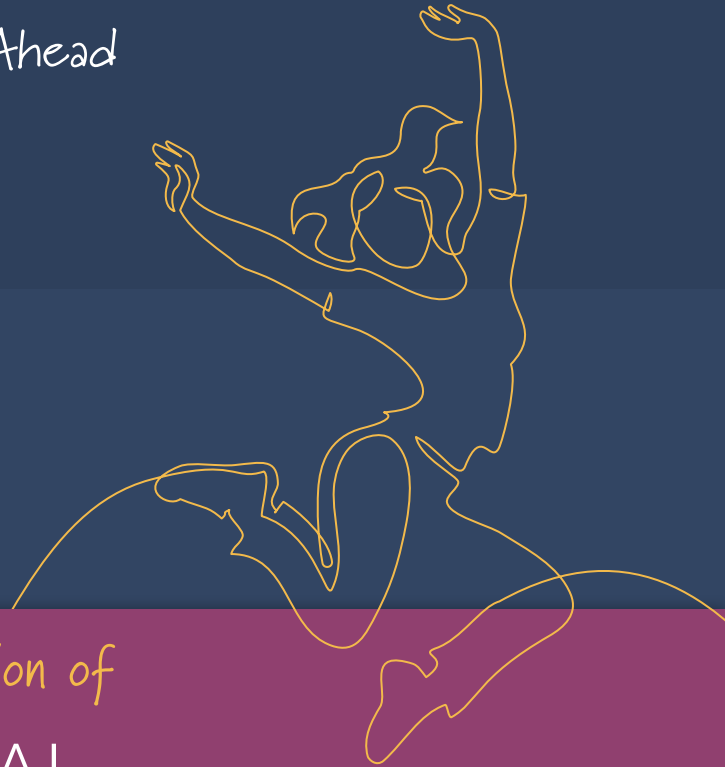


THE GENDER
BALANCE SUMMIT

By Moving Ahead



In celebration of

INTERNATIONAL
Women's Day 2021



Share your involvement

Please join us in sharing this International Women's Day celebration on social media.



Twitter:

@MovingAheadOrg
@womensday
#ChooseToChallenge

Instagram:

@_movingahead
Internationalwomensday_global
#ChooseToChallenge



Dame Stephanie Shirley, 2020

“ I often say to my younger self:
'Why didn't you bask in that first contract?
That unexpected success?'

**Revel in your successes
rather than focus on any flaws.** ”



Contents

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“ #ChooseToChallenge for me, means having the courage to challenge the status quo by trusting my gut instinct and following my own path even though everyone else is going in the opposite direction. ”

CAROLINE CASEY, 2021



Running order

PART ONE

10.00 GMT OR 18:00 GMT



Kirk Vallis
Welcome



Butterscotch
Accepting who you are and being true to yourself



Caroline Casey
Revolutionising the inclusion of disability



Dr Tomas Chamorro-Premuzic
Gender blind leadership – competence over confidence

Panel conversation:
Women who #choosetochallenge



Karen Blackett OBE



Ann Cairns



Colonel Lucy Giles

PART TWO

11.30 GMT OR 19:30 GMT



June Sarpong OBE
Why feminism works for everyone



Liz Dimmock
The tapestry of progress – a year of two halves

Panel conversation:
#Choosetochallenge D&I strategy



Ann Francke OBE



Asif Sadiq

Panel conversation:
A Government's perspective on gender equality



Rt Hon Elizabeth Truss MP



Baroness Helena Morrissey DBE

PART THREE

13.00 GMT OR 21:00 GMT



Wim Hof
Energise yourself and release your potential



Malene Rydahl
Leading teams to be happy as the Danish



Ivan Menezes
A CEO perspective on diversity and inclusion



Butterscotch
Accepting who you are and being true to yourself

Panel conversation:
Navigating the landscape of female entrepreneurship



Gini and Eccie Newton



Yvonne Greeves

EVENT END

14.00 GMT OR 22:00 GMT

Time converter

10:00 GMT | 5:00 EST | 6:00 AST | 7:00 ART | 11:00 CET | GST 14:00 | 15:30 IST | 18:00 HKT
18:00 GMT | 5:00 AEDT | 13:00 EST | 14:00 AST | 15:00 ART | 19:00 CET | GST 22:00 | 23:30 IST

Welcome,

to our annual **International Women's Day** event



“ At Moving Ahead, we are proud to celebrate International Women's Day. Now in its third year, our annual Gender Balance Summit has adapted to become a purely digital event. Although we will miss not being together, it does mean that we've been able to bring you an exciting international speaker line up combined with the opportunity join live from home, the office or wherever you are and whatever your time zone, as well as share the recordings with your colleagues.

