



Women's Leadership in Times of Crises

The 3rd Global Conversation marking
International Women's Day 2021



Launched by:

**GLOBAL
THINKERS
FORUM**



Accountable Leadership.
Women's Empowerment.
Youth Development.



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Conversation Overview 2021

London – Zagreb – Amman – Beirut – Lagos – Nairobi – Karachi – Oregon – Irvine

To mark International Women’s Day 2021, 56 speakers across eight countries participated in a synchronised global conversation on women in leadership and how women make more effective leaders in times of crises. Due to the ongoing COVID-19 pandemic, conversations were streamed online to a global audience.

Among the speakers were: Margery Kraus, Founder & Executive Chairman of APCO Worldwide; Mary Carlin Yates, Ambassador (Ret.) of the U. S. Department of State; Ivana Gažić, President of the Management Board of Zagreb Stock Exchange; Diana Moukalled, Editor of Daraj Media, Doug Wills, Editor Emeritus of the Evening Standard. London connected live to other panels in London, Amman, Beirut, Karachi, Zagreb, Lagos, Nairobi, Oregon and Irvine, California to get a sense of what challenges women need to overcome across different societies and cultures, and to record calls to action.

London-based BBC World’s Tim Willcox moderated the global conversation.

**“I AM NOT
EMBARRASSED AS A
WOMAN THAT I AM
DIFFERENT FROM
A MAN, I MAKE NO
APOLOGIES FOR IT.”**

**Yewande Sadiku, CEO,
Nigerian Investment
Promotion Commission**

Women's Leadership in Times of Crises

'For centuries, women have struggled with domestic abuse, war, poverty, unpaid work, lack of access to education, lack of access to opportunities, as well as many more challenges. The global pandemic has not made things easier for anyone, let alone women. We're hearing stories of women being appointed in top roles and participating at top tables, which is great, and it is fantastic to have the first female, first Black and first Asian-American Vice President in the United States, Kamala Harris. Yet the truth of the matter is that women continue to be underrepresented and, in fact, undervalued. Our mission is to promote more women in leadership, and to bring to the world new role models whose work and life will inspire us every March through the Global Conversation. We connect leading women from different countries in the debate that discusses the role of women internationally. But we also focus on what is happening on the ground, the local stories, the local challenges and how we can help amplify women's voices and make their issues known to other countries.'



Elizabeth Filippouli

Founder, Athena40

“PAVING THE WAY FOR MORE WOMEN INTO LEADERSHIP POSITIONS IS OUR ONLY CHANCE TO RECOVER FAST FROM SOCIAL AND FINANCIAL SETBACKS AND IT IS ALSO CRITICALLY IMPORTANT FOR THE EMOTIONAL AND PSYCHOLOGICAL BALANCE OF OUR SOCIETIES”

**Elizabeth Filippouli,
Founder, Athena40**

What is Athena40?

Athena40 was officially launched at UNESCO on International Women's Day March 8 2018, as a women-led platform promoting the work of innovative women from around the world. Athena40 developed into a family of initiatives focusing on strengthening the role of women worldwide and nurturing accountable and visionary leadership. Athena40 offers access to networks, recognition, mentoring and opportunities for women to access new networks, knowledge and partnerships.

Messages from Around the World

HRH Princess Sumaya bint El Hassan President, Royal Scientific Society (Jordan)

“Together, we must all choose to challenge a status quo that deprives girls and women of an equal stake in our shared future. The Covid 19 pandemic has forced our world to pause and has challenged all of us to consider how we live. We must determine to learn from our experience and to reaffirm our belief in the importance of equal opportunity to learn to work to achieve to lead and to thrive. Indeed, women’s unsurpassed leadership skills during the pandemic have been as revolutionary to some as they have been absolutely unsurprising. We must never forget that empathy is certainly not a weakness. If anything, it is a superpower. Of course, women’s representation in politics remains astoundingly low. Even in so-called advanced political arenas, we often sense that one step forward may quickly be followed by two steps back. Remember always that compassionate leadership is strong leadership. This is what truly benefits our world and benefits the future that we all deserve.”

