

# International Women's Day

## Breakfast Celebration

Thursday 8<sup>th</sup> March 2018

Provided by Embark and hosted by Zurich



# International Women's Day Breakfast Celebration



@MorrisseyHelena



@JimBichard



@Rose\_StLouis



@SamSeatonMH

**Sam Seaton**

CEO, Moneyhub

# BBC 100 Women Challenge 2017

## NEWS



### Highlights from the 100 Women Challenge 2017

This year 100 Women launched a ground-breaking new season, challenging four teams to come up with innovations to take on some of the biggest problems facing women today.

The 100 Women Challenge spoke to women all around the world and visited cities including San Francisco, Delhi and Rio de Janeiro, where teams were tasked with tackling:

- The glass ceiling - #Teamlead
- Female illiteracy - #Teamread
- Street harassment - #Teamgo
- Sexism in sport - #Teamply

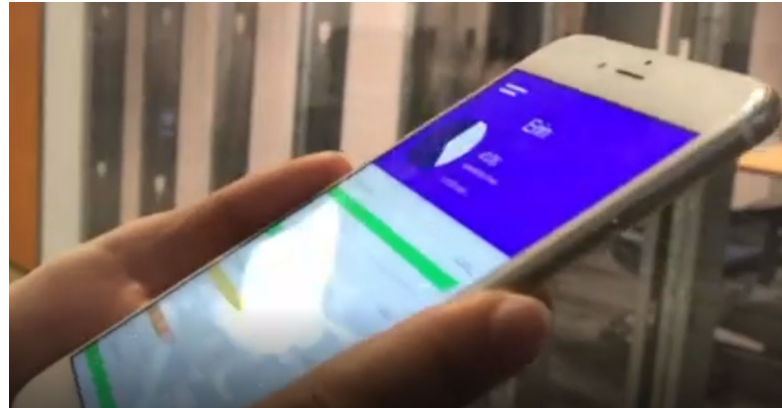
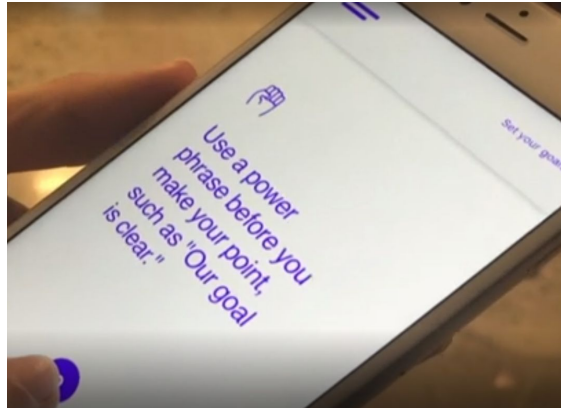
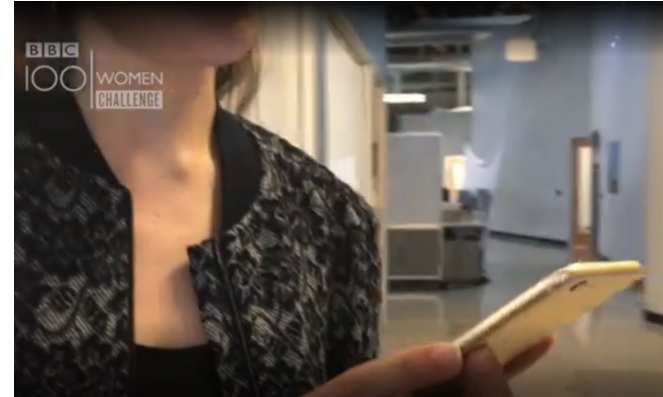
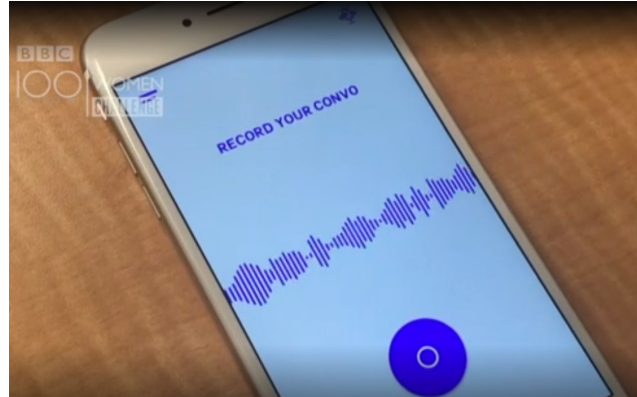
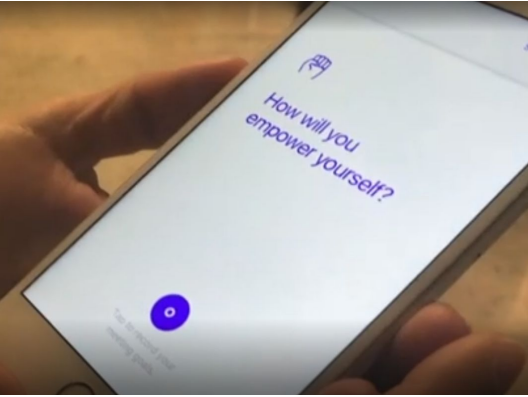
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BIRG  
100 WOMEN  
100 YEARS

