



Wo.Men in Finance Belgium Becoming a member

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

61 members preceded you!

CREDESCENDO

BUY WAY



Allianz

AlphaCredit
BNP PARIBAS GROUP

Amundi
ASSET MANAGEMENT

ARGENTA
uw appeltje voor de dorst

assuralia

ATHORA



baloise

Degroof
Petercam

Bank
J.VanBreda&C°

NAGELMACKERS

BNY MELLON

beobank

BlackRock

BNP PARIBAS
FORTIS

CANDRIAM
A NEW YORK LIFE INVESTMENTS COMPANY



CKV
Centrale
Kredietverlening

Belfius
Bank & Verzekeringen

FEDERALE
Assurance - Verzekering

microStart

NN

caceis
INVESTOR SERVICES

batopin

DELEN
PRIVATE BANK

citi

Crelan

Deutsche Bank

DKV

ethias

euroclear

EURONEXT

febelfin

finance
.brussels
srib - gimv

FINTECH
BELGIUM

Service Public
Fédéral
FINANCES
Federale
Overheidsdienst
FINANCIEN

FSMA

GREENOMY

ICBC

incofin
INVESTMENT MANAGEMENT

ING

KBC

KBC
Asset
Management

KBC
Insurance

Leo Stevens
PUUR & PERSOONLIJK VERMOGENSBEHEER

Marsh



medirect
Think ahead. Bank ahead.

Banque Nationale
DE BELGIQUE
VAN BELGIE
Eurosysteem

ABN·AMRO

P&V

PUILAETCO
A QUINTET PRIVATE BANK

Swift

TIKEHAU
CAPITAL

Triodos Bank

vdk
bank

BEAMA

AG
INSURANCE

Why should you commit to more mixed teams ?





What does Wo.Men in Finance stand for?

Mission

We want to:

- Accelerate Gender Balance at all levels within the financial sector
- Supporting Wo●Men in Key Career Moments
- Contribute to Culture Change

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**

Yearly fee

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

<250 employees : 1100 EUR/year

Between 250 and 500 employees : 2750 EUR/year

>500 employees : 5500 EUR/year

The benefits of being a member

- ✓ our yearly event (for all employees)
- ✓ our yearly CEOs breakfast
- ✓ our yearly HR Directors session
- ✓ our workshops organised yearly (some online, some in physical presence) on various themes going from how to use AI inclusively to how to start employee resource groups, on sexism prevention or inclusive job ads...
- ✓ free consultancy (in-house training or presentation, adapting a job ad to make it more inclusive, reviewing your gender KPIs...) depending on availability
- ✓ receiving your own benchmarking report, comparing your gender results with those of the sector, with tailored advices
- ✓ co-animation of a first in-house event to introduce Wo.Men in Finance
- ✓ access to our toolkits
- ✓ joining one of our 6 workstreams
- ✓ access to our database of DEI Experts
- ✓ exchange of best practices with other members of the network
- ✓ access to our annual report, General Assembly, Advisory Board

How can my company become a member?