HE Andrew Dalglish UK Ambassador to Croatia

“I am passionate about speaking up on the importance of Gender Equality to both women and men. It’s a shared concern. It’s a shared responsibility. As far as I’m concerned, the argument for whether it is financially, commercially or morally better for business or governments to embrace gender equality is concluded. Now, unfortunately, not everybody agrees with me so we’re going to have to keep making the argument. But intellectually the case is clear. Do you remember, the days when women weren’t allowed to be in charge of, well, anything because they were unreliable. They were prone to emotion, particularly at times of crisis. These were views expressed by men and some women, who certainly had no idea of how important to the concept of leadership were things like, for example, emotional intelligence. This is something that we’re learning now as leaders. Nor were they aware how genuinely strong leadership is not simply a list of all the worst traits associated with masculinity. Quite the contrary. The research is clear, organisations perform better when gender equality is embraced and that is just as true in times of crisis.”

Bill Maurer Dean of the School of Social Sciences, UCI Irvine

“This is an international event, the only one of its kind, with panel discussions taking place in parallel in different time zones, one after the other across different cities around the world. The organising theme for this year’s conversation, which also marks International Women’s Day, is women’s leadership in times of crises. The theme recognises the impact of COVID-19 on women as being quite severe for a number of reasons - economic social, professional, political, psychological. Conversations around promoting more women in decision making roles are even more timely and important now than they were a year ago.”

HE Mr Manoah Esipisu Kenyan High Commissioner to the UK

“Women play an important role in this transformation agenda. Change driven by women in the corrective services sector is far-reaching. The women-led transformation in this in the corrective sector is helping to transform communities, so we encourage more women, to partner with Government, providing post-incarceration support to previous offenders, to the point that everyone understands that you have a positive contribution to make. And that contribution is possible and will be encouraged. And that contribution is appreciated by society, at all times. Society is learning to provide hope required for people to start afresh, for people to look at their past, whatever that past is, and say every day we can make a contribution. We have a role to play.”

Dr Sania Nishtar Special Assistant of Pakistan’s Prime Minister on Poverty Alleviation & Social Safety

“From a gender perspective, diversity is crucial in the workplace. Women constitute 50% of the world’s population, and if an organisation, government institution, entity or business gains from the skills, talents, business acumen and the leadership potential of women it performs much better. Women have a very different way of building partnerships and forging collaboration, they have a very different approach to dealing with evidence and with management of human resources, they have a very different approach to risk-taking, to design and to so many other aspects of decision-making in the workplace. When women have been in organisations with a high percentage of women at the leadership level, the outcomes of the organisation are a lot better in terms of innovation and return on investment.”

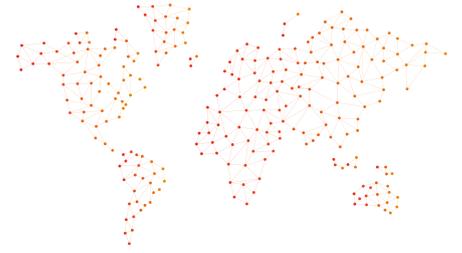
Madam Mary Khaemba Director of Offender Correction and Rehabilitation, Kenya Prisons Service

“As women leaders, what is it that we can do to make a difference, or empower our fellow women, so that they are able to pass through this pandemic, feeling not challenged, but feeling more strength. It is our role as women leaders to make sure that women are supported economically, socially, physically, in all aspects of their lives. A fully empowered woman, makes our society a happy place to be. Remember, most of the time they go through a lot of domestic violence, they are sexually harassed, they go through all these things that are very distressing. But I find that most of the time, they still remain strong. So, what could they do if they were supported? They can make a very big difference in our society.”

**“IT IS OUR ROLE AS
WOMEN LEADERS,
TO MAKE SURE
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ARE SUPPORTED
ECONOMICALLY,
SOCIALY, PHYSICALLY,
IN ALL ASPECTS OF
THEIR LIVES.”**

Madam Mary Khaemba

Global Approach Local Insights 2021



Recommendations from 8 Countries

London UK

'Crisis Management Is in A Woman's DNA'

Things have changed for women in many positive ways over the last 40 years, it's not the same male-dominated world, but we need to remember that some countries have advanced more than others so we need to keep listening and supporting women. Humanity has suffered a multitude of crises over the last 12 months. Women have naturally had to deal with crisis from a very young age, so in many ways that crisis-management skill is imprinted in their DNA. It is important that education systems and parents nurture leadership skills in young girls in order to inspire and empower the younger generation of women leaders.

