



COLLOQUIUM ON GLOBAL DIVERSITY

A TRULY GLOBAL
ROUNDTABLE OF
SENIOR EXECUTIVES
IMPLEMENTING
GENDER DIVERSITY
ACROSS BORDERS

C-Suite Forum – Leading Diversity

Carmina Abad
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“In the nineteenth century, the central moral challenge was slavery. In the twentieth century, it was the battle against totalitarianism. We believe that in this century the paramount moral challenge will be the struggle for gender equality around the world”.

Nicholas D. Kristof, *Half the Sky: Turning Oppression into Opportunity for Women Worldwide*



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Women are still a staggering 118 years away from closing the gender gap in terms of labor market opportunity, education, health, and political clout.

According to the World Economic Forum's recently released *2015 Global Gender Gap* report.





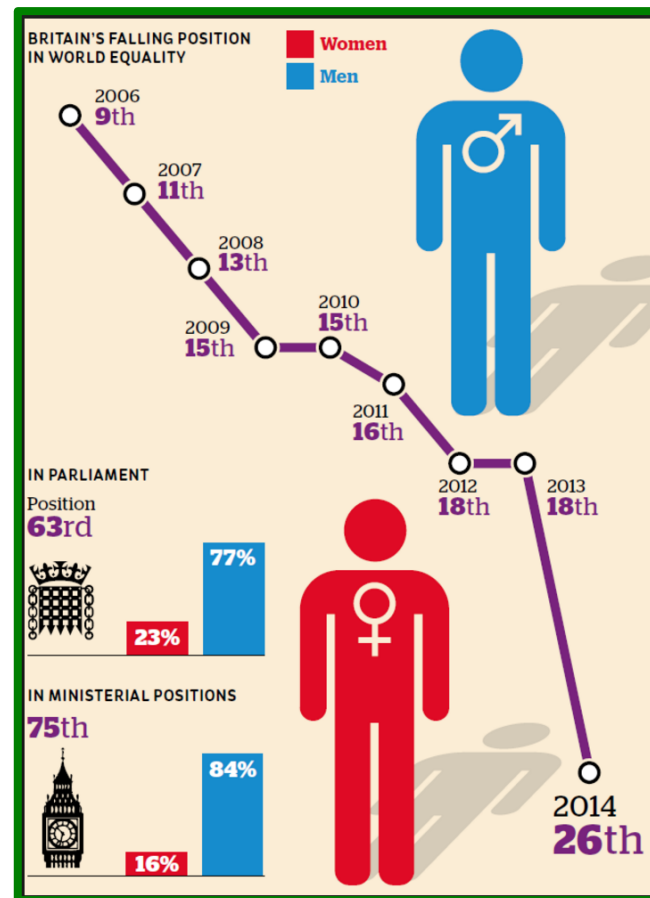
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History of “Female Votes”

Germany	1918
USA	1920
France	1944
Mexico	1947
China	1949
Switzerland	1971
Nigeria	1976
South Arabia	2015

Lebanon
Vatican

proof basic education is required for women but not for men
only Cardinals can vote, which the ***Apostolic Letter Ordinatio Sacerdotalis***, are necessarily men.





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All these data invite us to reflect and question about the most effective ways to close gender equality gaps by:

- Imposing gender quotas?
- Hiring top senior executive women?
- Hiring and encouraging young women?
- Creating certainty on young women's conviction to their own professional growth?
- ...or by all of the above?



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**I am convinced that the
problem of gender
inequity starts from the
education at home.**





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Talking about of what has been my experience in diversity

Very early in my career I learned that I needed to earn respect and credibility as a Professional Woman



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The Next big challenge was...

To CONSOLIDATE my LEADERSHIP and AUTHORITY!

- First with my staff
- Second with my superiors
- Third dealing with compensation inequalities



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But what have I learned from my personal experience as CEO?.....

I learned that you need to have a solid perspective of the business performance in order to:

- Define
- Understand
- Detect
- Be able
- And have the courage



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.....But what have I learned from my personal experience as CEO?

Promoting diversity and inclusion of women in leadership positions must be a top management commitment.

I am convinced that diversity makes business sense.



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After being CEO

What can I say about my experience as a true believer of managing diverse teams?

In order to start changing this, I needed to:

- Encourage
- Hire
- Identify
- Create
- Define and communicate



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After being CEO

As a result ...

We were awarded for fifth consecutive time

Certification of “Gender Equality Model”



- Modelo de Equidad de Género (MEG), por 5to. Año consecutivo (2009 a 2014) certificación otorgada por el Instituto Nacional de las Mujeres en México.

MetLife



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What are my main learnings in promoting diversity?

- A vast majority of men, not all ...
- The vast majority of women ...
- We as women
- The fact that a women
- The misconception



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The feminine leadership contributions to the business world are special

- Being creative
- We like to innovate constantly
- We like to be persuasive
- We are assertive
- We listen
- We are inclusive and integrative.



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Final thoughts ...

When Women grow, Business grow

**Now is the time for us to
take actions**



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In conclusion ...

I want to share with you an ongoing thought in which I truly believe, and I quote :

**“I do not wish women to have power over men;
but over themselves.”**

Mary Wollstonecraft

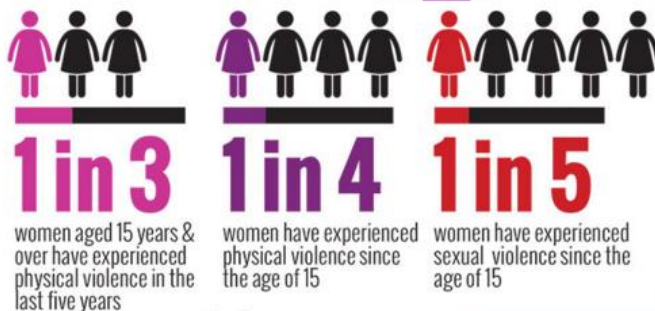


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Gender Equality



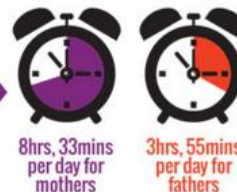
In 2009-2010, average superannuation payouts for women were **just over half (57%)** those of men.



Australian women account for:

- ▶ 92% of primary carers for children with disabilities
- ▶ 70% of primary carers for parents
- ▶ 52% of primary carers for partners

Mothers spend more than twice as many hours each week looking after children compared to fathers



Domestic and family violence is the leading preventable cause of death, disability and illness in women aged 15 to 44 yrs.

**Thank you
for your attention!**