**BREAKING THE GLASS CEILING  
IN SAN FRANCISCO**

# The glass ceiling - #TeamLead



BBC



WOMEN  
CHALLENGE

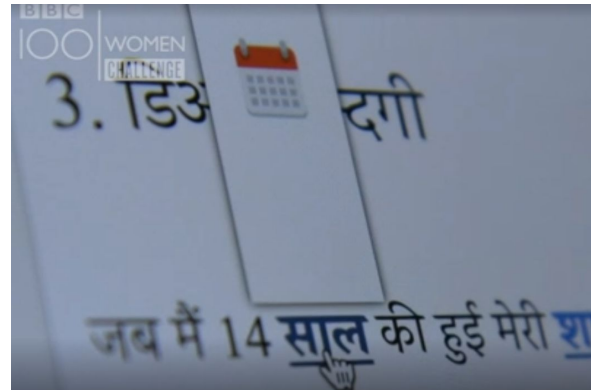
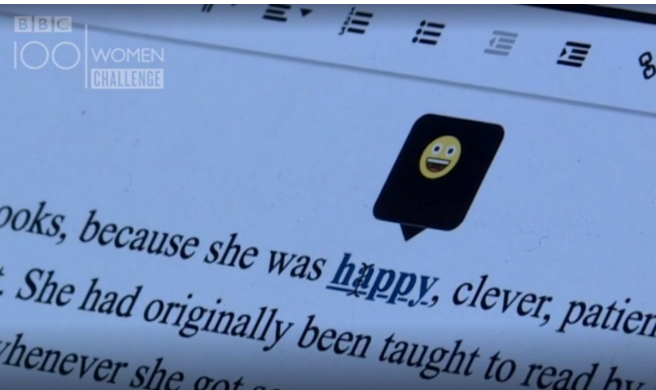
# FIGHTING ILLITERACY IN DELHI

# Female illiteracy - #TeamRead





# Female illiteracy - #TeamRead



BBC

100

WOMEN  
CHALLENGE

# TACKLING STREET HARASSMENT IN LONDON

# Street harassment - #TeamGo



# Street harassment - #TeamGo



FIFA  
100 WOMEN  
CHALLENGE

# LEVELLING THE PLAYING FIELD IN RIO DE JANEIRO

# Sexism in sport - #TeamPlay



# “Rome wasn’t built in a day”

## Voting



**1869/1870** – White women over 21 from the U.S. were allowed to vote in the western territories of Wyoming in 1869 and Utah in 1870



**1893** – New Zealand were the first to grant all women over the age of 21 the right to vote



**1895** – South Australian women given the vote and became the first to obtain the right to stand for parliament



**1918** – British women over 30, meeting certain property qualifications, were given the right to vote  
**1928** – Suffrage was extended to all women over 21

## Marriage bars

(restrictions to the employment of married women)



**1957** – The marriage bar was removed in The Netherlands



**1973** – The marriage bar was removed in Ireland

## Driving



**September 2017** – Women in Saudi Arabia were given the right to drive

# In conclusion

“If I could teach my girls one thing, it would be to have a loud voice. Historically, we’ve encouraged girls to be quiet, to be cute, to be pretty, and I think a loud voice – an educated, informed voice – is more important now than ever.”

**Katie Piper**  
Philanthropist and  
2008 Sulphuric acid attack survivor

“This is where I get really emotional, because this isn’t for me, this is for the next generation.”

**Marta Vieira da Silva**  
Brazilian Women's team captain and Rio De Janeiro, #Teamplay

“We must be comfortable having uncomfortable conversations”



**Dame Helena Morrissey**

Head of Personal Investing, LGIM

Founder of the 30% Club

Author

a good  
time  
to be a  
girl

don't lean in,  
change the system

helena  
morrisey



*“Describe what you can bring to this company”*

# New thinking required

“We can’t solve problems with the same kind of thinking we used  
when we created them.”

