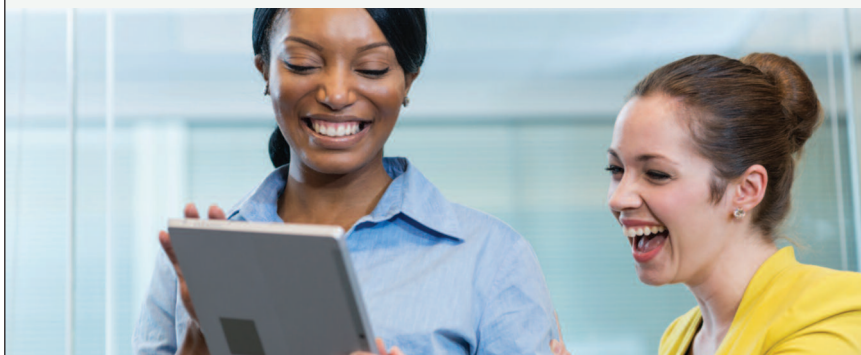
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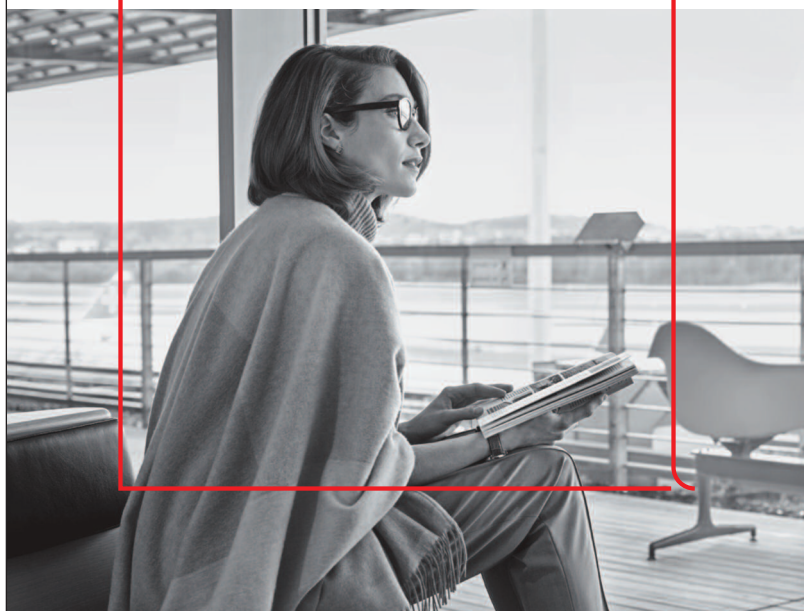
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