



WOMEN IN FINANCE
BELGIUM

Women in Finance Be(com)ing a member

40 Signing members of the charter



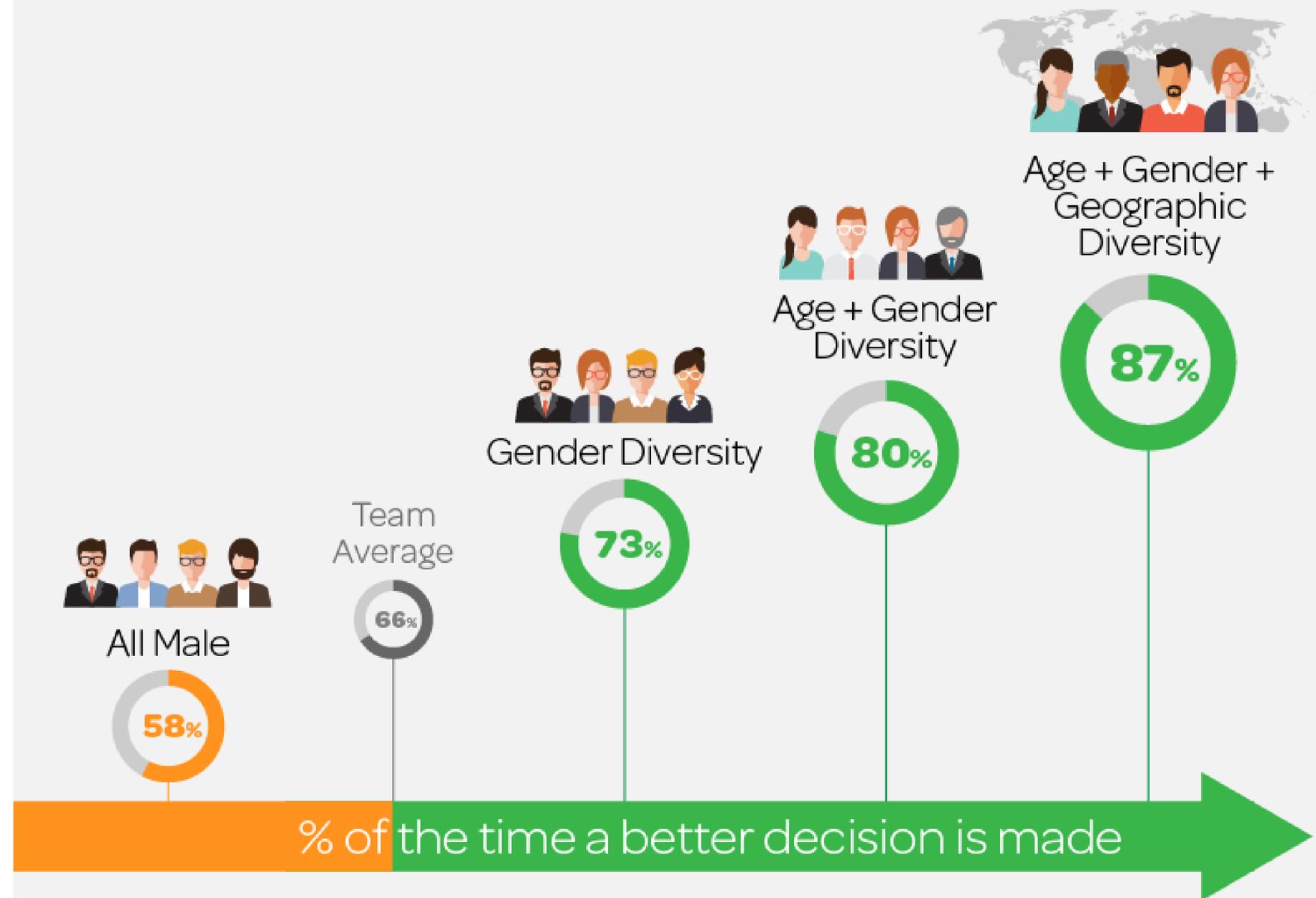


**Why should you
improve gender
equality, as a financial
institution ?**



Why should you commit to gender & diversity progress?





Erik Larson,
Forbes, 2017

Diverse teams make better decisions up to **87%** of the time.