Please send a mail to

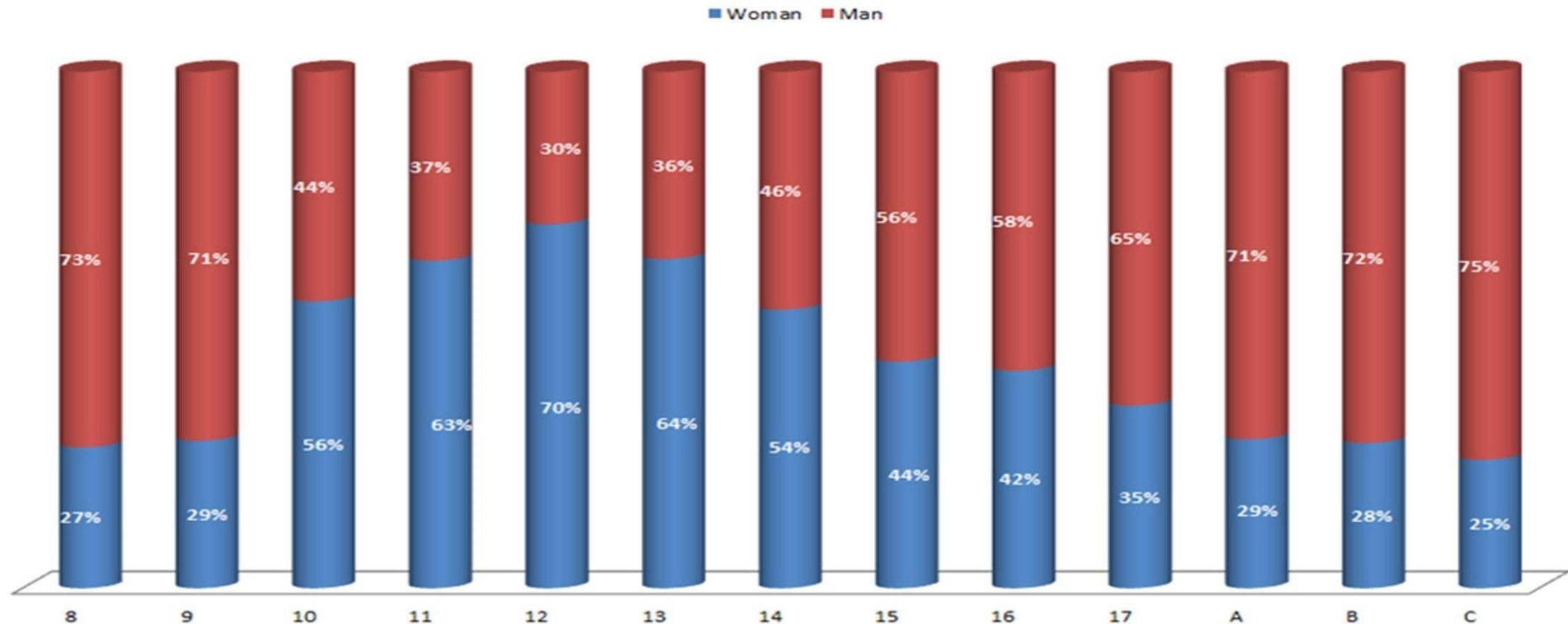
info@womeninfinance.be

Measuring your glass ceilings

How to measure the glass ceilings ?

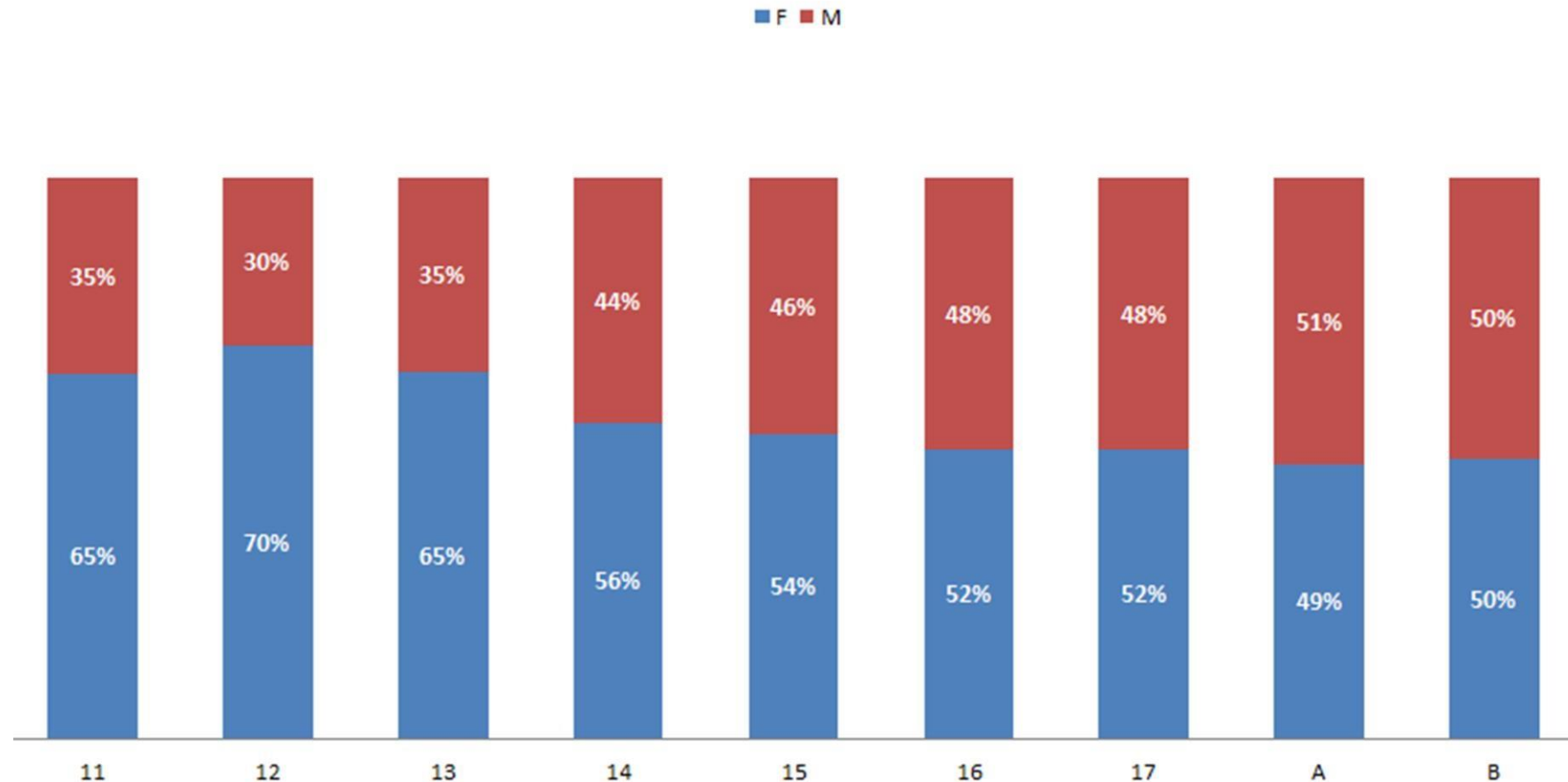
- *Glass ceilings are levels where women tend to disappear more strongly of the organigram, meaning they remain in functions just under those levels.*
- Analyse the % of women and men at every level of your company
- If there are several levels, go for the detailed analysis
- “Middle management” can 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