Reflecting back on 8th March 2020 just a week before the UK went into its first lockdown, I am reminded of why these events are so important; to tell human stories, create connection and, above all, drive inclusion. My highlights from the Gender Balance Summit last year were social justice campaigner Karl Lokko alongside 'The woman who took on the gangs', Pastor Mimi Asher. Also, one of the most highly awarded and high-profile transgender advocates Hannah Graf MBE, and philanthropist, author and founder of Autistica, Dame Stephanie Shirley.

This year, I'm excited to share our speakers and storytellers who will bring forward their inspiring personal stories, informative debates and empowering advice to drive change. We are in extraordinary times and this year has seen many organisations make statements and pledges about diversity and inclusion. My mission is that we all use today to drive action on what we hear; action towards including others in any way we can.

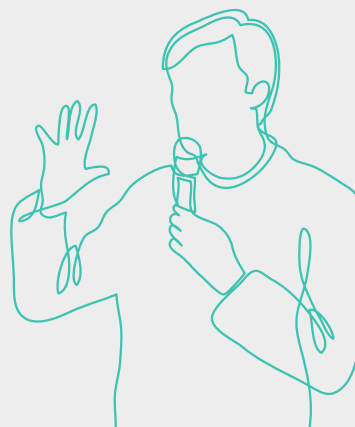
I'm delighted that we will be celebrating with a global audience, from Europe to Africa, the Middle East to Americas and beyond. The Summit Series; an annual calendar of three events celebrating International Women's Day, Inclusion Week and International Men's Day, sits at the heart of what we do at Moving Ahead – inspiring inclusion through storytelling and connection. I very much hope to see you again at The Inclusion and Diversity Summit in celebration of Inclusion Week at the end of September.

Finally, a thank you – to our partners the 30% Club, Diversity Project and Legal & General, and thank you also to our partner organisations for championing the summit. Your support enables us to bring this content to you and to offer the content to schools and universities free of charge (please let us know an institution you would like to share it with). Thank you also to all those watching for being committed, curious allies and agents of change. I hope you enjoy the Summit. ”

Liz Dimmock,

Founder and CEO, Moving Ahead

Your summit host



Kirk Vallis

Head of creativity and innovation at Moving Ahead and diversity ambassador

Kirk helps leaders, teams and organisations use creativity to solve problems. Kirk built Google's Magic Academy, a revered program to help make creativity as valued a part of Googlers' toolkit as knowledge and technical based skills. Kirk acts as an advisor, mentor and public speaker. He works with Moving Ahead programmes and clients as a keynote speaker, facilitator and advisor. He also leads a module on creative problem solving for both the English Football Association UEFA Pro coaching licence and their Technical Director programme. Kirk has been a mentor to The Hope Fund for Cancer Research, helping some of the world's most respected biologists, geneticists and Nobel prize winners, to disrupt traditional thinking. He is proud to be mentoring some of the athletes and support teams at Team GB in the run up to Tokyo 2020(21).

'CHOOSE TO CHALLENGE' FOR ME IS ABOUT BEING PROACTIVE. BY DOING NOTHING TO CHALLENGE DEI, YOU ARE ACTUALLY HAVING A NEGATIVE IMPACT. ONLY POSITIVE BEHAVIOUR CAN MAKE A DIFFERENCE.

THIS YEAR, I'M **CHOOSING TO CHALLENGE** MYSELF. I'VE HAD GOOD INTENT AROUND DEI FOR A WHILE NOW, BUT IT DOESN'T ALWAYS RESULT IN ACTION. I'M CHOOSING TO HOLD MYSELF TO ACCOUNT.

