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# WOMEN IN BUSINESS FORUM 2021

IN PARTNERSHIP WITH

Canada 

France in the  
United States

Consulate of France in New York



PUBLISHED MAY 2021

# WOMEN IN BUSINESS 2021 FORUM

The Women in Business Forum is a very special partnership, which began four years ago with the **Consulate General of Canada**, the **Consulate General of France in New York** and the **Economic Club of New York**. Each year, we come together to highlight the role of public and private sector cooperation in accelerating gender parity in the workplace.

The 2021 Forum addressed major trends impacting business, including long-standing barriers women continue to face, as well as emerging challenges -- most notably, the recent COVID-19 pandemic that exposes gaps around caregiving roles and threatens to reverse some of the progress made over the past few decades.

Participants and speakers, included:

- **Mary Barra**, Chairman and Chief Executive Officer, General Motors
- **Sophie Bellon**, Chairwoman of the Board of Directors of Sodexo
- **Chiara Corazza**, Managing Director, Women's Forum For the Economy & Society
- **Sara Eisen**, Co-Anchor, CNBC's "Closing Bell"
- **Jane Fraser**, Chief Executive Officer, Citigroup, Inc.
- **Marie-Josée Kravis**, Chairman Emerita of the Economic Club of New York, Senior Fellow & Vice Chair of the Board of Trustees, Hudson Institute
- **Thai Lee**, Chief Executive Officer of SHI International
- **Elisabeth Moreno**, French Minister Delegate for Gender Equality, Diversity & Equal Opportunities
- **Khawar Nasim**, Acting Consul General, Consulate General of Canada in New York
- **The Honourable Mary Ng**, Canada's Minister of Small Business, Export Promotion & International Trade
- **Deborah Orida**, Senior Managing Director and Global Head of Real Assets, Canada Pension Plan Investment Board
- **Jérémie Robert**, Consul General of France in New York
- **Nadia Theodore**, Senior Vice President, Global Government and Industry Relations, Maple Leaf Food
- **Barbara Van Allen**, President, The Economic Club of New York

This report will highlight key findings from the 2021 Women in Business Forum on accelerating gender diversity in the investment world across key areas, including:

**Gender Equality in Government, Companies and on Boards of Directors**

**The Disproportionate Global Impact of the Pandemic on Women**

**Increasing Participation and Equity for Women in the Global Economy**

**Supporting Women Entrepreneurs and Small Business Owners**

**Intersectionality Between Gender and Racial Diversity**

**Importance of Girls' Education to the Talent Pipeline**

**Male Allies Are Crucial to Gender Equity**

**Combatting Imposter Syndrome and Advice for Emerging Talent**

**Emerging From the Pandemic and Trends Ahead**

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# Gender Equity in Government, Companies and Boards of Directors

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## HOW WE CAN HELP GENDER EQUITY VIA PUBLIC POLICY

“Representation absolutely matters... intentional leadership matters, and metrics really, really matter. I serve on a cabinet with a prime minister who is a self-declared feminist prime minister. Around the cabinet table... is 50% women and the other 50% men... a deliberate and intentional approach to how we budget and how we set priorities around the budget that has a gender-based lens. It’s making sure that we provide income support to help women raise families... introduced policies that provide flexibility for parental leave...”

**Mary Ng**

“President Macron declared gender equality the great cause of his five-year term. We must also increase the share of women in executive positions. **France is now one of the leading nations when it comes to giving women access to the boardrooms. How did we do it? By imposing a mandatory 40% gender representation quota to large companies through a specific law...** the gap is so huge that without laws... without quota, we won’t get there. I really believe if we had to get there without laws, we wouldn’t have seen the results we have so far... unfortunately, I think it will be a combination of laws, cultural change, education, information, otherwise we won’t get there.”

