



The Wo.Men in Finance journey (2019-2023)



FEB-VBO, Claire Godding, 09/23



Why a sector approach ?

Why does a Sector approach work ?

Similar mix of genders, ages, origins

Sharing practices helps

Peer pressure pushes progress

Specific solutions accelerate progress



What does a
sector
approach
bring to its
members ?

Bringing Insights on the sector reality

Building a common vision

Helping smaller members to evolve on
essential themes

Building & sharing a sector toolbox

Building sector-wide networks





What did we achieve so far ?

Wo.Men In Finance achievements in 4 years



- 54 member institutions working to accelerate gender equality – and measuring their glass ceilings
- 6 workgroups, with in total 100 women and men of the sector sharing practices
- 10 workshops / events every year.
- Over 1000 employees (F/M/X) having joined an event or workshop.
- 18 CEOs having joined discussions
- 25 tools shared freely with the whole sector (and beyond)
- Surveys helping CEOs and HR to address priorities

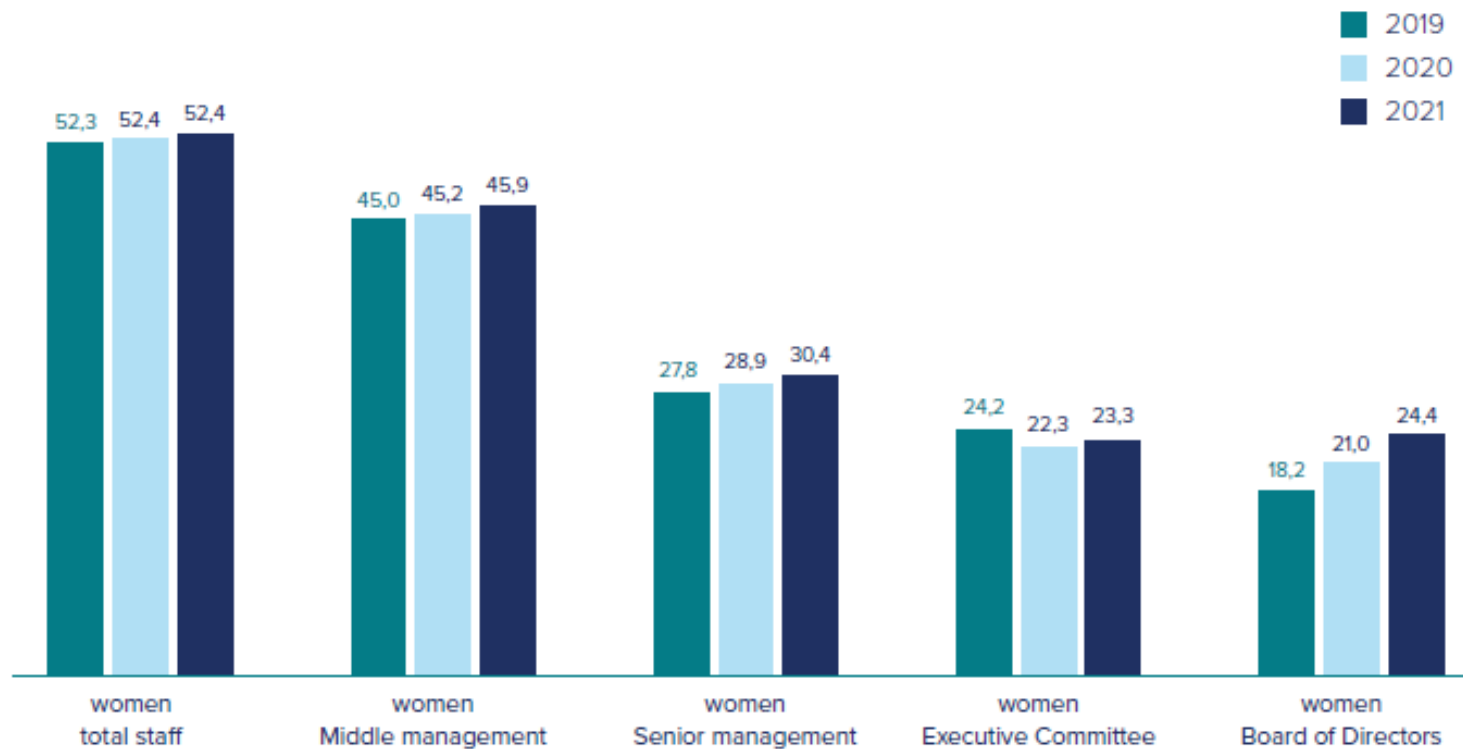


Gender in finance : 54 companies –
and 90% of a sector - acting on their
glass ceilings