Your summit speakers



Rt Hon Elizabeth Truss MP

Minister for Women and Equalities and Secretary of State for International Trade

A Government's perspective on gender equality

Liz Truss was appointed Secretary of State for International Trade and President of the Board of Trade on 24 July 2019 and appointed Minister for Women and Equalities on 10 September 2019. She was elected as the Conservative MP for south west Norfolk in 2010. After entering Parliament in 2010, she was appointed Parliamentary Secretary of State for Education and Childcare in September 2012 before going on to serve as the Secretary of State for Environment, Food and Rural Affairs, Lord Chancellor and Secretary of State for Justice and Chief Secretary to the Treasury. Liz was previously Deputy Director at Reform, a think tank focused on public service reform.



Karen Blackett OBE

Chairwoman of MediaCom, and former CEO, UK country manager for WPP, diversity advocate and government appointed Race Equality Business Champion

Women who #choosetochallenge

Karen is a proven business leader with a track record in creating vibrant cultures, energising teams and consistently delivering business growth and success. She is UK Country Manager for WPP, the world's largest marketing services group, and UK CEO of GroupM, the world's leading media investment company. In June 2014, Karen received an OBE in the Queen's Birthday Honours and topped the Power List, being the first woman to come in at number 1. In November 2018 Karen won the Inspirational Leader category at the Ethnicity Awards and was appointed Race Equality Business Champion by the UK Prime Minister. In 2019 Karen was appointed as a Non-Executive Director for the UK Government Cabinet Office and has most recently been voted one of the Top 100 Great Black Britons.

#ChooseToChallenge, to me, means...

“ In 2021 I will choose to challenge by continuing to ensure talent can be seen and heard from whatever background in my industry, and that so many pledges made in 2020 actually lead to action in 2021, and real, sustainable change. ”



Caroline Casey

Disability rights-campaigner, award-winning social entrepreneur and founder of The Valuable 500

Revolutionising the inclusion of disability

Caroline is committed to building a global movement on inclusive business for the 1.3 billion people in the world with a disability. Over the past two decades she has set up organisations and initiatives including The Valuable 500, an ambitious year long campaign to get businesses to commit to putting disability inclusion on their leadership agendas. The Valuable 500 was launched at this year's World Economic Forum Annual Summit in DAVOS. Caroline is also a TED speaker, Ashoka Fellow, Eisenhower Fellow, a past advisor for the Clinton Global Initiative, a One Young World Counsellor and is a Young Global Leader of the World Economic Forum.

#ChooseToChallenge, to me, means...

“ Choose to challenge for me, means having the courage to challenge the status quo by trusting my gut instinct and following my own path even though everyone else is going in the opposite direction. ”



Dr Tomas Chamorro-Premuzic

Psychologist, entrepreneur and author of 'Why do so many men become incompetent leaders?'

Gender blind leadership – competence over confidence

Tomas is the Chief Talent Scientist at ManpowerGroup, a professor of business psychology at University College London and at Columbia University, and an associate at Harvard's Entrepreneurial Finance Lab. He is a frequent contributor to Forbes on the topics of Leadership, Equality and true inclusion. Dr Tomas Chamorro-Premuzic has written 10 books and over 150 scientific papers on the psychology of talent, leadership, innovation, and AI. His titles include 'Confidence: How much you really need it and how to get it' and 'Why do so many incompetent men become leaders (and how to fix it)'. Tomas' research into leadership and competence is pivotal for understand gender equality in the workplace.

#ChooseToChallenge, to me, means...

“ Choose to challenge means learning to go against your nature to become a better version of yourself. ”



Gini and Eccie Newton

Founders of Karma Kitchens and named as Women Entrepreneurs under 30

Navigating the landscape of female entrepreneurship

Sisters Gini and Eccie, started their first company aged 21 and 23. Their first business Karma Cans is a corporate catering company which now delivers 1000 meals a day to different offices across London. Their second business Karma Kitchens started in 2018 building commercial kitchens for food brands, helping them scale while taking out the operational and CapEx costs a start-up should not be faced with. As two young female entrepreneurs they've been met with challenges and barriers, but their perseverance and resilience proved strong. Karma Kitchens recently raised £252 million in a Series A funding round to open dozens of new sites across Europe.

#ChooseToChallenge, to me, means...