**Elisabeth Moreno**

## HOW WE CAN HELP GENDER EQUITY IN COMPANIES AND BOARDS OF DIRECTORS



“...it’s easy to say, we have now 46% of women on boards in France. France is the world champion in terms of women on boards. World champion, ahead of Norway, ahead of Sweden, ahead of Denmark...number one, because we had a very efficient, very courageous law that was carried out ten years ago and in ten years we went from 11% to 46%. It worked.” **CHIARA CORAZZA**

## HOW WE CAN HELP GENDER EQUITY IN COMPANIES AND BOARDS OF DIRECTORS

"... the United Nations said last week that the companies with the governance led by women outperformed 35% during the crisis."

**Chiara Corazza**

"I am a firm believer in the saying "what gets measured gets done": it's critical to understand where you start, then set clear objectives and track progress. Transparency is key to driving ownership, accountability – and change. At Sodexo, we've carried out an in-house study which showed that gender-balanced teams – with a ratio of 40% to 60% of women – perform better on all indicators, financial and non-financial, including engagement rate, client and employee retention, safety... We've set the tone at the top and put inclusion on the Board's agenda: this resulted in a very proactive policy regarding gender equality over the last 15 years. And today, 60% of our Board members are women. Ten years ago they were only 22%. For the Executive Committee, we are at 32%, vs 22% ten years ago. And women make up 36% of our Top 1,600 leaders – we are well on the way to reaching our objective to have 40% of women in this community, when 10 years ago we were at 25%. I also know that when you stop challenging yourself on these topics, you step back very quickly – and that we will never be done." **Sophie Bellon**

"We have an internal training program that takes people from, straight out of college, and trains them into various different disciplines that may or may not have many women or even diversity, and we're trying to grow a lot of our talent internally."

**Thai Lee**



**"We start with the belief that diverse groups make better decisions. And our research suggests that gender diverse boards are more likely to achieve superior financial performance."** **DEBORAH ORIDA**

# The Disproportionate Global Impact of the Pandemic on Women

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## HOW WE CAN HELP WOMEN RECOVER FROM THE PANDEMIC

“Women are the front line during the pandemic... [Women] represent 74% of the hospital nurses in France and we all know how disproportionately they contributed to the collective effort [fighting COVID-19...] In France, we have put in place one of the most protective short-term work schemes to preserve employee’s wages and avoid massive layoffs. Women, as men, were therefore able to retain their jobs. The situation of women was also facilitated because our schools stayed open during the second lockdown... we need to keep the schools open because we need to free women from this mental burden, working from home while taking care of the kids, transforming themselves into teachers and so on.” **Elisabeth Moreno**

“...in the G7 countries 78% of women say, we are afraid of the future. We cannot afford it. We are afraid to lose our jobs. We are afraid because we are exhausted. And 59% said that they experience burnout and depression.” **Chiara Corazza**

**“There’s no question that COVID-19 has disproportionately affected women... Our Feminist Response and Recovery, we have launched \$100 million fund so that we can actually accelerate the progress around gender equality and make sure that our response supports female business so they don’t lose any gains... helping businesses pay their payroll, helping businesses with a wage subsidy that helps keep workers on staff, prevents layoffs, and [provides] working capital... emergency support today, a plan for road to recovery and investment and then making sure social policies like a national commitment to childcare and early learning...”** **MARY NG**



## HOW WE CAN HELP WOMEN AS CAREGIVERS

“... while the pandemic has made it harder, some of the impacts of managing the pandemic and work-from-home and closing of schools and childcare have meant that additional responsibilities have fallen disproportionately on women. I’m particularly worried about the impact on leadership pipelines because some of our most talented women are the ones at the age where they’re juggling childcare and eldercare responsibilities that have been increased by the impacts of the pandemic. We can’t give up. This is the time to double down and really think about things that we can do to support those members of our employee base.” **Deborah Orida**

“COVID has had such a disproportionate impact on women, there are programs like Take 2 that are sponsored by The Society of Women Engineers where having women come back, whether they stopped for childcare, eldercare or for whatever reason, finding ways to get them back into the workplace. At General Motors, we’ve done that. And we often find women have the skills to go right into a position and don’t need to go through an internship to rejoin the workforce.” **Mary Barra**

# Increasing Participation and Equity for Women in the Global Economy

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## HOW WE CAN HELP REDUCE THE PAY GAP