**What does Women in
Finance stand for?**



Mission

The mission of Women in Finance is twofold. We want to:

- **Promote gender balance** at all levels within the financial sector
- **Raise awareness** about diversity and inclusion



Charter commitments

Most important commitments:

- Measure glass ceilings in your organisation
 - Support progression of women into senior roles
 - Define an action plan and (internal) gender balance objectives focusing on executive level and middle-management pipeline
 - Publish progress on an annual basis
 - Make sure that the commitment is set at the top of your organisation
 - Commit to identify and share potential impediments and best practices
 - Consider the appointment of a diversity manager/ gender balance expert
 - **This charter reflects the aspiration of signatory firms to work together to achieve gender balance at all levels across the financial sector**
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Yearly fee

To organize events, workshops, campaigns and develop tools, but also to help your organization with specific proposals, Women in Finance association asks every member a yearly fee :

<250 employees : 1000 EUR

>250, <500 employees : 2500 EUR

>500 employees : 5000 EUR





Measuring your glass ceilings



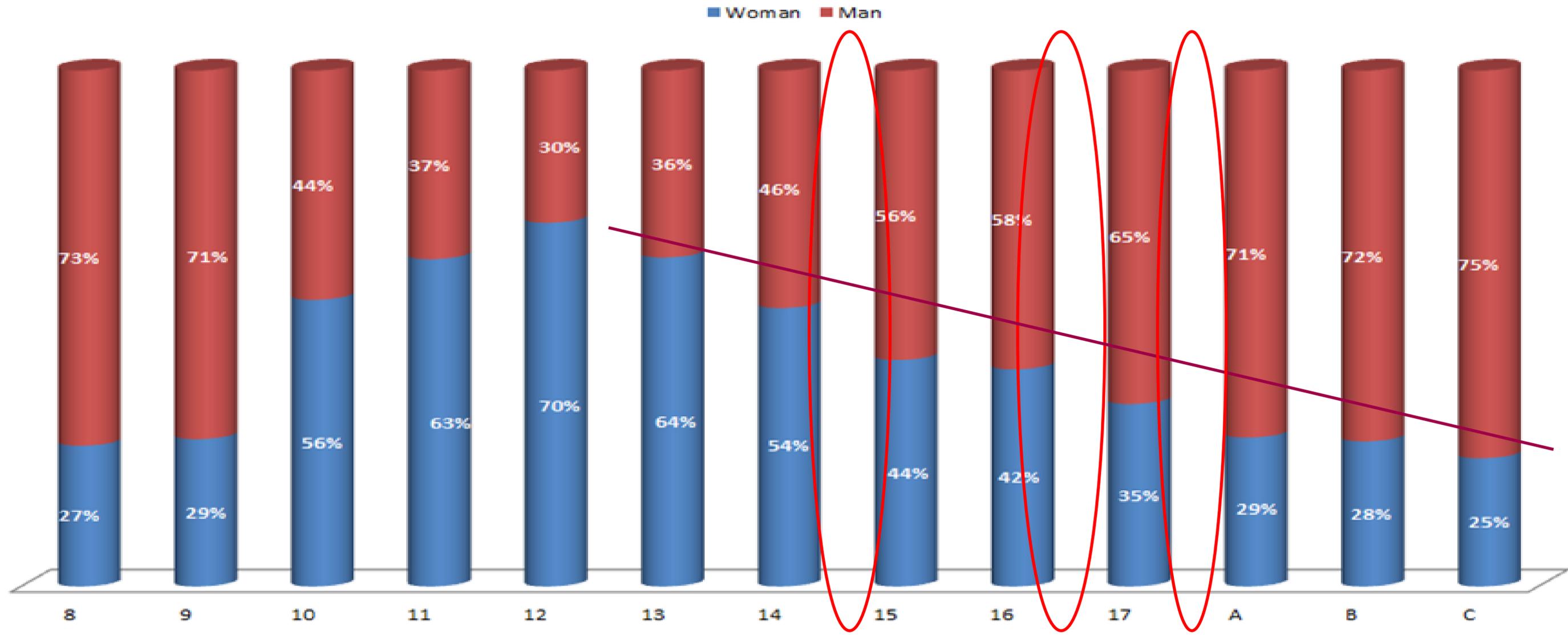
How to measure the glass ceilings ?