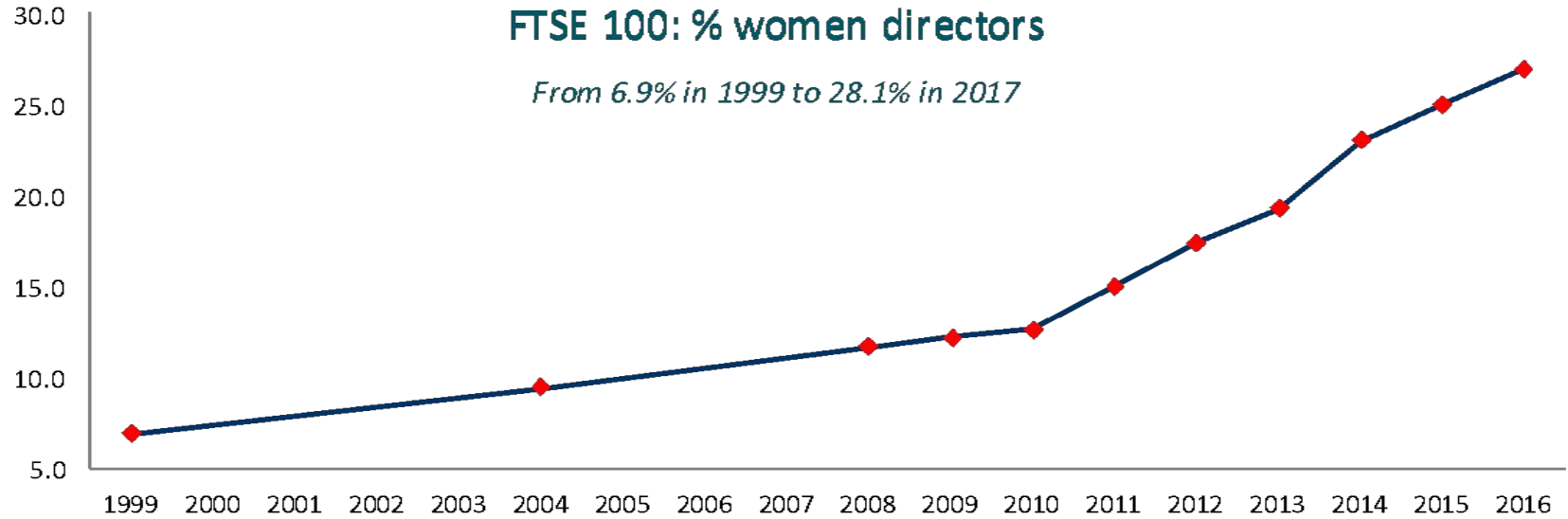
*Albert Einstein*

# Power: from force to influence

“The point is not for women simply to take power out of men’s hands, since that wouldn’t change anything about the world. It’s a question of [evolving] that notion of power.”

*Adapted from Simone de Beauvoir*

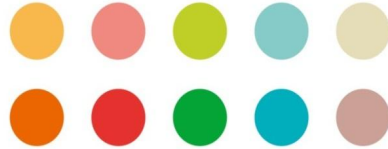
# The 30% Club experience: change *is* possible



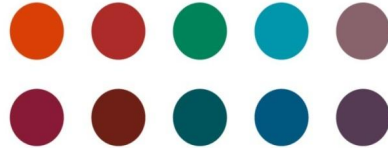
Achieved by men and women *working together*

## Impetus for change

- The digital age *requires* new ways of working
- Young people *expect* work-life balance
- The 100 year life heralds a *new career pattern*
- Diversity now means *diversity of thought*
- Leaders need *emotional intelligence*



## DIVERSITY PROJECT



CREATING AN INCLUSIVE CULTURE  
IN THE INVESTMENT PROFESSION

**Changing the system: a business necessity**





## KEY INSIGHTS AND ACTIONS



**1/ Promotion and hiring perceived to be exclusive**



**2/ Flexibility is the number one employee priority**



**3/ Line managers need to do more to support development**



**4/ The industry brand is stuck in a stereotype**



### KEY FINDINGS

Not being as well networked was ranked as the **top inhibitor to diversity** in the industry - individuals believe they need to be part of an exclusive network or club to succeed

Improving flexible working practices for men and women was rated as the **number one method to foster diversity** in the industry

Investment managers rated their **direct manager as delivering below their expectations** for every attribute surveyed

Individuals in the industry perceive a **lack of industry awareness and a negative perception** exists outside the industry



### INDUSTRY ACTIONS

**Support returners and experienced hires coming into the industry**

**Explore part time trading and fund management roles**

**Open up networks and development opportunities to people of different backgrounds**

**Reposition the image of the industry and showcase positive examples of diversity**



### ORGANISATION ACTIONS

**Adopt more rigorous recruitment practices**

**Promote a holistic approach to flexibility**

**Help Portfolio Managers lead inclusively**

**Improve the organisation's image by being transparent about outcomes**

# Career advice for today



Leap *before* you look!