“ Choose to challenge for us means building resilience to go against systems, creating your own way to achieve success and ultimately creating a space. ”



Baroness Helena Morrissey DBE

Founder of the 30% Club, Chair of the Diversity Project and Conservative Peer UK House of Lords and author of 'A good time to be a girl'

A Government's perspective on gender equality

Helena's influence has spread beyond finance. Helena was CEO of Newton Investment Management for fifteen years and former Chair of the UK's Investment Association, she founded the 30% Club in 2010. The 30% Club is a cross-industry campaign for gender-balanced boards, there are now fourteen 30% Clubs throughout the world. Helena is Chair of the Diversity Project which aims to improve diversity across all dimensions in the investment and savings industry. She has recently joined the board of St. James's Place Wealth Management. Helena has been named one of Fortune magazine's World's 50 Greatest Leaders and was the Financial Times' 2017 'Person of the Year' at its Boldness in Business awards. Her first book 'A Good Time to be a Girl' was named one of Forbes' five most empowering books for women in 2018.

#ChooseToChallenge, to me, means...

“ I'm afraid that challenging the status quo has almost become my trademark! Perhaps I shouldn't be embarrassed about that – but I just can't help but question things that don't seem right. At the moment I'm worried that we are going to see a big step backwards for women due to the pandemic and I'm choosing to challenge policies that don't seem to take our lives and perspectives into account. ”



Malene Rydahl

Wellbeing and performance expert and author of "Happy as a Dane"

Leading teams to be happy as the Danish

Malene Rydahl is a writer, keynote speaker and executive coach. She is specialised in well-being and performance inspired by the Danish leadership model. Malene is author of the best-selling 'Happy as a Dane'. She explores why the Danish people are some of the happiest in the world, and how the leadership style in business directly impacts performance positively as well as fostering trust, creativity and engagement.

#ChooseToChallenge, to me, means...

“ Choose to challenge means to me that we are always free to choose our attitude no matter what happens to us in life. I especially challenge negative thoughts and actions. ”



Asif Sadiq

Global Head of Diversity and Inclusion at Adidas

#Choosetochallenge D&I strategy

Asif is Global Head of Diversity and Inclusion for Adidas. He was formerly the Head of Diversity, Inclusion and Belonging at The Telegraph Media Group and previously led D&I initiatives for EY Financial Services and the City of London Police. He is a passionate and inspirational Global Leader, co author and a renowned keynote speaker. Asif has received a number of accolades for his work that include the Mosaic (Prince's Trust) Award for mentoring, Police Officer of the Year Award, the Civil Servant of the Year Award, the prestigious Asian Professional Award and the highly commended Head of Diversity Award at the European Diversity Awards. Asif was honoured in 2017 in the Queen's birthday honours list with an MBE.

#ChooseToChallenge, to me, means...

“ For me, choose to challenge is about everyone standing up for what is right and through challenging and learning we can all grow to create more inclusion. ”

Why feminism works for everyone

June is one of the most recognisable faces of British television. Career highlights include hosting Make Poverty History event in 2005 and Nelson Mandela's 90th birthday celebrations in front of 30,000 people in London's Hyde Park in 2008. June was awarded an MBE in 2007 for her services to broadcasting and charity, making her one of the youngest people ever to receive an MBE. June was later awarded an OBE in the 2020 New Years' Honours List. June is the co-founder of the WIE Network (Women: Inspiration & Enterprise). June is also an author of three award winning books; '*Diversify: Six Degrees of Integration*', '*The Power of Women*' and '*The Power of Privilege*'.



June Sarpong OBE

British television broadcaster, diversity advocate and author of '*Diversify*'

A CEO perspective on diversity and inclusion

Ivan Menezes has been Chief Executive, Diageo, plc since 2013. He was previously Chief Operating Officer Diageo, plc. Prior to his career with Diageo, Ivan worked across a variety of sales, marketing and strategy roles for Whirlpool in Europe, Booz Allen & Hamilton in North America, and Nestlé in Asia. Between 2017-2020 Ivan was Chairman of 'Movement to Work', a UK voluntary collaboration of employers committed to tackling youth unemployment.

He serves as a non-executive director of Tapestry, Inc. in the United States, is Vice Chairman of the Scotch Whisky Association Council and sits on the Advisory Council of the China-Britain Business Council.



Ivan Menezes

Chief Executive of Diageo

Women who #choosetochallenge

In her role as Executive Vice Chair, Ann represents Mastercard around the world, focusing on inclusion, diversity and innovation. Previously, Ann was President of International Markets. Ann is currently chair of ICE Clear Europe, owned by the Fortune 500 company Intercontinental Exchange (ICE). She is also global chair of the 30% Club and the chair of the Financial Alliance for Women. In addition, Ann is the lead non-executive board member for the UK government's department for Business, Energy and Industrial Strategy (BEIS) and is a member of the UK government's AI Council.