“According to the World Economic Forum, it will take 257 years to close the economic gender gap globally. And the prediction was based on pre-COVID trends, so we know the situation may be even worse. Gender equality in an economy would create 240 million jobs... and add 20 to 80 trillion to the world GDP.” [Chiara Corazza](#)



“To reduce the gender pay gap, France has implemented a mandatory measurement of equal pay in 2018 called the Professional Equity Index, which has to be published every year by all companies counting more than 50 employees. Companies have to take the necessary measures to correct inequalities or they can be fined.” **ELISABETH MORENO**

“...we raise the awareness of the opportunity to give power in the private sector, and especially to promote diversity in the supply chain. We know that procurements can be leveraged to support women entrepreneurs. We have 224 million women who are active in women-led or women-owned businesses, and they have access to less than 1% of public and private procurement in the world... this is not just an injustice, it is an economic waste as you can imagine.” [Chiara Corazza](#)

## HOW WE CAN HELP WOMEN WITH SKILLS TRAINING

“78% think that women should have better access to jobs in STEM and AI, because there would be better economic growth, a better creation of jobs and a more ethical AI.” [Chiara Corazza](#)

## HOW WE CAN SUPPORT WORKING PARENTS

"...53% of men and women who think that it's not possible to have a career and be a mother, it's because maybe the parental leave is not enough. Maybe the maternity leave is not paid." **Chiara Corazza**

"... under a more flexible work environment, that we can actually make this more inclusive for women. Because women of childbearing age and child-rearing age are at a critical point in career development" **Thai Lee**

"... what is at stake for employers is to keep the flexibility and a management style based on trust that the pandemic has accelerated. During lockdowns, companies widely acknowledged the challenges that parents who needed to work while taking care or home-schooling children had to face. We need to turn this into an opportunity to change company culture for the better. In the longer term it could for instance mean more emphasis on results rather than on facetime at the office or behind your screen." **Sophie Bellon**

"... one of the policies that we really look to in terms of supporting retention is parental leave. When women on my team come to me and tell me they are pregnant, it's often still, with a sense of trepidation. What I tell them is that I hope they're with us for the next 20 years. And I think that view of the long-term potential and it not just being about this year or next year helps people really put into perspective the fact that we want them to have a long-term livable life and be successful at our organization while doing so." **Deborah Orida**

"... there have been plenty of times that I've said no, when I was a working mother... The entirety of my partnership at McKinsey I worked part-time because my kids were little and I did want to make sure that I could be a working mum, but I could be a mum, within that equation. I haven't thought about them as limitations. They're tradeoffs you make between your personal life, professional life. Have that courage to say no to things that the timing is not right on or it doesn't make sense for you in your personal life. Know that there will be other opportunities out there that will come down that path. Sometimes, you can prioritize your career. Other times you want to prioritize your personal life. Our careers are decades .. you can have it all, just not at the same time." **Jane Fraser**

"... I think a lot of the limitations women put on themselves, it's self-imposed. I remember at 5:00 a night, I had to be on the road by 5:30 because my nanny went to school at night. And it would be just incredibly rude for me to not get home in time and make her late. But I struggled with being able to say, I'm sorry, I have to leave. Now, I have no problem in the middle of the day, if I have another commitment at 3:00, I'm going to say, sorry, I've got to go, I've got another work commitment. I mean it's just getting women to speak up. And it's okay because I found when I said, hey, I've got to go because I've got to get home for my nanny to go to school, people would be like, go, go, I'm so sorry I kept you. And so don't put self-imposed restrictions. You know everybody knows, generally people are going to know you have a family and, you know, there's a rare person who doesn't expect you to do the right thing for your family, in my opinion and in my experience." **Mary Barra**

# Supporting Women Entrepreneurs and Small Business Owners

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## HOW WE CAN SUPPORT WOMEN ENTREPRENEURS

“We must commit to facilitating the access of women entrepreneurs to financing. In France, only 21% of startups are created by female talents and 84% of funding goes to male-created businesses. While the numbers may differ in each country, this is a universal issue or opportunity in our developed economies... We are not talking about charity, we are talking about performance. Women owning companies are performing fantastically well. We need to show the data. We need to empower women so they can feel more confident when they are to defend their businesses. We need to make sure these financing organizations are much more inclusive... the more we show concrete data of KPIs of companies owned by women that are performing fantastically well, the more we will break barriers we are currently seeing.” **Elisabeth Moreno**