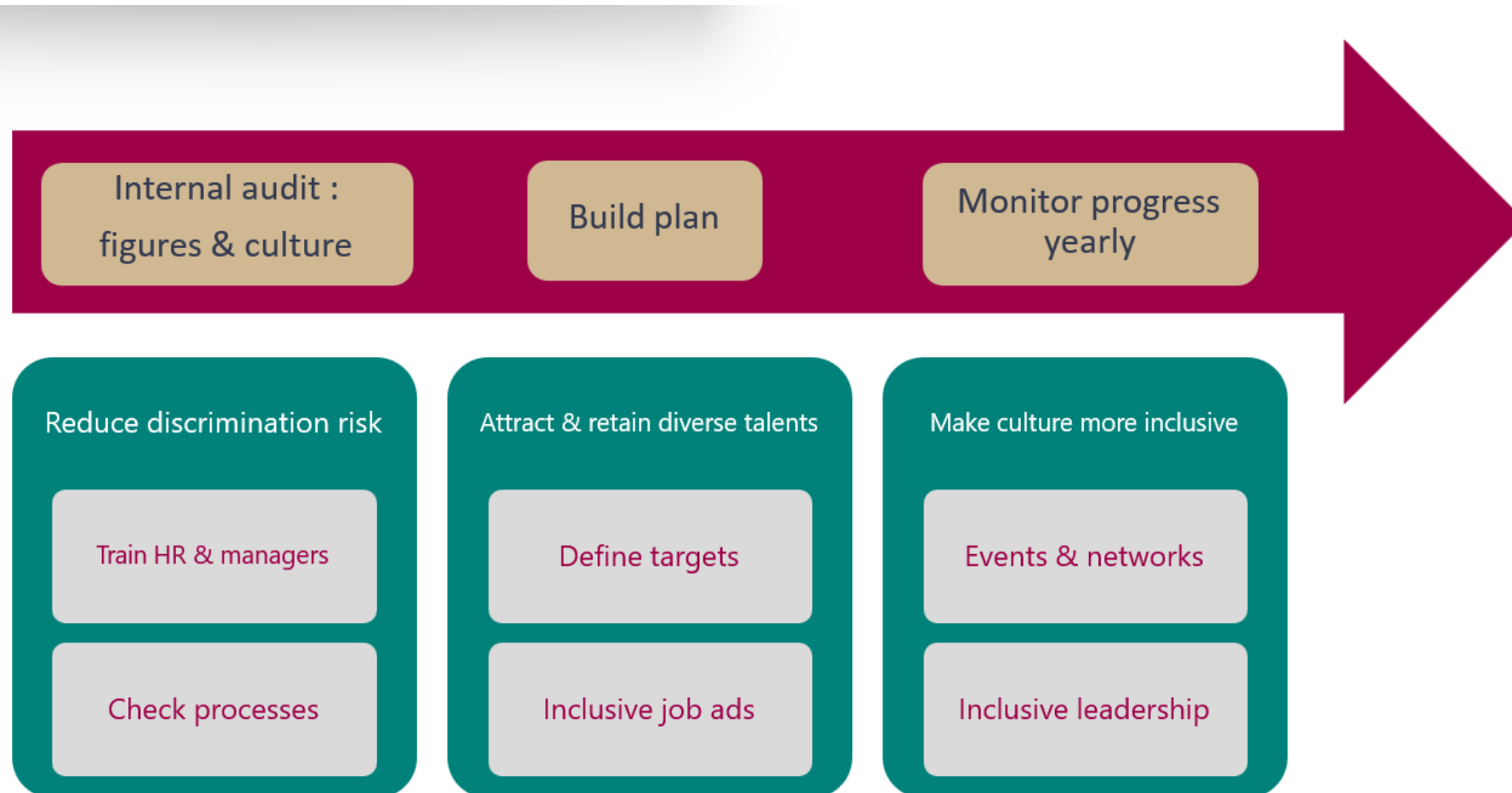
Example of an organisation without glass ceilings