London UK MCI

'Developing Leadership Takes Work'

Anyone can call themselves a leader, but leadership is a set of skills. Understanding and developing leadership takes work. Montessori principles can contribute to building future leaders. Academic achievements are needed for future generations, but other skills are also vital, such as curiosity, resilience, flexibility, confidence. This is mirrored in the opportunities we need to give to our aspiring leaders: the chance to lead but without expecting perfection; it's important to have permission to make mistakes and learn from them. If you're a female leader, leave the ladder down. Even better, help someone up the ladder behind you.

Zagreb Croatia

'Opportunities for Women Post-Covid Might Not Come Immediately'

It takes courage to come out of one's safety net and we need a society that enables and encourages women to be in leadership roles. Women mustn't feel they have to choose between a career and a family, there is a third path where can you do both. Women need to stop undervaluing themselves and let their achievements do the talking. The pandemic has been especially challenging for mothers having to balance work and family life in the new normal. But crisis is an opportunity. Maybe opportunities for women following the pandemic won't come immediately but women who are interested in being part of the solution need to take the plunge and go for it.

FACT #1

BETWEEN 1970–2010, THE PERCENTAGE OF FEMALE LAWYERS IN THE UNITED STATES SHOT UP FROM 4.9% TO 33.4%.

Amman Jordan

'The Pandemic Has Forced Us to Think Outside The Box'

The panellists recognised how the pandemic has forced women, especially mothers, to play multiple roles simultaneously and therefore how important it is for women to show moral support for each other. More female representation is needed in the public arena, especially in more male-dominated spheres, in order to ensure that equal rights and services are furnished to women in all walks of life. Technology, passion and determination to embrace digital transformation have helped many women-led organisations perform well during the pandemic. Despite the huge challenges, the pandemic has also forced us all to be more innovative.

Nairobi Kenya

'Women Face Barriers That Have Been Exacerbated by The Pandemic'

The Kenyan Government is determined to transform prison services to corrective services and women play an important role in this agenda. Women who have been through the prison system in Kenya need support to realise their potential in society. Women face barriers that have been exacerbated by the pandemic, such as lack of capital and adequate investment. Low visibility is also a major concern, those women who are appointed to public office are not being seen. Mentors can play an important role in helping women tell their stories and serve as inspiration for others.

Lagos Nigeria

'Covid-19 Was A Wake-Up Call'

Women leaders around the world have done a better job in managing the pandemic because of their ability to think critically and project their emotions clearly. The pandemic was a wake-up call for everyone, and highlighted the need for everyone, from all spheres of society, to pull together to find solutions. Collaboration is the new competition. We need to promote women and make deliberate efforts to bring them to the table, and we need to raise men to want to build equitable societies.

Those Who Planted the Seeds of Feminism

Defining proto-feminism can be tricky, but women's rights has been an issue for thousands of years, and there are some notable names (and brilliant stories) in its history that we should definitely know. From the Greek philosopher Hypatia, to Laura Cereta and Mary Astell, these women laid the foundations for feminism and gender equality.

Most historians of feminism use the term "proto-feminists" and the list of proto-feminists is long. To name but a few: Abigail Adams, the wife of President Adams, who famously beseeched him in a 1776 letter to "remember the ladies" while drafting the U.S. Constitution; Moderata Fonte, the 16th-century Italian poet who published *The Worth of Women: Wherein Is Clearly Revealed Their Nobility And Superiority To Men* in 1600; Olympe de Gouges, who wrote pro-feminist tracts before being executed during the French Revolution.

Karachi Pakistan

'We Have A Very Good Opportunity to Reset'

Evidence shows that 'diverse' organisations with a higher percentage of women invariably perform better. Women take different approaches to decision-making; building partnerships; and managing human resources and risk. However, women still face challenges and consistently have their ability to perform questioned. Pakistan recognised that there is an elitism in politics that needs to be minimised in order to give more power and leadership roles to women – and men – at grassroots level. As the pandemic eases, workplace environments are changing and governments are becoming more agile. A reshape is happening, and this opportunity needs to be grasped.