“The government of Canada has leaned in and created direct investments in venture capital... [we create] an environment that deliberately incents capital on female funders... The other is direct funding to female entrepreneurs.” **Mary Ng**

“We have a very special initiative that we are launching this week, in Italy, Germany and France to help to support women-led startups in climate change, in Green. Because there’s a lot of funding in the European Union for the Green Fund, as you know, and we really want them to benefit of that... with specialists, financial people, they will learn, explaining how to go and ask for money.” **Chiara Corazza**



**“In the United States, the KPIs show that women-led startups have been more successful generally than men-led startups.”**

**MARIE JOSEE KRAVIS**

# Intersectionality Between Gender and Racial Diversity

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## HOW WE CAN SUPPORT DIVERSITY ALONGSIDE GENDER

"Working with Canada's financial institutions, [we have] a Black entrepreneurship program... that is made up of a collection of Black-owned business organizations [helping administer loans to Black-led businesses...] Canada has put in \$30 million and the financial institutions put in about \$130 million. So that intentionality around lending and being very deliberate brings others along. Canada's financial institutions have to be part of the solution... that change will happen with deliberate metrics." **Mary Ng**

"The one positive thing that I want to retain from 2020 is that the health crisis has revealed the importance and tremendous value of the work performed by those we call "essential workers", who are often women and often belong to underrepresented groups. This is not new, but the pandemic suddenly put a spotlight on these backstage jobs that were too often invisible. And with the crisis, those who care for us, who feed us, nurses who take care of our health, sanitation workers, cashiers in supermarkets have become our everyday heroes. Without them, economies and our societies would have collapsed. I think it is critical that we retain this... My conviction is that we can't just wait for the storm to pass before we pick up critical topics such as inclusion. We have shifted to "crisis cruise" mode: it's no longer about how we lived before the virus or how we will live after the virus, it's about how we live and operate with the virus or other big uncertainties. And I think a major challenge is to address a situation which is changing constantly while staying true to our long-term values and commitments, such as implementing a culture of inclusion. As a large employer, it means, among others, fulfilling our responsibility to support our team members' development, including through mentoring, coaching, training." **Sophie Bellon**

**"The one positive thing that I want to retain from 2020 is that the health crisis has revealed the importance and tremendous value of the work performed by those we call "essential workers", who are often women and often belong to underrepresented groups." SOPHIE BELLON**



## HOW WE CAN SUPPORT DIVERSITY ALONGSIDE GENDER

**“I’m very proud of everything General Motors has done from a diversity perspective. I sit here today because of the actions taken 10, 15, 20 years ago. But we have more to do. We set a goal for ourselves to be the most inclusive company, but it’s not a title we want to hold by ourselves because if we want the changes that need to happen in the United States and globally, it has to be all of us doing that... We’re looking at all of our practices to make sure that we don’t have unintentional bias... we have to empower people across the company... Innovation can come from anywhere.”** **MARY BARRA**



“Empathy is also critical. It drives our diversity agenda. It drives understanding what our clients need, what they’re going through. More diverse perspectives usually end up in better decision making. It certainly makes for better client service and better talent development.”

**Jane Fraser**

“You have to know where you’re at, you know, how’s your hiring, your representation. But then it’s not just hiring, it’s how are you developing, promoting, providing career opportunities. One of the things for the positions that come into my senior leadership team for our review, the very first thing I look at on each document is what was, was there a diverse slate? And my requirement is if there isn’t a diverse slate of candidates right now, I ask the very specific question, what will you do that in three years there will be a diverse slate of talent for this position? That drives behavior.” **Mary Barra**