#ChooseToChallenge, to me, means...

“ It gives me great pleasure that once again the 30% club is partnering with Moving Ahead to celebrate International Women's Day with this fantastic summit and I am looking forward to speaking on a panel alongside Karen Blackett and Colonel Lucy Giles. ”

Energise yourself and release your potential

Dutch extreme athlete Wim Hof got his nickname 'The Iceman' by breaking a number of records related to cold exposure, including: climbing Mount Kilimanjaro in shorts, running a half marathon above the Arctic Circle barefoot, and standing in a container while covered with ice cubes for more than 112 minutes. Armed with his motto 'what I am capable of, everybody can learn', Wim Hof is convinced that everyone can tap into their inner potential through the Wim Hof Method: a combination of breathing, cold therapy and commitment that offers a range of benefits. He teaches people from all over the world, from celebrities and professional athletes, to people of all ages, to control their body and mind and achieve extraordinary things.

#ChooseToChallenge, to me, means...

“ I am choosing to challenge what I am capable of; everybody can learn ”



Ann Cairns

Global Chair of the 30% Club
and Executive Vice Chair
of Mastercard



Wim Hof

Known as 'Ice Man',
extreme athlete and expert
in cold water therapy and
maximising our breath

Women who #choosetochallenge

Colonel Lucy Giles made history in 2015 when she became the first woman to command the Royal Military Academy Sandhurst. By her mid twenties Lucy was commanding over 70 men in Bosnia. She has served in over 20 countries including Iraq, Afghanistan and Northern Ireland, excelling in a field that is over 90% male. She won the 'Inspirational' and 'Woman of the Year' awards at the inaugural Women in Defence event. Outside of the Army, Lucy is an ambassador for First Women UK, a mentor for teachers within girls' schools, a Girl Guiding ambassador and is on the Governing Body for Women in Defence.

#ChooseToChallenge, to me, means...

“ This year I intend to 'Choose to Challenge' by championing gender diversity in the Army as a diversity ally and founding member of our Gender Diversity Council by making the case of why we need more women in the Army...and offer some solutions! ”



Colonel Lucy Giles

Officer of the British Army's Royal Logistics Corps and the first female College Commander at the Royal Military Academy Sandhurst

#Choosetochallenge D&I strategy

Ann Francke is Chief Executive of the Chartered Management Institute; the UK's leading professional body for management and leadership with a global member community of over 150k. In 2020, Ann was awarded an OBE for services to workplace equality. Her book on gender balance – 'Create a Gender-balanced Workplace' was published in September 2019. Ann also authored the 'Financial Times Guide to Management'. Ann holds several board positions and five honorary doctorates for her work in management and leadership.

#ChooseToChallenge, to me, means...

“ I'm choosing to challenge this year by supporting a campaign to immediately reinstate all Gender Pay Gap (GPG) reporting requirements. ”



Ann Francke OBE

Chief Executive of the Chartered Management Institute and Author of 'Create a Gender-Balanced Workplace'

Your summit facilitators



Baroness Helena Morrissey DBE

Founder of the 30% Club, Chair of the Diversity Project, Conservative Peer UK House of Lords and author of *'A Good Time to be a Girl'*



Yvonne Greeves

Director of Women in Business for NatWest Group

THE THEME OF INTERNATIONAL WOMEN'S DAY THIS YEAR IS
'CHOOSE TO CHALLENGE'. WHAT DOES 'CHOOSE TO CHALLENGE' MEAN TO YOU?



HOW ARE YOU GOING TO
'CHOOSE TO CHALLENGE' THIS YEAR?

Our 2021 speakers choose to challenge...