Beirut Lebanon

'Women Leaders Can Change the World for The Better'

Mental health is closely connected to socio-economic conditions, an important phenomenon during Lebanon's economic crisis. The well-being of the environment is intrinsically linked to the wellbeing of humans in general. There is a

Irvine California

'Do Everything You Can to Make It Easier for Those Who Come After You'

Women have been disproportionately affected by the COVID-19 pandemic and there is a concern that the rise in home working will perpetuate the woman's role as the default caregiver for young children and elderly parents. Collaboration and empathy are key traits of any good leader. Women need to make sure they value their contribution to society and make a concerted effort to increase representation. Once women have reached a certain level, they have a duty to show their support to those who strive to follow in their footsteps.

need to dismantle the gender roles and patriarchy that exist both through new legislation and calling out inherent biases and discrimination in, and outside of the courtroom. Women need to look beyond any fear they might have in order to share their stories and to allow others to also shine a light on the work they are doing, in order to inspire others.

Oregon USA

'Women Leaders will Nurture Diversity'

Collaboration and empathy – these are leadership traits that are so critical, during a crisis, whether you are in a pandemic, or whether you are going through something like Hurricane Harvey in Houston or looking at the opiate crisis. The complexities of being a woman in any industry are much more nuanced in terms of the challenges we face amongst other women, how we lead as women. This is much more complicated in some ways than the race conversation. By having more women leaders, we can extend the ladder to allow more people of diversity to climb up.

“WE HAVE MOVED FROM A SOCIETY THAT FORBADE WOMEN FROM WORKING OUTSIDE THEIR HOMES TO ONE THAT ENCOURAGES OR EVEN EXPECTS THEM TO WORK.”

Maria Umar, Founder & President, Women's Digital League

Global Snapshot 2019-2021

1 NO POVERTY



The COVID-19 pandemic is causing a resurgence in extreme poverty, affecting women the most. Around 47 million women and girls have been pushed into poverty as a result of COVID-19.

2 ZERO HUNGER



Globally, women have a 27% higher risk than men of facing severe food insecurity, a gender gap that is expected to rise in the wake of the pandemic.

3 GOOD HEALTH AND WELL-BEING



Women healthcare workers are on the frontlines of the COVID-19 pandemic and are at increased risk of exposure to the virus. Among infected healthcare workers in five countries with available data, 72% were women.

4 QUALITY EDUCATION



School closures are likely to increase gender gaps in education. More than 11 million girls from all age groups are at risk of not returning to school in 2020.

5 GENDER EQUALITY



Women spend three times as many hours as men each day in unpaid care and domestic work. COVID-19 is adding to women's unpaid care workloads.

6 CLEAN WATER AND SANITATION



Four in ten schools around the world and 70% of those in least-developed countries face challenges in providing basic hygiene facilities for students.

7 AFFORDABLE AND CLEAN ENERGY



Lack of clean cooking fuels and technologies accounted for almost 2 million premature deaths among women and girls in 2016.

8 DECENT WORK AND ECONOMIC GROWTH



Domestic workers and those employed in the informal economy have been especially hard hit by the pandemic. Nearly 72% of domestic workers, most of whom are women, have suffered job losses or reduced hours.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Similar to domestic work, women are more likely than men to be engaged in vulnerable employment in the manufacturing sector and are more at risk of losing their jobs or livelihoods.

10 REDUCED INEQUALITIES



Women with disabilities face multiple forms of discrimination. Over a period of five years, three in ten women and men with disabilities personally experienced at least one form of discrimination.

11 SUSTAINABLE CITIES AND COMMUNITIES



Safe and reliable public transportation can be a lifeline for poor urban women, but access remains inadequate in many urban settings.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Deforestation, coupled with increasingly unpredictable weather patterns, has led to sharp declines in agricultural production and food insecurity, issues that disproportionately affect women and girls.

13 CLIMATE ACTION



Women and girls bear the brunt of increasing climate-related disasters, but are rarely in a position to effect change. At the United Nations Climate Change Conference COP 25, only 21% of heads of delegation were women.

14 LIFE BELOW WATER



In many countries, women are largely dependent on agriculture and related activities for their livelihoods. However, coastal erosion and women's low rate of participation in decision-making contributes heavily to their deprivation.