“As we look forward, it’s going to be very important for our own workforce as well as for the clients we serve – many of which are women and communities of color who have really been hammered by what’s going on. And I think it’s a combination of having some practical programs that are in place, but also approaching it with empathy. There are people who have been through such a hard time. Mental well-being is a real challenge for many people. The stresses and strains, even those that haven’t had such a hard time in COVID. So I think the banks are going to play a role in helping drive and be an engine behind helping job creation, helping companies get back on their feet and back operating and a strong recovery after this, but also being mindful that we have to be institutions with a soul and a brain.” **Jane Fraser**

# Importance of Girls' Education to the Talent Pipeline

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## HOW WE CAN SUPPORT GIRLS IN EDUCATION AND SKILLS TRAINING

"I think the most important thing we need to do with girls, with women today, is to help them gain self-confidence... And this is something we are currently doing in France, you know, promoting different types of roles. Starting at 12, 13-years old, you can start discovering different types of work. You can spend a week in a company, in industry, engineering, tech, so on and so forth. So you can realize that this male-dominated world is not as male as you can imagine." **Elisabeth Moreno**

"... there's not an industry in the globe that isn't being impacted by technology. Not everyone has to be a coder, but they need to understand it. And I think that's why we support education, and specifically STEM education, whether it's FIRST Robotics or Girls Who Code, just to make sure that, girls tend to in middle school start to back away from the math and the science and once you get off that track, you can't get back on it... They should still go for their passion but understanding technology as opposed to being intimidated by it will be critical, I think, for this next generation. So anything that we can do for education, to keep girls interested, to provide more pathways, I think is going to be very important." **Mary Barra**

# Male Allies Are Crucial to Gender Equity

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## HOW WE CAN SUPPORT ENCOURAGE MEN TO GET INVOLVED

"I've benefited from incredible mentorship from men. I've benefited from incredible support from people who work for me that are men. Men that are willing to listen and call out mansplaining, for example. So I think that the support that we see from men leaders is a good thing." **Deborah Orida**

"Having men actively involved and engaged is essential if we want to accelerate progress on gender equality and inclusion. It means making sure that everyone understands that it's not a zero-sum game: it's good for women, good for men and good for business. I am convinced that diverse teams win more. This is why men are involved in our SoTogether global advisory board, in our mentoring programs, in our gender networks. I think that change is happening also because men see, in their personal life, that things are changing and that it's normal." **Sophie Bellon**

# Combating Imposter Syndrome and Advice for Emerging Talent

## HOW WE CAN FIGHT IMPOSTER SYNDROME IN OURSELVES AND OTHERS

"If you're trying to do it for yourself, it's harder to do. I really turned the corner when I realized that I could be a role model or that I already was a role model for a bunch of people in our organization that I didn't even know – Asians, women, whatever. Understanding that kind of gives you some bravery and some inspiration to just believe in yourself because it's almost easier, I find as a woman, to do it for other people than to do it for yourself." **Deborah Orida**

There are lots of tools to support women, whether it's mentoring, networking, training, self-development... What ultimately can help you believe in yourself is realizing that anyone, woman or man, can have an impact, through supporting someone at work, someone in your family or a friend. Seeing the impact you can make will give you the confidence to fight back against imposter syndrome." **Sophie Bellon**



**"You are your own strongest advocate and that's something that you have to just constantly remind yourself."**

**THAI LEE**



## ADVICE FROM OUR EXPERTS

"... find your voice and have a point of view. I find so often when I mentor young women, or even more senior women, they need to speak up. Don't wait for someone else to say what you're thinking."

**Mary Barra**

**"Stop thinking about how you're going to get to the big job, but instead think about how you're going to acquire the different skills that are going to get you there. Think much more about lateral moves that are going to broaden you out so that when you get the job, you'll actually be good at it. I ended up making career moves where people thought I was a little crazy, moving from different parts of the bank, but that then enabled me to have a broader set of skills that I hope will equip me now for the day job."** **JANE FRASER**

"Take some of those assignments that give you a little bit of churn in your stomach, they make you a little nervous, those are probably assignments you should take and challenge yourself." **Mary Barra**

"My mom was a very influential person in my life. I grew up believing I could do and be anything. So as I got into the work world, I didn't necessarily question myself. If I could tell everyone one thing, if you have children, encourage them that they can do and be anything." **Mary Barra**