Glass ceilings are levels where women tend to disappear more strongly of the organogram, meaning they remain in functions just under those levels.

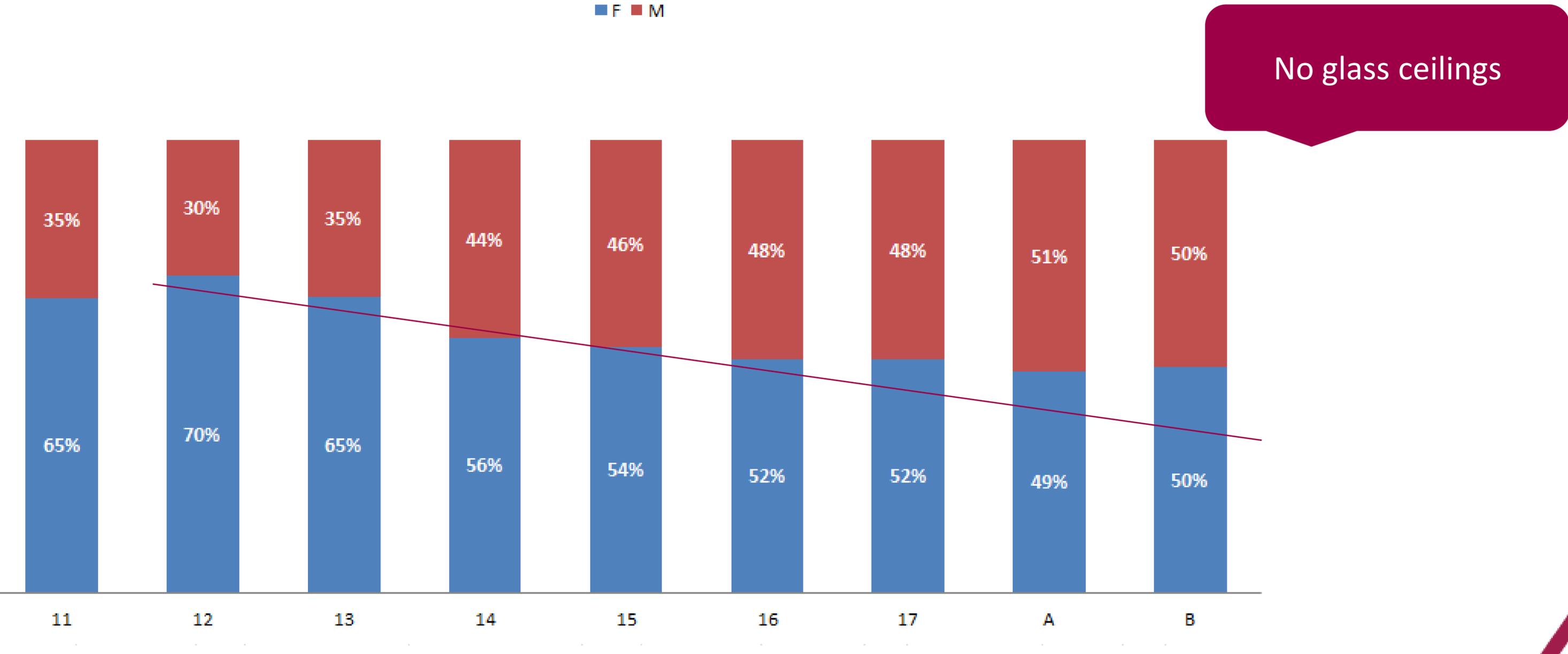
- Analyse the % of women and men at every level of your company.
- If there are several levels, go for the detailed analysis.
- “Middle management” can look OK, but you may have a glass ceiling hidden at some level in that block
- Most institutions will find between 1 and 3 glass ceilings. There is usually always one at Senior Management level.