GENDER DIVERSITY PER HAY GRADING E2E OPS



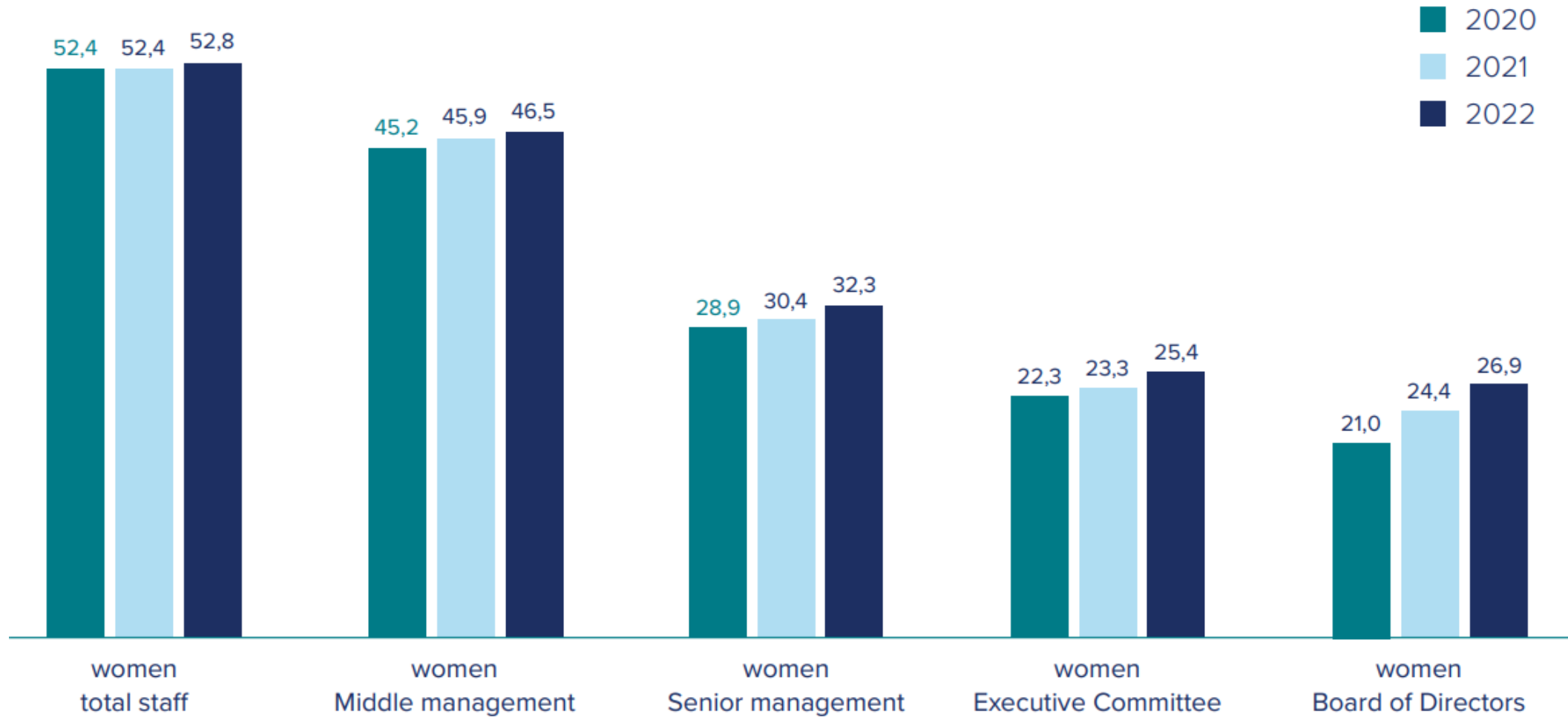
How to build a Diversity & Inclusion Plan ?