15 LIFE ON LAND



In Haiti, a country with frequent natural disasters, women live at the intersection of poverty and climate vulnerability. Less than a quarter of agricultural landholders are women.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Over a period of 27 years, women made up 13% of negotiators and just 6% of mediators and signatories in major peace processes.

17 PARTNERSHIPS FOR THE GOALS



More men than women have access to the internet, and that gap is widening in some regions.

FACT #2

WHEN CONSIDERING BOTH PAID AND UNPAID WORK (SUCH AS HOUSEWORK AND CHILDCARE), WOMEN WORK APPROXIMATELY 50 MINUTES MORE PER DAY (OR 39 MORE DAYS PER YEAR) THAN MEN.

Gender Gap

Unemployment Rates 2020

Croatia



Lebanon*



UK



Jordan



Nigeria



USA



Kenya



Pakistan**



FACT #3

THE UNITED STATES IS ONE OF THE LAST COUNTRIES IN THE WORLD THAT DOES NOT MANDATE MATERNITY OR PATERNITY LEAVE. IN COMPARISON, ESTONIA OFFERS MORE THAN 87 WEEKS OF PAID PARENTAL LEAVE.

*2019 figures. UN Women estimates that female unemployment in Lebanon could now be as high as 26%

**2019 figures

Inspirational Stories



Leonor Stjepic

CEO, Montessori Group UK

Leonor Stjepic spent the early part of her professional life in the private sector, before moving to the non-profit sector. However, she has been involved with charities for much longer; at the age of 18 she co-founded the Amnesty International Working Group for Children, campaigning for child victims of torture and successfully lobbying Amnesty to make children's rights part of their mandate. During the Balkans war, she worked with children and women who were victims of the war. Coming back to London, Leonor started working with UK charity, Fields in Trust.

Her next role was for human rights charity, Index on Censorship, before becoming the first Executive Director of the Galapagos Conservation Trust. Her next CEO role was at research charity, RAFT.

“IT’S REALLY IMPORTANT FOR MEN TO HAVE NOT JUST A PLACE IN THIS CONVERSATION AND THE ACTIONS THAT NEED TO BE TAKEN BUT HAVE A RESPONSIBILITY.”

Leonor Stjepic

During her time there, Leonor created a life sciences company and was its CEO for five years, whilst concurrently serving as CEO of RAFT. Under her leadership both organisations won several international awards.

In June 2018, Leonor took up her fourth CEO role at Montessori Group. She is a firm believer in mentoring and mentors a range of people at different stages of their careers. Leonor has personally won several awards for leadership.



May Chidiac

Former Minister & President, May Chidiac Foundation & Media Institute

May Chidiac is a Lebanese veteran TV anchor and political talk show host with a career spanning almost 30 years. Chidiac has always been a tenacious defender of media freedom and liberty, from when she began as a radio journalist to the day that she was almost assassinated on September 25, 2005, for being a staunch critic of the Syrian regime occupation of Lebanon. She lost her left arm and leg because of the attack on her life. Her passion for freedom of speech, media, and liberty led her to overcome more than 40 surgeries and return to work as a broadcast journalist from 2006 till 2009.

It was around that time that she also realized that the world was changing, with social media and technology transforming the entire media

landscape, and spurring movements on the one hand while angering reactionary forces on the other. This reality led her to establish her own foundation to address to uphold values of freedom and democracy, train aspiring journalists and monitor traditional and digital media freedom in the country and region.

In parallel, Chidiac published two award-winning books and obtained her PhD in Information Sciences and Communication with high distinction Université Panthéon-Paris II Assas. She is now a Professor of Radion/TV at Notre Dame University-Louaize. She became the Minister of State for Administrative Reform in the 2019 cabinet headed by Prime Minister Saad Hariri.

“SOMETIMES ONE OF THE BIGGEST BARRIERS TO LEADING IS OURSELVES. IT’S THE PRESSURE WE PUT ON OURSELVES TO BE GOOD ENOUGH, TO BE PERFECT AT EVERYTHING”

**Mia Malda Atoui,
President, Embrace**



Amani Beainy

Political & Human Rights Activist

Amani is a political and human rights activist, a feminist, with 7 years of rounded experience working on gender issues, with a focus on enhancing women’s participation in decision-making at the national and local level. She is a legal researcher specialised in public law and arbitration, as well as being a writer, poet, painter and beekeeper.