Source: WoMen In Finance

Gender equality in terms of category (in %, financial sector)



Source: WoMen In Finance



WOMEN IN FINANCE

Preliminary results survey

By Claire Godding & Nathalie Delaere, 06/22 : "Corporate Culture & Career"

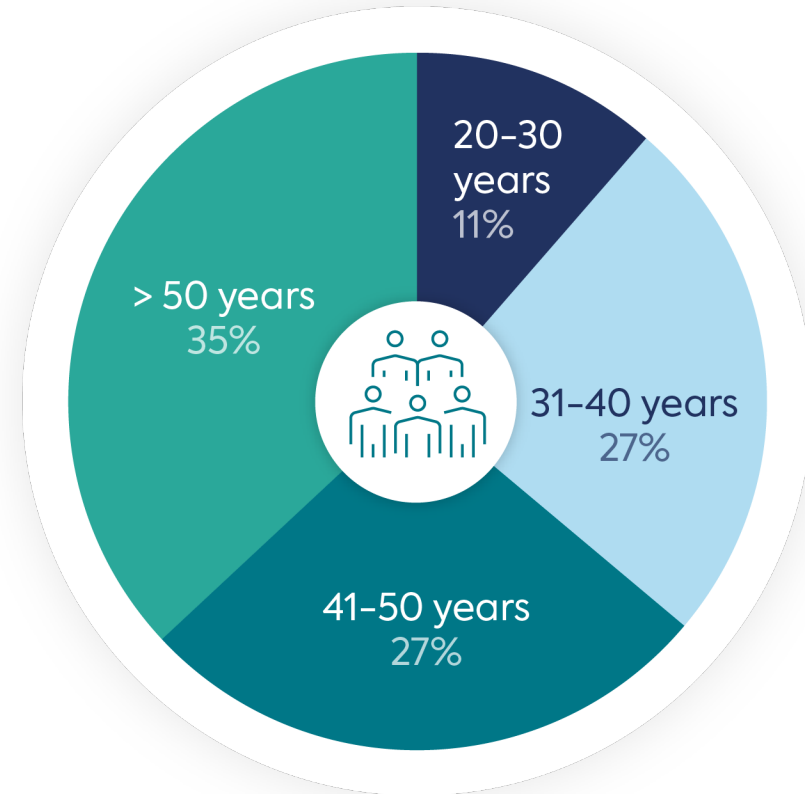
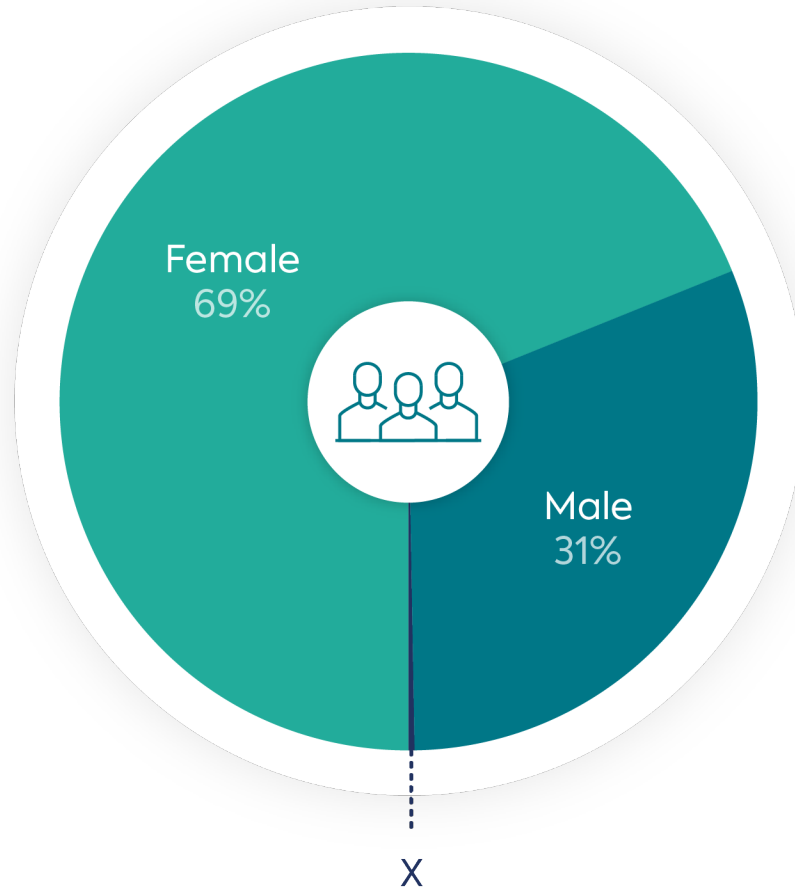
These are preliminary results, which should not be further shared without prior written consent of the authors.