Caroline Casey

“ Choose to challenge for me, means having the courage to challenge the status quo by trusting my gut instinct and following my own path even though everyone else is going in the opposite direction ”

Karen Blackett OBE

“ In 2021 I will choose to challenge by continuing to ensure that talent can be seen and heard from whatever background in my industry, and that so many pledges made in 2020 actually lead to action in 2021, and real, sustainable change ”

Wim Hof

“ I am choosing to challenge what I am capable of; everybody can learn ”

Colonel Lucy Giles

“ This year I intend to 'choose to challenge' by championing gender diversity in the Army as a diversity ally and founding member of our Gender Diversity Council by making the case of why we need more women in the Army...and offer some solutions! ”

Ann Francke

“ I'm choosing to challenge this year by supporting a campaign to immediately reinstate all Gender Pay Gap (GPG) reporting requirements ”

Asif Sadiq

“ For me, choose to challenge is about everyone standing up for what is right and through challenging and learning we can all grow to create more inclusion ”

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Gini & Eccie Newton

“ Choose to challenge for us means building resilience to go against systems, creating your own way to achieve success and ultimately creating a space where everyone can be themselves ”

Baroness Helena Morrissey DBE

“ I'm afraid that challenging the status quo has almost become my trademark! At the moment I'm worried that we are going to see a big step backwards for women due to the pandemic and I'm choosing to challenge policies that don't seem to take our lives and perspectives into account ”

Share the full film collection with your organisation

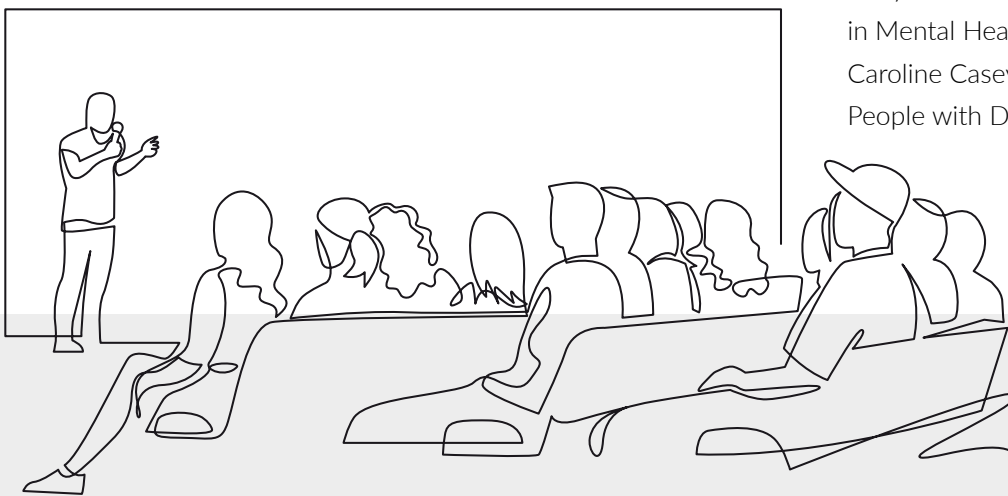
Organisations tell us that they are continually looking for engaging and inclusive stories and insights for their colleagues to gain inspiration, learning and connection.

How will you receive the films?

It's up to you. You can access the films via our website using a password, share a link and password to our Summit Series webpage on your internal platform or intranet, or you can licence the video and upload it to your internal platform or intranet. We will also share an Activation Toolkit, to support you in using the films.

If you would like to share the digital content from the Gender Balance Summit with your entire organisation you can gain access to the full film collection for £1,750. Through this you will:

- ▶ Have organisation-wide access to the live Summit on International Women's Day
- ▶ Have access to the Summit content all year round. You can use the film collection for network events, training or celebrating key international awareness days. For example, in previous years Ruby Wax's keynote has been shared in Mental Health Awareness Week, and Caroline Casey's on International Day of People with Disabilities.



To secure digital access for your organisation please contact
Emily on summit@moving-ahead.org

The Summit Series 2021

Make sure to join us for our upcoming Summit Series events in 2021



Ruby Wax OBE talks about being 'frazzled at work' and the effects on our mental and physical health.

The Inclusion & Diversity Summit

In celebration of National Inclusion Week



27th September to 3rd October

This event showcases the stories, insights and perspectives of a diverse group of speakers, storytellers and performers, to create learning, inclusion and connection. Hosted on the first day of National Inclusion Week, organisations are able to use the content at their own inclusion events, and also all year round for their network events. In 2020, the outstanding lineup of speakers, storytellers and performers included including social inclusion activist, poet and former gang member, Karl Lokko, the UK's highest profile transgender couple Jake Graf and Hannah Graf MBE and 16-time Paralympic medallist; crossbench peer in the House of Lords and Moving Ahead speaker, Baroness Grey-Thompson DBE. Three lively panel discussions explored different aspects of inclusion, for example finding a work-life balance and practising Black Lives Matter in the workplace.