She co-founded the national campaign to save the Bisri Valley, one of the most culturally significant and biodiverse environments in Lebanon. This campaign succeeded in 2020 when the World Bank cancelled their loan for the construction of a mega-dam across the Valley. Amani is an active member of the Women International League for Peace and Freedom (WILPF), as well a member of the standing constitution committee.

Amani was recognized by Abaad Mena, as a peacekeeper among 16 women during the 16 days of activism against gender-based violence. She was also nominated by “L’Orient Le Jour” newspaper as changemaker, and one of fourteen faces of the October revolution in Lebanon.

Acting as project manager and community mobiliser at the National Commission for Lebanese Women (NCLW), she was able to help strengthen women’s participation at the local and national levels. Amani also led local projects supported by the EU to activate the civil society organisations initiating “Neighborhood Committees”, the fundamental of participatory democracy approach.

Currently, she is running a study about the Alternative Economy and Climate Justice in the Arab Region with the Arab Forum for Alternatives and Greenpeace MENA.

FACT #4

THE ANTERIOR CINGULATE CORTEX, THE PART OF THE BRAIN THAT WEIGHS OPTIONS WHEN MAKING A DECISION, IS LARGER IN WOMEN THAN IN MEN.



Julie Hill

Corporate Director, Anthem
Lord Abbett Mutual Funds

Julie Hill is a member of the Board of Directors of Anthem (a Fortune 50 company and the largest U.S. health insurance company by member), the Lord Abbett Family of Funds, (a \$230 billion New York-based mutual fund management firm), and was previously on the board of Lend Lease, based in Sydney, Australia.

Ms. Hill is active in numerous philanthropic endeavours. She is Chair of the Board Trustees of University of California, Irvine. She was a long-time Chair of the board of directors of Human Options, a shelter for abused women and children. As CEO of Costain Homes, the company built an ULI award-winning domestic violence shelter. She is a member of the International Women’s Forum and Los Angeles Trusteeship, and is a prior member of the Women’s Leadership Board of the Kennedy School of Government at Harvard. She has travelled to Burma to work with refugees,

“THERE’S THIS CONCEPT OF ‘SHELF’ SPACE, YOU KNOW, HOW MUCH SPACE DOES A PRODUCT GET ON A SHELF? OUR JOB IS TO EXPAND THE SHELF, NOT TO COMPETE FOR THE SHELF SPACE.”

Julie Hill

is a champion of various human rights organisations, and supports several international women’s rights philanthropies. Her passions are women’s rights issues both in the developed and developing worlds, and finding ways to improve corporate social responsibility and integrity.



Teresa Njoroge

Founder & CEO, Clean Start
Kenya

Teresa Njoroge is the Founder and CEO of Clean Start Solutions Kenya, a Social Enterprise that fundamentally equips and empowers vulnerable children, girls and women, who mostly due to poverty related issues, end up in conflict with the law or imprisoned within the juvenile justice system or criminal justice system in Kenya. She seeks to prepare young girls, women and the children of imprisoned mothers for the forbidding journey of reintegration back into society after prison.

A Social & Criminal justice Reforms and System Change Influencer, Teresa has a background in Banking and Finance, a career she held for 10 years, prior to joining the social justice movement. In 2009, she was wrongfully arrested, maliciously prosecuted, falsely convicted and served one year in Langata Women’s Maximum-Security Prison, the largest women correctional facility for women in Kenya, in 2011.

FACT #5

THERE ARE 1.6 MILLION FEMALE VETERANS IN THE UNITED STATES. WOMEN MAKE UP AROUND 14% OF ACTIVE U.S. MILITARY MEMBERS.

She was later exonerated, vindicated and cleared of any wrongdoing in February 2013, after which she set up the social enterprise - Clean Start. She is an Inaugural Ford Foundation Global Fellow, a Vital Voices Lead Global Fellow, TED Women 2017 Speaker and the recipient of the African Female Leader 2018 Excellence Award by The Global Thinkers Forum, UK.