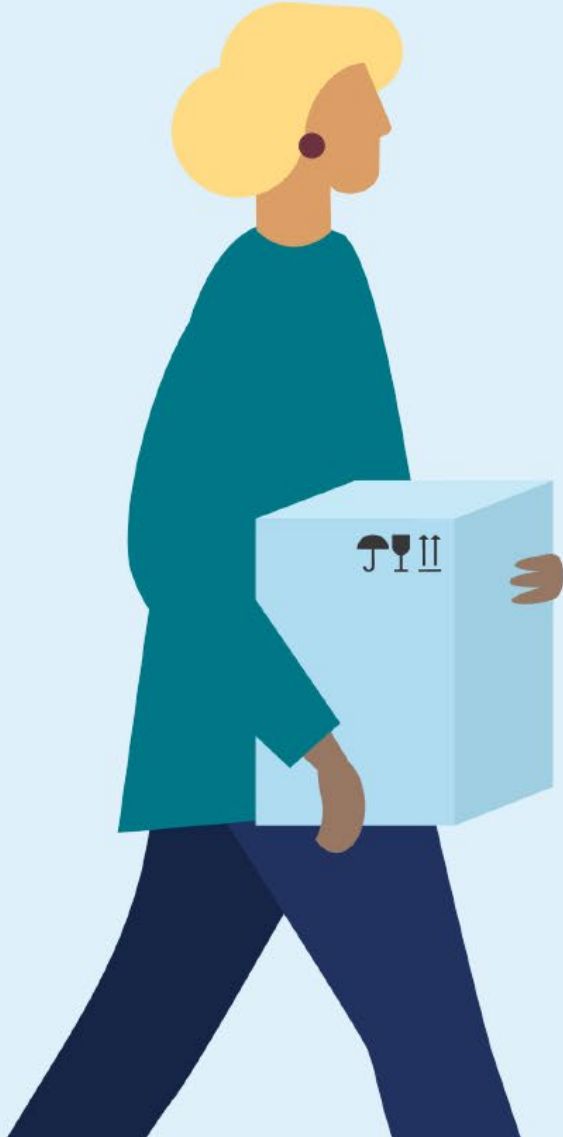
Demographics



Gender



Leaving the organization



28% of respondents
consider leaving the
organization because of
specific blocking factors

♂ 22% ♀ 31%

TOP 3 BLOCKING FACTORS:

1. Leadership style
2. Office politics
3. Corporate culture

NOT Work-life balance

Different opinion

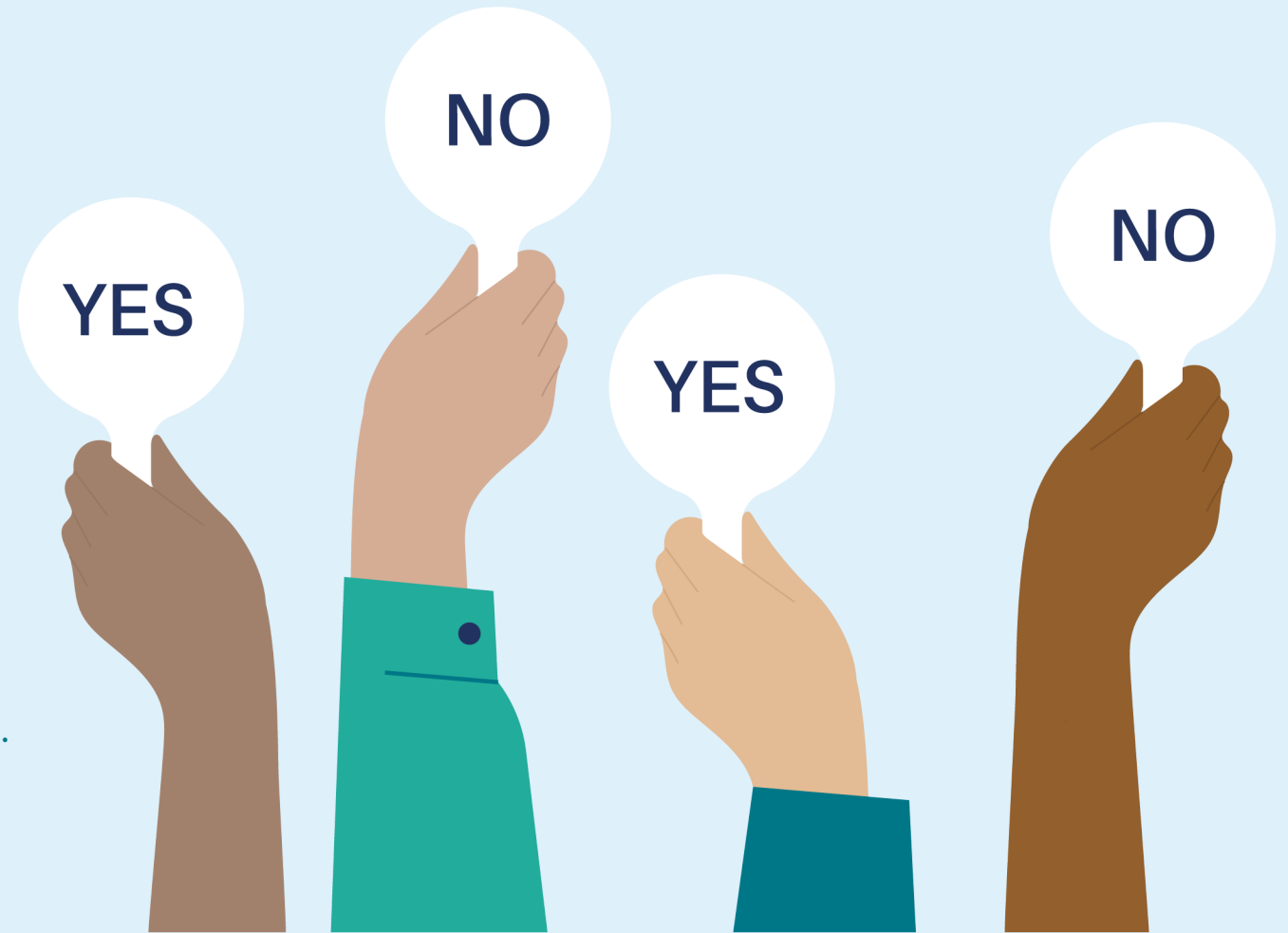


60%

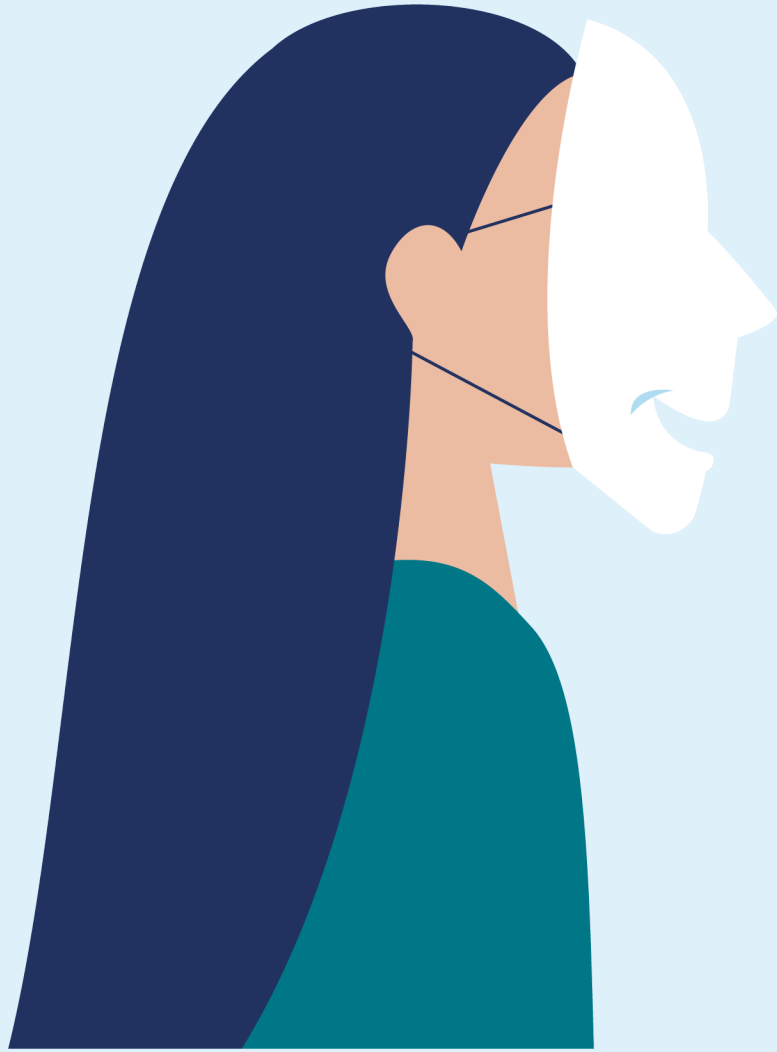
of participants believe that
**expressing a different
opinion is appreciated**