Think big, start small –  
but start *now*



Play to *your* strengths,  
work your differences



Act confidently!



See your career as a  
labyrinth, not a ladder



Get a mentor (or two!)



Help others where you  
can – pay it forward



If you want to be CEO, go for it!



There is no single ‘right’  
path – live *your* life



It’s a good time to be a girl –  
but it’s not all sorted just yet

Most of all,  
remember this is  
*your* time

# What makes a team smarter? More Women!

“What’s really important [to a group’s performance] is to have people who are high in social sensitivity, whether they are men or women”

*Professor Anita Woolley*

*Tepper School of Business, Carnegie Mellon University*

a good  
time  
to be a  
girl

don't lean in,  
change the system

helena  
morrisey

**Jim Bichard**

UK Insurance Leader, PWC

**Rose St Louis**

Head of Strategic Partnerships &

Chair of Women's Innovation Network, Zurich

# WIN - Women's Innovation Network

Our Vision..

To build and sustain gender balance at all levels of the organisation, creating a pipeline of female talent to drive Zurich's success and influence the market.

## Pillar

### 1 **Networking & Influencing**



Maximising our internal/external network and influencing the market

1. Provide ongoing support to members & increase our membership
2. Build relationships with gender equality networks & grow presence in the market
3. Align and collaborate with all internal D&I Network groups

## Pillar

### 2 **Driving Cultural Change**



Challenging organisational practices which create bias

1. Support delivery of UK D&I action plan covering recruitment, talent, leadership & flexwork
2. Analysis of best practice on gender equality in the workplace
3. Bring key gender topics & demographic data to exec and D&I Leadership group

## Pillar

### 3 **Career Development**



Providing members with development tools to help combat career blockers

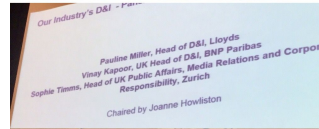
1. Host National and Regional development events & activities
2. Publish bite-size development factsheets
3. Support business to create a successful national mentoring scheme

# Events

- 2017 YTD = 48



- Annual Conference
- Year start events
- Career Q&A sessions
- Profile and Personal Brand
- Career development webinars
- Speed mentoring
- WIN / CAN in partnership with Aon



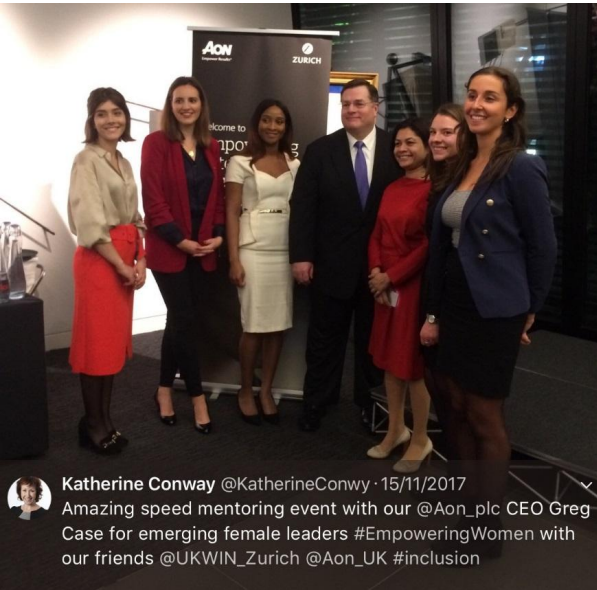
 **Ajay Mistry** @aj\_mistry · 4h  
Proud to be working with @Aon\_UK and @ZurichInsUK on such a huge topic! Challenging norms again! @ElishaSt1 @rose\_stlouis @heather98609981





# Events

- ENEI Award shortlist - Network of the Year & Gold Standard E-quality Award



- Dive In Glasgow
- How to get promoted
- Female talent pipeline event
- Twitter @UKWIN\_Zurich





## Special mention

Joanne Parker – Chime Grapevine

Vaughan Jenkins – Gender diversity advocate

Margaret Snowdon OBE – Mentor

Louise Hobbs – Women at work

Heather Hopkins – Lead by example

Gillian Hepburn – Writer