Hajara Kabeer

Founder, Girl in STEM Initiative

Born and raised in Nigeria, Hajara is a Petroleum and Gas Engineer by profession. Her interests lie at the intersection of energy, environmental sustainability and low carbon future. Hajara aspires to become a Future Energy Professional and a functional part of the paradigm shifting effort to addressing net zero challenges.

She is a Girl in STEM activist who's passionate about encouraging, inspiring and coaching young girls in northern Nigeria to pursue and develop interest in STEM careers. She founded

the Girl in STEM Initiative and drives an advocacy on #GiveGirlsRoleModels, a movement aimed at normalizing female role models in STEM. Her advocacy on this movement earned her the first ever Girl-in-STEM leadership award in recognition for her outstanding work in STEM advocacy by SPE Nigeria.

More than anything, Hajara is driven by an insatiable desire to encourage and inspire young girls and women to break through the ceiling of possibility and make a positive and lasting impact in the world of STEM. Hajara also devotes much of her time volunteering for a number of education and energy organisations.



Margery Kraus

Founder & Executive Chairman, APCO Worldwide

Margery Kraus is founder and executive chairman of APCO Worldwide, a global advisory and advocacy communications consultancy headquartered in Washington, D.C. She specializes in public affairs, communication, and business consulting

for major multinationals. Ms. Kraus founded APCO in 1984 and transformed it from a company with one small Washington office to a multinational consulting firm in major cities throughout the Americas, Europe, the Middle East, Africa, and Asia.

In September 2004, Ms. Kraus led a management buyout of her firm, making APCO one of the largest privately-owned consulting firms in its field in the world and the largest that is majority women owned. APCO was built almost entirely through organic growth. Throughout the years, Ms. Kraus achieved this by fusing the best local talent and experience with a global perspective and best practices, resulting in an international firm with a unique culture based on seamless teamwork and common values.

Ms. Kraus is active on a number of institutional and corporate boards and committees, including the Women Presidents' Organisation and Close Up Foundation. Ms. Kraus has been married to her husband, Steve, for more than fifty years, is a mother of three, and has nine grandchildren. She is the author of *Roots and Wings: Ten Lessons of Motherhood That Helped Me Create and Run a Company*.



Dr SreyRam Kuy

MD, Surgeon, Health Policy Leader & Healthcare Executive

Dr SreyRam Kuy is a Cambodian-American surgeon whose family fled Cambodia during the Khmer Rouge Killing Fields. She was severely injured, along with her mother and sister, during a bombing at a refugee camp in Thailand, and was treated by a Red Cross volunteer surgeon. Dr Kuy credits that experience with inspiring her medical career.

Dr Kuy's work has spanned from serving as Deputy Under Secretary for Health at the Department of Veterans Affairs, managing a \$14.5 billion budget and 7,300 staff providing access to Community Care for the veterans VA serves nationwide, to leading state level efforts as Chief Medical Officer for Louisiana Medicaid in a \$10.7 billion health system providing managed care for 1.6 million patients.

Dr Kuy trained as a Robert Wood Johnson Clinical Scholar at Yale, Presidential Leadership Scholar,

“ONCE YOU MANAGE TO GET UP THERE THROUGH WHATEVER CHALLENGING PROFESSION YOU ARE IN, DO EVERYTHING YOU CAN TO MAKE IT EASIER FOR THOSE WHO COME AFTER YOU.”

Dr SreyRam Kuy

Eisenhower Fellow, Kaiser Family Foundation Health Policy Scholar in the US Senate, American College of Surgeons Health Policy Scholar at Brandeis and Aspen Institute Health Innovators Fellow. She has published widely on quality, safety and health policy in NEJM Catalyst, JAMA Open, JAMA Surgery and has written for the lay public in the Los Angeles Times, Washington Post, USA Today, Salon and Huffington Post.

As a practicing general surgeon, Dr Kuy brings clinical experience from the bedside and the operating room to her leadership as a healthcare executive, educator and researcher.