"... if there's a job requirement list and there's ten things, a woman will look at it and say I have nine out of ten, shoot, I can't apply for it. A man will look at it and say I've got six out of ten, I'm going to go for it. And my message to women is go for it. If you've got six out of ten, you're going to learn from that interviewing experience. You're going to learn what you like, what you have or didn't have. And you know what, you might get the job." **Mary Barra**

# Emerging From the Pandemic and Trends Ahead

## HOW WE VIEW RECOVERY AND THE FUTURE OF WORK

"We are definitely considering the hybrid work environment. We are also going to divide our work into types of work that would best be done, can be done independently without doing a lot of collaboration or ones that really absolutely need to collaborate to put together the best... we are finding that for employees with very little work experience, they can benefit greatly by being in an office environment with others who can actually, they can learn not only just formally, but also informally. It's not going to be one solution for all. It's going to be very much dependent on the type of work that is required to be done and also where they are in terms of career journey. When people are required to come to office, we need to be very thoughtful about what it is that we are asking them to come to office for. And we're going to be far more receptive to actually hiring people without the locational constraints, which means that we're going to be more geographically diverse." **Thai Lee**

"... as we come out of it, I think there's very good news about the way the vaccine rollouts are expected to be an option for all Americans, probably by May. That, with antigen testing, maintaining the disciplines of masks and social distancing, I think we'll be able to get back to a more normal environment. And then frankly I think a lot of the United States is going to take off economically." **Jane Fraser**

"... we started to see some real green shoots, we think with vaccines, with the stimulus checks. We're already seeing a pretty solid recovery in autos and we expect it to get even better... Just a year ago I can remember sitting in my home office with all the challenges we were facing and once we made sure our employees were safe, our customers were safe and that we had a strong balance sheet, we started to look at how we accelerate the transformation that the auto industry is undergoing. And so that was our focus last year of really looking at every opportunity, and we found ways to pull ahead programs. We have three new electric vehicles being launched this year... with the pandemic we also found ways that when you empower people, they accomplish amazing things... if I had to look at how COVID changed – at least General Motors – the word is acceleration." **Mary Barra**



"... we do have to make sure that when we move to post-vaccine but continue in this flexible work arrangement that you don't create a two-tier system in your workplace, which frankly for most organizations was the reality pre-COVID. Work-from-home was an option but it was also always seen as the Plan B option really. Right? The Plan B for productivity a lot of times, the Plan B for career progression. I love the idea of sort of, at an institutional level, at a structural level setting out those guideposts from the very beginning to give employees clarity..." **NADIA THEODORE**

## HOW WE VIEW RECOVERY AND THE FUTURE OF WORK

"All of our institutions have had to change in such an extraordinary period of time and so many of the way we've always done things have just gotten chucked out. You've had to come up with new ways of working. At this time last year, I think we were all buying every computer on earth to try to get everybody to work from home. So we saw the value of different perspectives, different ways of doing things and that has driven so much innovation. We've got a huge, long way to go but as long as we don't leave people behind as we go through the recovery, ironically I think COVID may end up being a positive case for the importance of diversity being good for business as well as being something that makes us better firms from a societal perspective." **Jane Fraser**

"We were only out for about five weeks because we have about 50,000 people in the United States alone that to do their job they have to be at their location, whether it's in our manufacturing facilities, our warehouses, visiting dealers, our design studios, our labs, etc. For the individuals that need to be at work to do their work, we have safety protocols that they're there, and they've been there since May of last year. For everyone else right now in the United States, they're still working from home." **Mary Barra**

"... like many firms, we followed a model of let's be driven by data rather than by dates... When we're all comfortable with the vaccines and our people have been vaccinated and the health data of the hospitals are operating more like normal again, and people feel comfortable commuting... Let's say we get back to that world, then what will it look like? Like many companies at the moment, we're trying to envision what the future of work will look like." **Jane Fraser**

**"Digitization is being supercharged...looking forward [banking will have] a different architecture, so you're seeing more and more parts of financial services unbundling from a physical infrastructure and re-bundling around a much more digital one... you want to be making sure that you're being thought of as someone who is a digital attacker and not tied to an old mindset and an old way of doing business." JANE FRASER**