WATCH THE SUMMIT HIGHLIGHTS ▶

The International Men's Day Summit

In celebration of National Men's Day

Friday 19th November

This event spotlights stories, perspectives and discussions associated with International Men's Day themes including parenthood, mental health and work-life balance. The diverse and dynamic lineup of speakers and storytellers at the 2020 virtual event included barrister; broadcaster; commentator; thought leader, Hashi Mohamed, multiple gold medallist; world record holder; broadcaster, Colin Jackson CBE, world-record-holding international rugby union referee; author; one of the first sports professionals to come out as gay; LGBTQ advocate; mental health activist, Nigel Owens MBE. We were also joined by Movember UK, the world's largest charitable organisation working to drive changes in men's behaviour in order to live happier, longer and healthier lives.



“ The summit both inspired and reminded me of the key diversity and inclusion issues we face in today's world. It also provided the ability to share the stories with colleagues as recordings after the event, to continue the ripple effect ”
Summit attendee

“ I'm still talking about it this evening! ”
Summit attendee

Fees:
£1,750 for one summit or £5,000 for all three summits

Contact Emily on summit@moving-ahead.org for digital access or to become a summit partner

The power of stories

At Moving Ahead, we believe in the power of stories. Stories inspire and connect; they create learning and they foster inclusion. Our world-class Speaker Academy is formed of storytellers and subject-matter experts from sport, academia, business and government, offering unique insights into subjects ranging from high-performance psychology to resilience.



If you would like to book one of our speakers, including those featured in this event such as **Caroline Cassey**, **Kirk Vallis** or **Malene Rydahl** please contact speakers@moving-ahead.org.

A message from our Gender Balance Summit partners



About Legal & General Investment Management (LGIM)

LGIM is the investment management arm of Legal & General Group, a FTSE 100 company. It is one of Europe's largest asset managers and a major global investor, with assets under management of £1.2tn (as of 30th June 2020). LGIM strives to make diversity and inclusion part of everyday conversations and actions. It shapes their approach to clients, employees and other stakeholders, as well as its position in the financial services industry and wider society. Every employee has a formalised objective to embed diversity through their actions, believing that we are all stewards of company culture and responsible for cultivating an inclusive environment.

[LGIM.com](https://www.lgim.com)



A message from **Brenda Sklar**, Global Chief Operating Officer

“ Happy International Women's Day! We are so pleased to be supporting Moving Ahead's Gender Balance Summit. Personally, I have always been passionate and active in inclusion and diversity and I'm proud to be the executive sponsor of the Gender Balance Network at LGIM. As supporters and strong advocates of gender equality in organisations, at LGIM we see the Summit Series as an opportunity to discuss how to promote fairness and ensure we're recognised for seeking gender-balanced talent. I'm so looking forward to the Summit, and am particularly keen to hear from Colonel Lucy Giles, who has an interesting and inspiring story. This year we are choosing to challenge our commitment to work towards achieving gender equality all over the world. We all have a role to play. ”



About the 30% Club

The 30% Club campaign was set up by Baroness Helena Morrissey DBE in 2010 with the aim of achieving a minimum of 30% female representation on FTSE 100 boards. That target was reached in September 2018, yet there is still much more work to do to achieve better gender balance at the top of businesses and throughout organisations. Now under the leadership of Ann Cairns, as Global Chair of the campaign, the 30% Club broadened its targets this year to include one person of colour by 2023 advocating for half these seats going to women.



A message from **Pavita Cooper**, Steering Committee member of 30% Club

“ I’m a Non-Executive Director, a Board Advisor, and an Equality Campaigner. For the last 10 years I have also been on the steering committee for the 30% Club. We are delighted to be partnering with Moving Ahead for the delivery of the Gender Balance Summit in celebration of International Women’s Day. The Summit Series, which brings together stories from such diverse groups of people, is such an important set of events for advancing inclusion and diversity. I am particularly interested to hear more from Caroline Casey this year as her drive to see disability being empowered in the workplace is truly inspiring.

This year I am choosing to challenge the way that progress for women and ethnic minorities within organisations is stalled below board level. We’re seeing great progress at the top level, but the progress of women and ethnic minorities who are working towards the top is not happening at the same pace as their white, male counterparts.