→ **61%**
of female senior executives
versus

74%
of male senior executives
believe that different opinions are valued.



Assimilation



35% of respondents
indicate that they never imitate behavior
that does not come naturally to them

Women in senior positions (38%)
do it nearly twice as much as
senior males (19%)

Soft skills



74%

of respondents believe that

soft skills

(such as listening,
motivating, caring,...)

are appreciated



20%

of respondents believe that

**soft skills are
financially
incentivised**

Sexism | Jokes | Bullying



26% of respondents
have never heard
sexist comments at work

♂ 34% ♀ 22%

64% of respondents
have never been the
target of bullying

♂ 75% ♀ 60%



56% of respondents
respondents have never
been the target of belittling
comments or jokes at work

♂ 73% ♀ 48%



39% of respondents believe that
such behavior decreased during covid,

55% believe that it stayed the same

65% says this impacts them
(more women than men)





Multicultural
Bankers

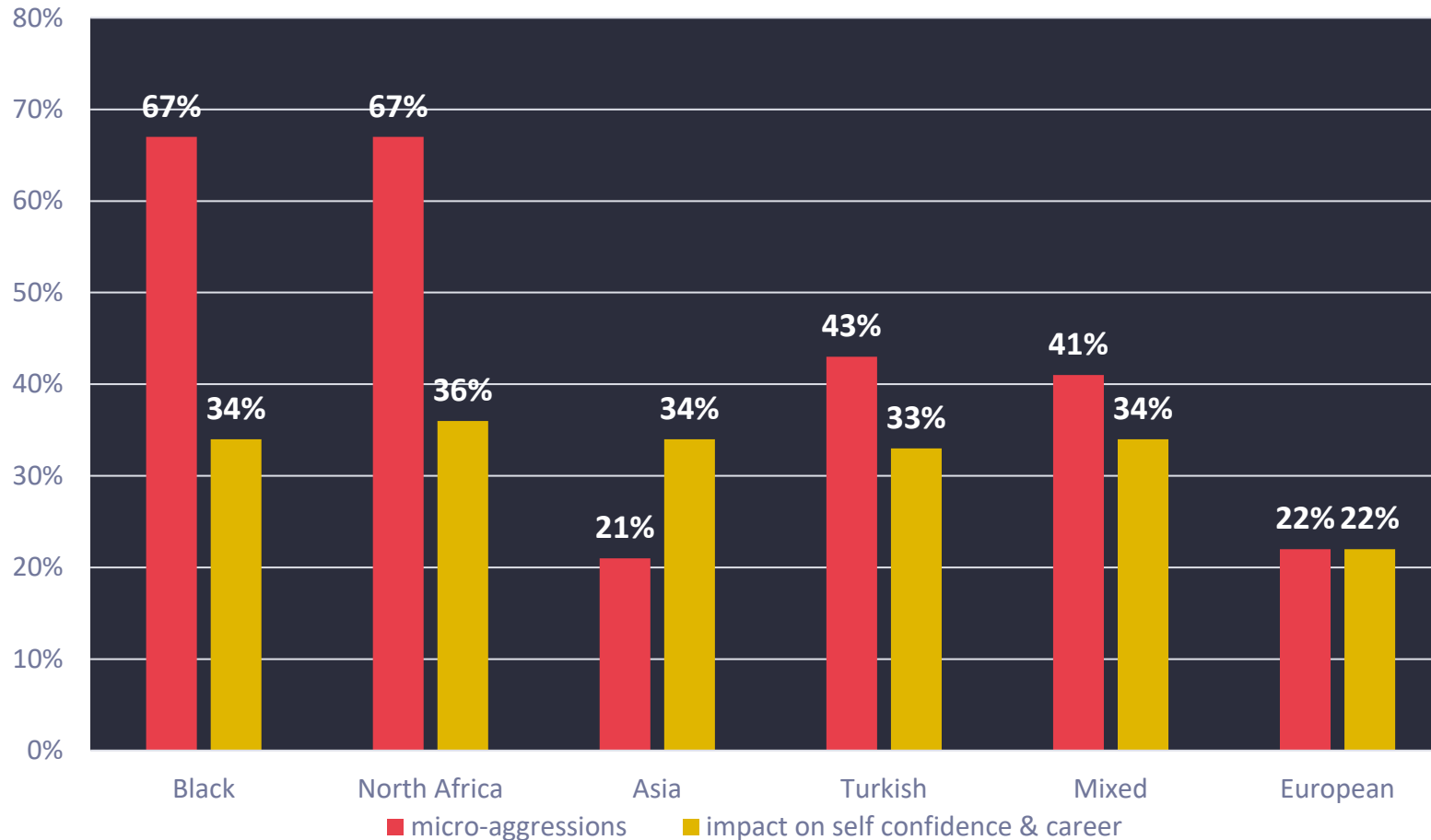


Multicultural in finance : a
sector survey, a new network

The Multicultural Inclusion survey by Febelfin shows micro-aggressions are a reality in our sector



– Are you hearing racist micro-aggressions (sometimes, often, very often)?





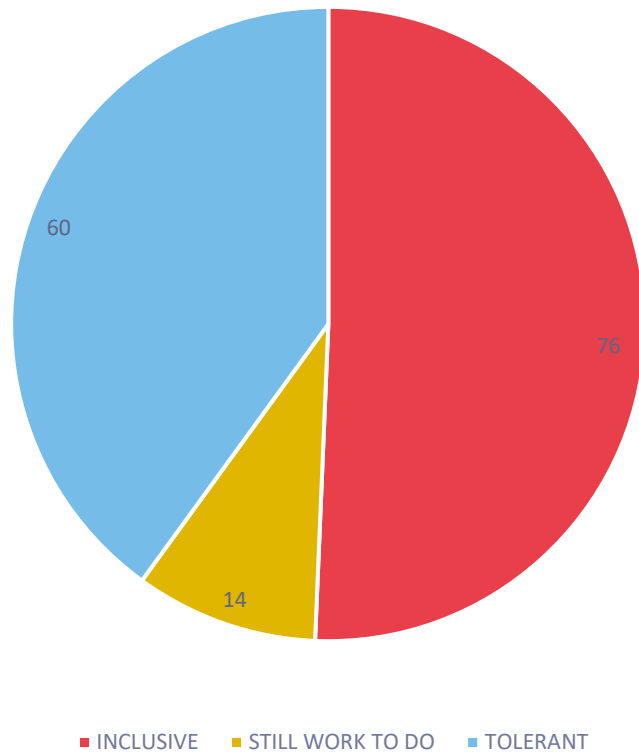
LGBTQIA+ in finance : a sector survey



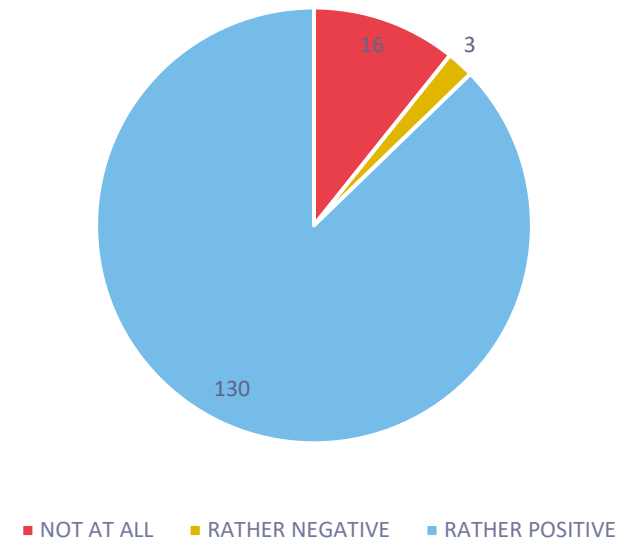
How inclusive is your employer ? The LGBTQI inclusion survey by Febelfin shows we can do better



How do you rate your employer ?