# Challenging the Myth That Women Don't Support Other Women in Leadership

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## HOW WOMEN CAN SUPPORT OTHER WOMEN

"When I first became the CEO, there were so many generous CEOs that reached out to me, many of them women, to just say, hey, how can I – people I didn't know, but they called me up and said, how can I help you? If you ever want a sounding board, I'm always here. And some of them are now very, very dear friends. So I think we can all help each other and not have to talk about how few women there are in CEO positions in the Fortune 100 or 500." **Mary Barra**

"I have to say I've had wonderful male mentors, but the support of the different female mentors – friends, colleagues, CEOs who have reached out has been extraordinary. And I've had such an opposite experience to this myth, and I really believe it's a myth that women don't help other women. My experience has been quite the opposite and I'm delighted to say that. I actually think that's nonsense. I'm sure that there are a few exceptions to that rule, but I've had quite the opposite experience." **Jane Fraser**

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## RESOURCES

- [Gender Diversity in Governing Bodies in Europe, 2011-2021](#)
- [McKinsey Global Institute: Power of Parity, September 2015](#)
- [Women's Forum for the Economy & Society: 2020 Barometer](#)
- [Women's Forum for the Economy & Society: Seven Key Issues for an Inclusive Recovery](#)
- [Women's Forum for the Economy & Society: Women Entrepreneurs 4 Good](#)
- [World Economic Forum: Global Gender Gap Report 2020](#)

LINKS TO VIDEOS OF EACH SESSION



**Mary Barra**  
Chairman and Chief Executive Officer,  
General Motors

[VIEW VIDEO](#)



**Sophie Bellon**  
Sophie Bellon, Chairwoman of the  
Board of Directors of Sodexo

[VIEW VIDEO](#)



**Chiara Corazza**  
Managing Director, Women's Forum  
For the Economy & Society

[VIEW VIDEO](#)



**Sara Eisen**  
Co-Ancor, CNBC's  
"Closing Bell"

[VIEW VIDEO](#)



**Jane Fraser**  
Chief Executive Officer,  
Citigroup, Inc.

[VIEW VIDEO](#)



**Marie-Josée Kravis**  
Chairman Emerita of the Economic Club of  
New York, Senior Fellow & Vice Chair of the  
Board of Trustees, Hudson Institute

[VIEW VIDEO](#)



**Thai Lee**  
Chief Executive Officer of  
SHI International

[VIEW VIDEO](#)



**Elisabeth Moreno**  
French Minister Delegate for Gender  
Equality, Diversity & Equal Opportunities

[VIEW VIDEO](#)



**The Honourable Mary Ng**  
Canada's Minister of Small Business,  
Export Promotion & International Trade

[VIEW VIDEO](#)



**Deborah Orida**  
Senior Managing Director and Global  
Head of Real Assets, Canada Pension  
Plan Investment Board

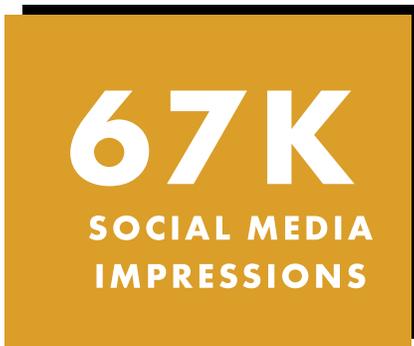
[VIEW VIDEO](#)



**Nadia Theodore**  
Senior Vice President, Global  
Government and Industry Relations,  
Maple Leaf Food

[VIEW VIDEO](#)

## SERIES MEDIA COVERAGE



In addition to the earned media coverage, live tweets from the event garnered more than 67,000 impressions over the course of the day.



## Bloomberg

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### Fraser Says Idea That Women Don't Help Women Is 'Utter Rubbish'



**GM CEO Mary Barra: 'We're just at the beginning' of where company's stock will move**

**GM shares hit new record on plans for electric Chevy Silverado pickup**

**GM and Ford take cues from Tesla's success, but try to avoid Musk's mistakes**