This year, I’m challenging this discrepancy. ”

30percentclub.org

[@30percentclub](https://twitter.com/30percentclub)

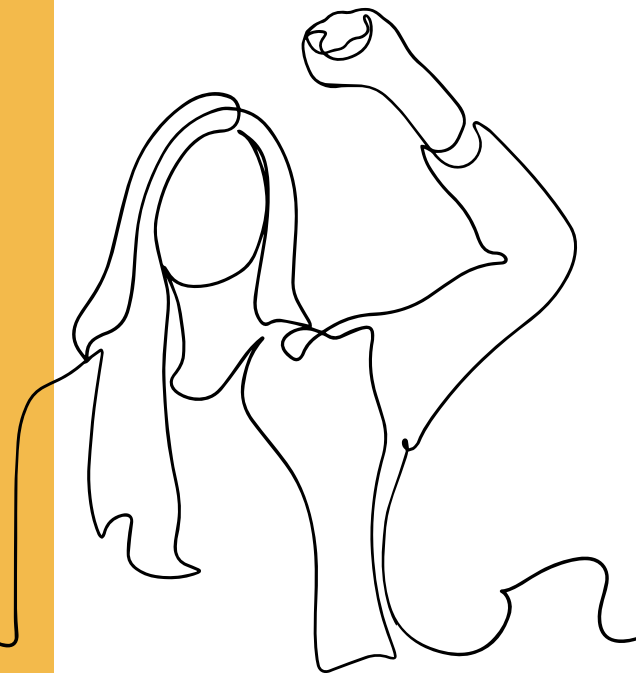
About the Diversity Project

Diversity Project is a cross-company initiative championing a more inclusive culture within the Savings and Investment profession. Such a culture across all levels supports more effective teamwork, gives wider perspectives, better investment decisions, better results for our clients and ultimately more sustainable businesses.



A message from
Baroness Helena Morrissey DBE,
Chair of the Diversity Project

“ Our work encompasses every dimension of diversity but one particular challenge is the scarcity of women in the industry – we have one of the worst gender pay gaps and the proportion of female fund managers is only around 10%. And yet I’m afraid people have become bored of the gender agenda – we’ve been talking about it for a long time but not really seen much progress. Last year the Diversity Project relaunched our gender efforts with clearer measurable objectives – a halving of the gender pay gap by 2030 and 30% female fund managers by the same year. 2021 will be about gathering momentum towards those goals and ensuring women aren’t forgotten as we rebuild post pandemic. The Gender Balance Summit is a great event that we’re proud to be part of; I love it that the topics are so varied and hard hitting, and that men are also involved. We also believe in the power of collaboration; it makes more sense to come together rather than do separate, less impactful events. ”



diversityproject.com

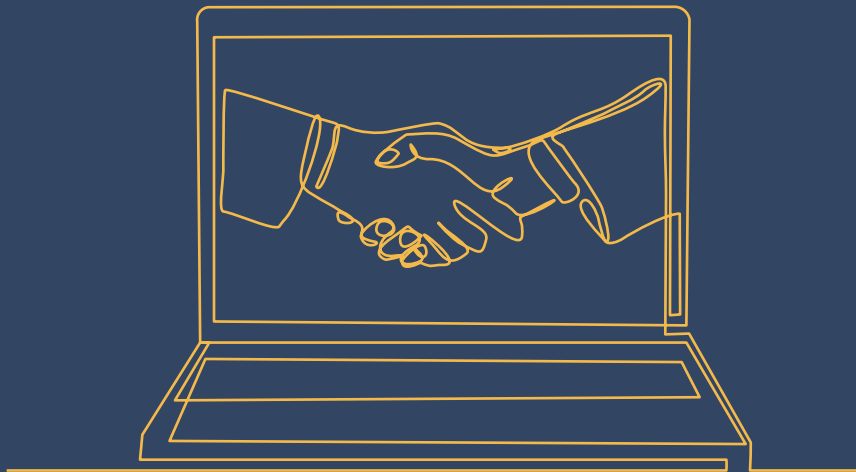
@DiversityProj

Thank you

for [#ChoosingToChallenge](#)
this **International Women's Day** with us



MOVING AHEAD



We extend a huge thank you to all of our
partners and speakers