Do you see an evolution ?





A free toolbox to promote
inclusion in our sector

4 focuses on 4 ways to become more inclusive



F
Becoming conscious of your
unconscious bias

F
Preventing micro-
aggressions

F
Fostering an inclusive culture

F
Promoting Inclusive
Leadership

FA*Q!

*heeft die de job
gekregen om quota
te halen?!*

Vooroordelen brengen geen voordelen op.
#InclusionInFinance wel. Geen idee what the FAQ je
hiermee moet? Daar brengen we verandering in! Je
ontdekt binnenkort meer...

FA*Q!

*ben ik aangenomen
zodat ze hun quota
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Vooroordelen brengen geen voordelen op.
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The Febelfin Inclusion toolbox : 25 tools for companies, CEOs, HR, team leaders and employees.



- Inter-company training sessions (with support of Brussels Region)
- Survey questions to measure inclusion in your company
- Games to play with your team
- Exercises for teams
- Checklists for CEO's , Communication team, HR
- The Inclusive Panels website & Charter



An inter-sectoral initiative to
make all talents more visible :
the INCLUSIVE PANELS charter



DIVERSE PANELS

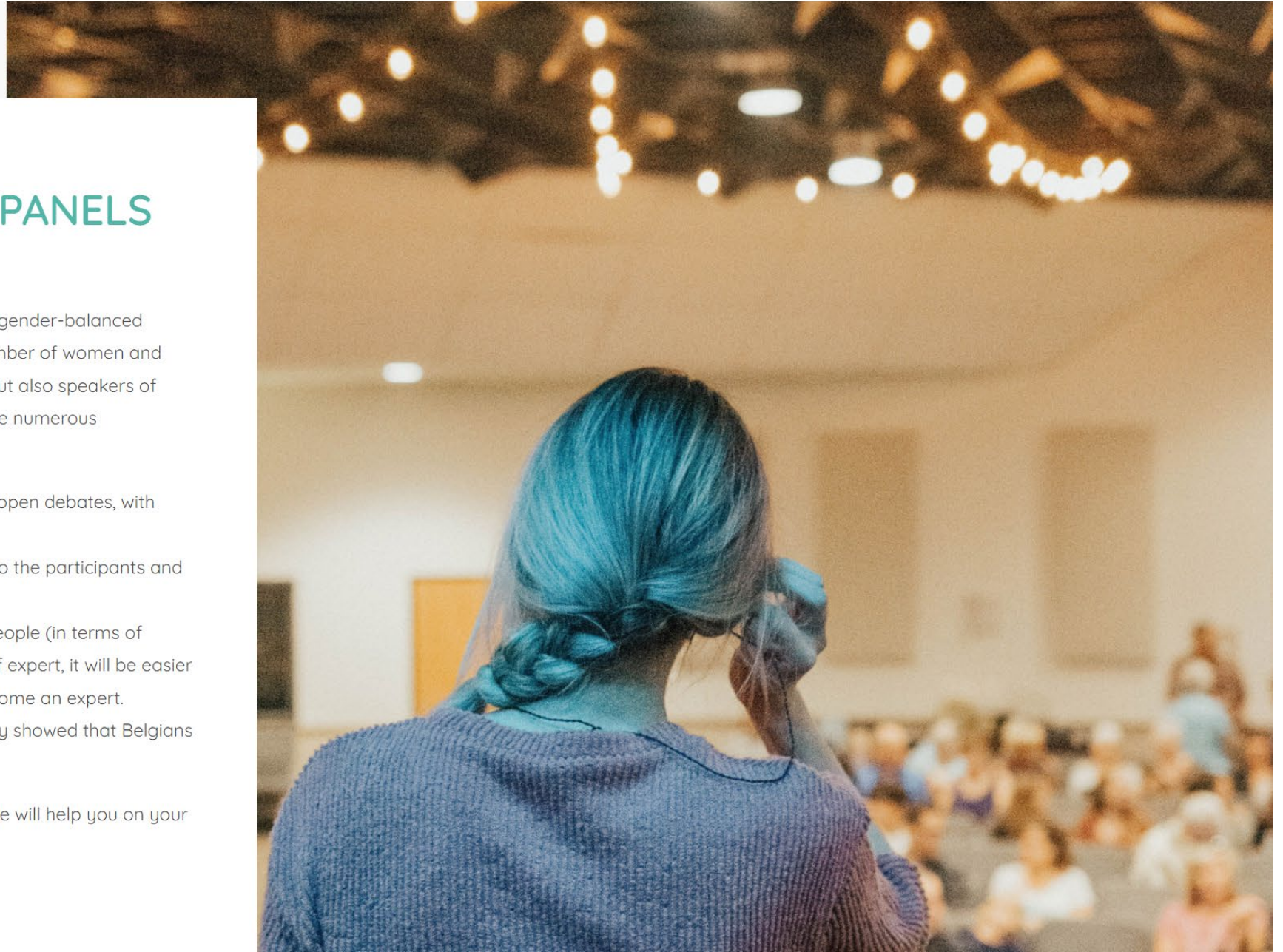
WHY ARE DIVERSE PANELS SO IMPORTANT?