How should a diversity & inclusion plan look like?

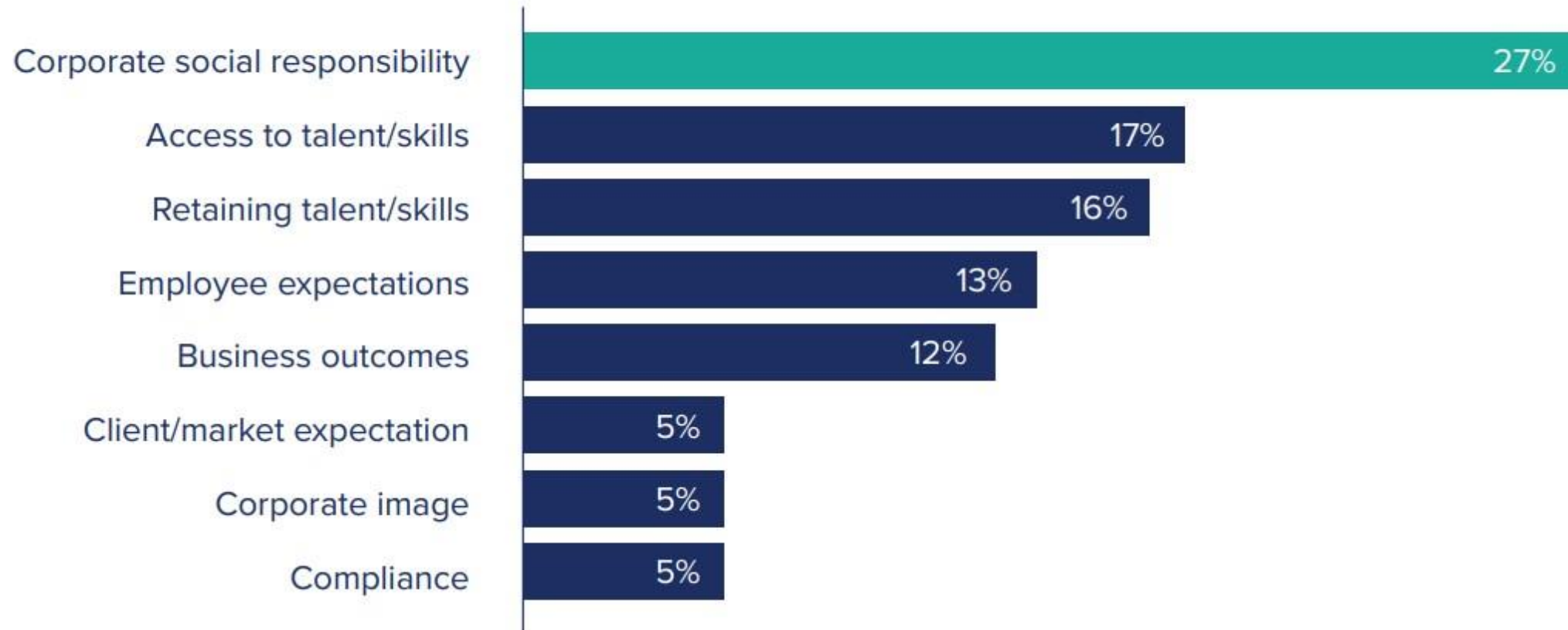


Annual Report 2022-2023

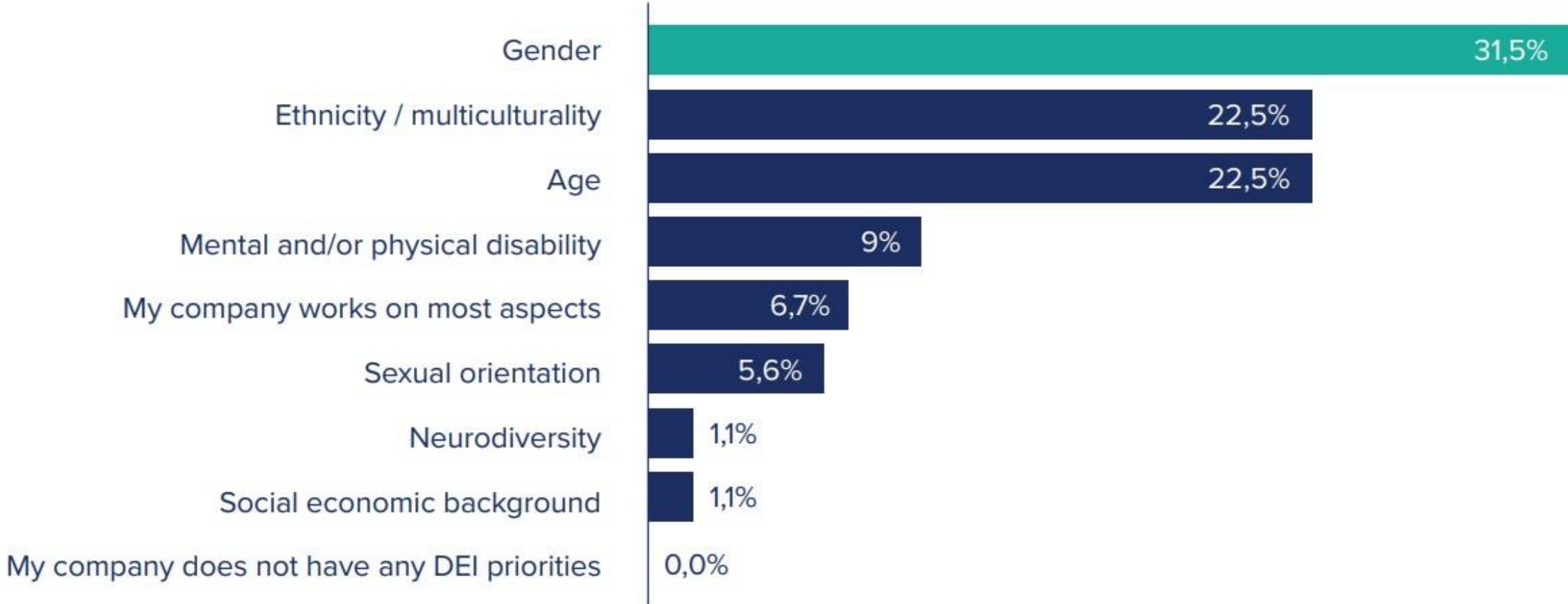
Gender progression in finance in Belgium, 2020-2022