Make glass ceilings visible – in order to break them



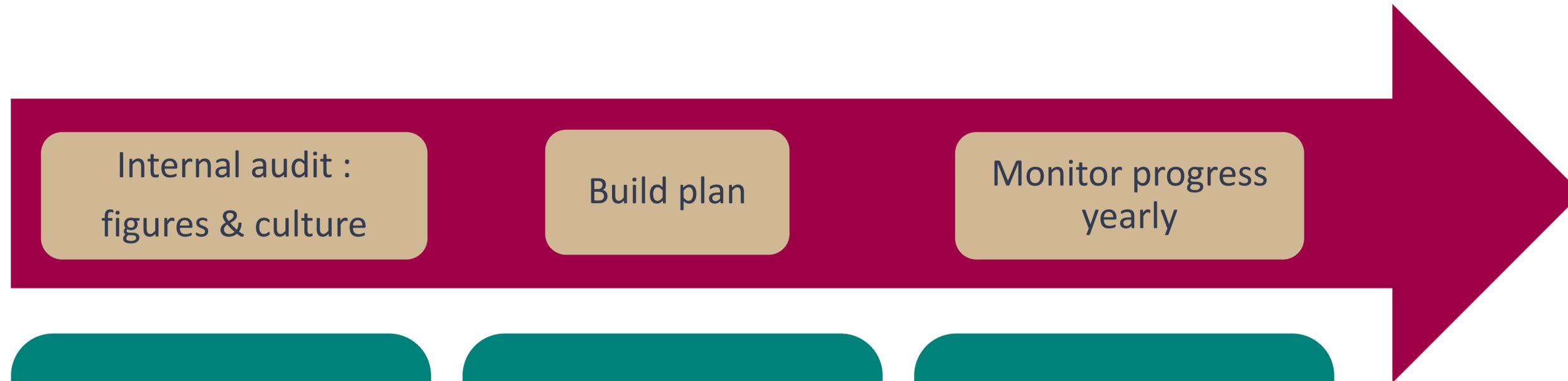
Example of an organisation without glass ceilings





How to build a Diversity & Inclusion Plan

How should a diversity & inclusion plan look like?