Did you know that only 30% of events have a gender-balanced panel? That means: a panel with an equal number of women and men. Inclusive panels with men and women, but also speakers of different generations, origins, languages... have numerous advantages:

- A mixed panel ensures richer and more open debates, with more innovative ideas.
- Mixed panels also send a strong signal to the participants and to the outside world.
- If you can identify yourself with equal people (in terms of gender, origin, language, ...) in the role of expert, it will be easier for you to keep up your ambition to become an expert.
- [A survey by ProFacts in 2020](#) also clearly showed that Belgians prefer mixed panels.

But where do I find the right speakers? This site will help you on your way.

FIND A SPEAKER



Signatories of the Inclusive Panels Charter – November 2022

ORGANISATIONS

- AB-Inbev
- Accenture
- Actiris
- Adecco Group
- Agoria
- AXA Belgium
- BCW Belgium
- Belfius
- Belgian Federal Scientific Policy Office
- Belgian Financial Center
- BELSPO
- BNP Paribas Fortis
- CapGemini
- Christelijke Mutualiteit - Mutualité Chrétienne
- Coca-Cola
- Deloitte
- Denuo
- DMAB
- Equal Brussels
- Euroclear
- Euronext
- Everon Lighting
- Fair Trade Belgium
- FEB-VBO
- Febelfin
- GUBERNA
- HackBelgium
- IEFH - IGVM
- ING Belgium
- JUMP ASBL
- KBC Securities
- KULeuven
- Liedekerke
- MCA Belgium
- Nauta Dutilh
- NBB
- NN (Nationale Nederlanden)
- P&V Insurance
- Pfizer
- Pour la Solidarité
- Proximus
- QCLICK Coaching
- Responsible Jewellery Council
- SLRB
- Sodexo Pass Belgium
- Solvay
- STIB MIVB
- SWIFT
- The Banking Scene
- The Shift
- Trifinance Belgium
- UCLouvain
- UITP
- ULB
- UNIA
- Vlerick
- VUB
- Women in Finance
- Women on Board

PUBLIC AUTHORITIES

- Alexander De Croo, Prime Minister
- David Clarinval, Deputy Prime Minister and Minister for the Middle Classes
- Thomas Dermine, State Secretary for Economic Recovery and Strategic Investments, in charge of Scientific Policy
- Petra De Sutter, Minister of Public Function
- Zakia Khattabi, Minister for Sustainable Development
- Hadja Lahbib, Minister of Foreign Affairs
- Sarah Schlitz, State Secretary for Equal Chances
- Franck Vandenbroucke, Minister of Health & Social Affairs
- Vincent Van Peteghem, Minister of Finances
- Vincent Van Quickenborne, Minister of Justice
- Annelies Verlinden, Minister of the Interior
- Valérie Glatigny, Minister of Higher Education in the Wallonia-Brussels Federation
- Bart Somers, Minister for Equal Chances Flemish Region
- Elke Van den Brandt, Brussels Minister for Mobility
- Nawal Ben Hamou, Brussels State Secretary for equal opportunities





Some inspiration :

InclusioninFinance toolbox

www.inclusioninfinance.be

www.womeninfinancebelgium.be

www.inclusivepanels.be