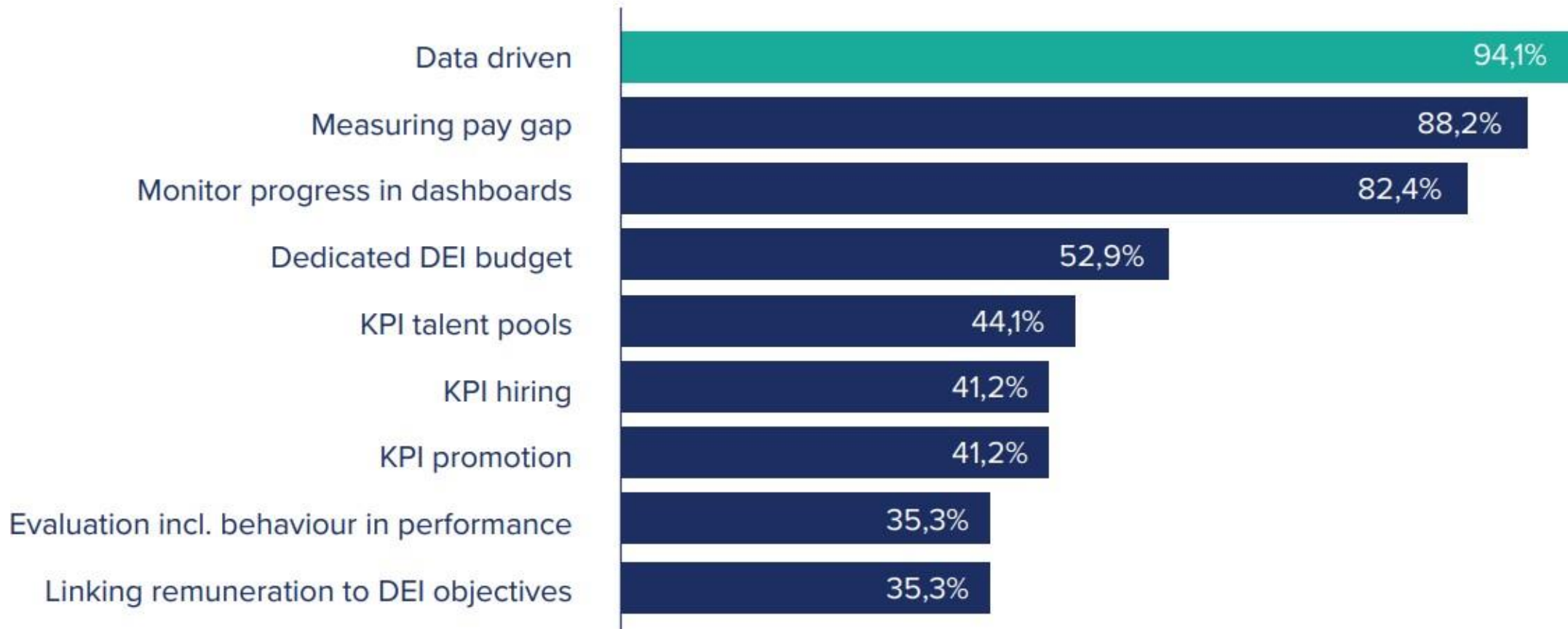
What is driving your company DEI initiatives?



Most important diversity & inclusion priorities



Instruments used to achieve DEI goals



How did WIF contribute to your gender progression?



Annual report

To read our full annual report, go check:

[WIF Annual Report 2022-2023](#)

WIF Survey on career blockers for women and men in finance, read more [here](#)

Why do senior executives contemplate to leave the organization?



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

♂ 23% ♀ **37%**

TOP 3 BLOCKING FACTORS:

1. Leadership style ♂ 67% ♀ 65%
2. Office politics ♂ 47% ♀ 52%
3. Corporate culture ♂ 33% ♀ 35%

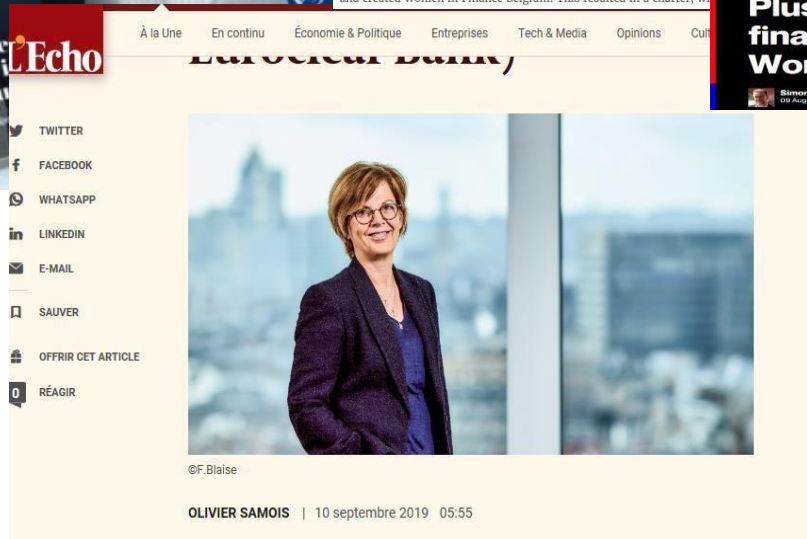
NOT Work-life balance

Wo.Men in Finance in the media



Gender in Finance: why diversity

To become better companies, it is essential that men and women cooperate in financial organisations to tackle gender diversity and share best practices. This resulted in a charter, which was created by Women in Finance Belgium.





WO·MEN IN FINANCE

BELGIUM