Reduce discrimination risk

Train HR & managers

Check processes

Attract & retain diverse talents

Define targets

Inclusive job ads

Make culture more inclusive

Events & networks

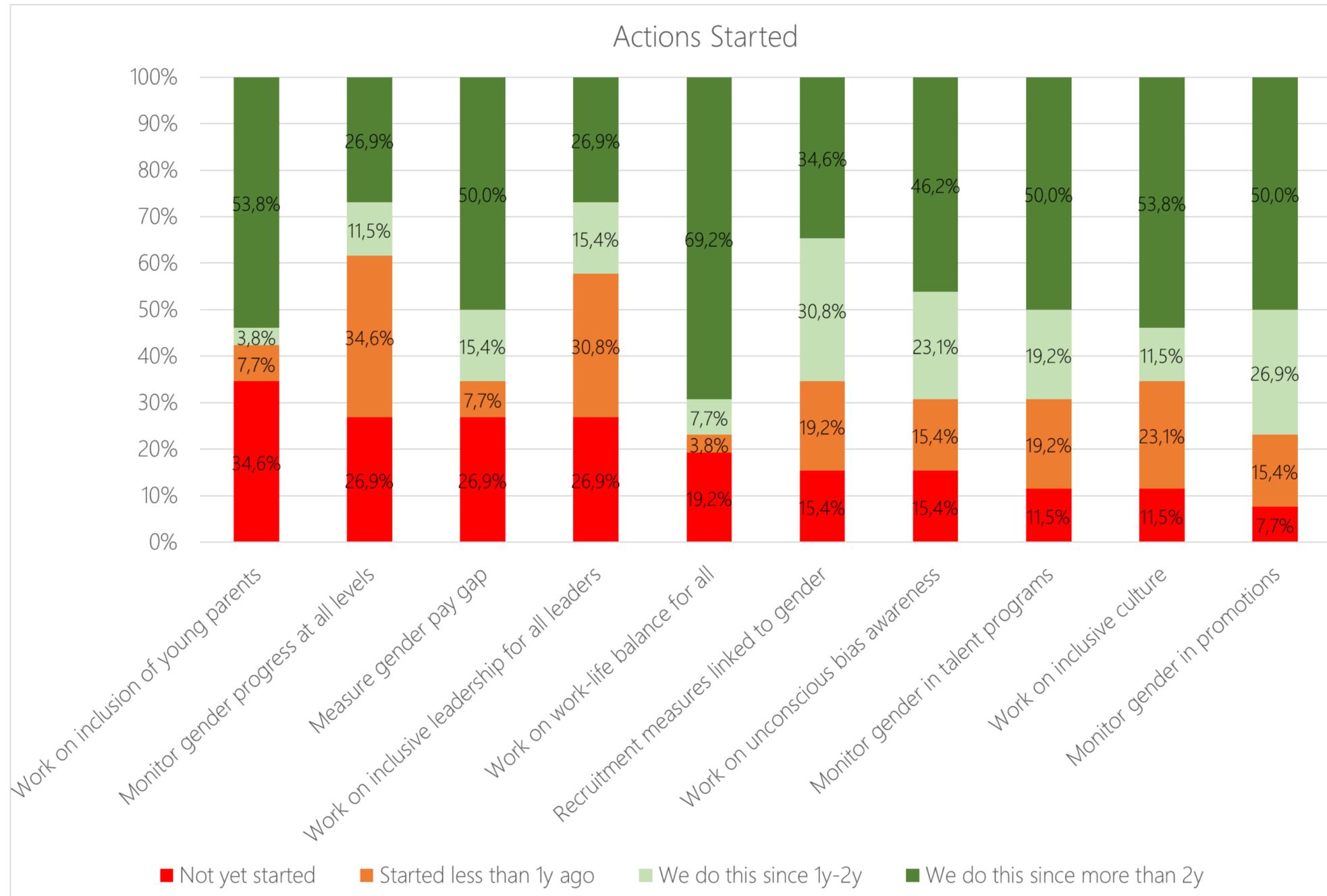
Inclusive leadership





Annual Report 2020

View on the gender action plan of our members



- 25% to 50% of members were already active the last two years (light & dark green bars)
- Orange bars reflect activities started less than one year ago, realised partly thanks to WIF membership
- Red bars show where we need to provide more information and share good practices
- 58% of our members say that, thanks to signing the charter, they either started or accelerated an action plan

Highlights annual report

- Until now, 40 organisations have signed the charter. They cover 90% of the employees in the sector.
- **88%** of those organisations have **measured the glass ceilings** in their company (target: 75%).
- **96%** of the members have **implemented an action plan** on gender diversity (target 60%).



Highlights annual report

Key achievements:

- Workshop on gender bilingual job ads with 30 pp of 20 organisations
- Female experts & speakers database
- Webinar on how to measure the gender pay gap with 30 pp of 20 organisations
- 10 round table discussions on International Women's Day
- Creation of a Mentoring Starter Kit
- Recommendations on work-life balance
- Actions to improve the gender mix in panels
- 734 followers on LinkedIn
- ...



Future challenges

- **Deepen** the network impact, after having **expanded** it
 - Keep identifying the existing **glass ceilings**.
 - Give more visibility to **female role models** with which women can identify.
 - Eliminate the impact of **unconscious bias**, both in HR processes (recruitment, promotion, etc.) and in management decisions.
 - Keep working on an **inclusive culture** to prevent sexism in the workplace.
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Women in Finance in the media

Monday 11 November 2019

Current affairs | Business | Politics | Innovation | Education | Art | Living

19
Jun '19

Women in Finance aims for gender balance in male-dominated sector

by Linda A. Thompson, contributor, Flanders Today
Recent articles: Business accelerator launches mental well-being programme, Hundreds of cancer patients froze eggs, sperm last year, Photo of the week: Swimming upstream

SUMMARY

A new association launched this week with no less a goal than to put women on equal footing with men in the finance industry

WHY DIVERSITY IN FINANCE MATTERS ?

26/06/2019 / in News EN / by Asquarepartners



JUNE 17, 2019
BRUSSELS

Gender in Finance: why diversity matters

To become better companies, it is essential that men and women cooperate to promote an inclusive culture and to help female talent thrive. This event aims to unite financial organisations to tackle gender diversity and share best practices. To encourage this cooperation, the Belgian financial sector and different institutions joined forces and created Women in Finance Belgium. This resulted in a charter, which the members will sign during the event.





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