Farhat Asif

Founder & President, Institute of Peace & Diplomatic Studies

Farhat Asif is an award-winning public diplomat by experience, human rights and peace activist by choice, researcher, and writer by profession with nearly 14 years of work experience in establishing and leading institutions focusing on developing synergies for peace, development, and dialogue. With well-knitted diplomatic engagements in Pakistan and across the globe,

“POLITICAL PARTIES NEED TO INVEST IN AND INVITE THESE WOMEN TO THE TABLE, TO DISCUSS WITH THEM AND CONNECT WITH THEM.”

Farhat Asif

Farhat has pioneered the public diplomacy initiatives in Pakistan through the promotion of linkages at political, economic, trade, cultural, education, and business levels by building connections amongst the communities from across the globe.

As she lived her entire life in the conflict region of Kashmir, this has affected her work and influenced her to establish the Institute of Peace and Diplomatic Studies (IPDS), which is an Advocacy, Research and Public Diplomacy institution pioneering the civilian-led peace and dialogue amongst communities and policy led institutions. IPDS aims to be Pakistan's leading higher education institution to provide accredited courses on diplomacy, gender equality, peace and development studies. Because of her leadership and vision at IPDS, the institution has signed several important agreements of cooperation at the state level with regional research organisations and Universities. Farhat holds Masters degrees from Quaid-I-Azam University, Islamabad and is Global Change Leaders Fellow at the Coady International Institute, St. Francis Xavier University, Antigonish, Nova Scotia, Canada.



Tsitsi Mutendi

Co-Founder, African Family Firms

Tsitsi is Founder and Lead Consultant at Nhaka Legacy Planning. She is also Co-Founder at African Family Firms (A non-profit Africa Family Business Association).

Tsitsi Mutendi is a well-versed, award-winning businesswoman with over 12 years of experience building her own successful publishing and education businesses, during this time Tsitsi developed a passion to assist family businesses to build multi-generational businesses which translate into multigenerational legacies. Tsitsi is recognised globally for her business acumen and world-class delivery. Through various board appointments in numerous industries, Tsitsi has had exposure to many global business development strategies, especially in Africa. Her main focus is on Family Governance and wealth building.

Her passion for family business has awarded her the opportunity to be an international speaker and author on the subject, particularly on family governance and business continuity.

Tsitsi has a weekly podcast called Enterprising Families that focuses on discussing issues that affect Families Enterprises and family businesses to manage better their journeys as families in business and issues that are of interest to them. Tsitsi has three children aged between 9 and 3. She also owns and runs a successful group of Montessori Primary Schools.

“I’M LESS CONCERNED ABOUT THE TIMING WITH WHICH A WOMAN IS BROUGHT INTO LEADERSHIP POSITION AND MORE CONCERNED WITH THE STRUCTURE AROUND THEM.”

Chenaara Edghill-Peart, Founder & Head Directress, Peart’s Montessori

Cities and Panellists

Chaired by BBC World's Tim Willcox and with a Keynote Address given by HRH Princess Sumaya bint El Hassan, the Global Conversation featured the following panellists:

London, Evening Standard

Elizabeth Filippouli

Founder, Global Thinkers Forum & Athena40

Tsitsi Mutendi

Co-Founder, African Family Firms

Doug Wills

Editor Emeritus, Evening Standard

Margery Kraus

Founder & Executive Chairman, APCO Worldwide

Amber Ghaddar

Founder, AllianceBlock

HRH Sayyida Basma Alsaïd

Founder, Whispers of Serenity Clinic for Mental Health

May Chidiac PhD

Founder & President, May Chidiac Foundation



London, Montessori Centre International

Maccs Pescatore

CEO, Montessori Centre International

Preeti Patel

Head of Education, St Nicholas Montessori Training

Ruth Hall

CEO, Plas y Brenin

Chenaara Edghill-Peart

Founder & Head Directress, Peart's Montessori

Tram Anh Nguyen

Co-Founder, CFTE

Rachel Boyle

Head of Interdisciplinary Studies, Leeds Beckett University

Zagreb, Montessori UK

Leonor Stjepic

CEO, Montessori Group

Katerina Kecko

Partner, KPMG Croatia

Ivana Gažić

President, Management Board, Zagreb Stock Exchange

Marijana Šarolić Robić

President, PWMN Zagreb

Victoria Zinchuk

Director - Head of Croatia, EBRD

Andrew Dalglish

UK Ambassador to Croatia

Stephanie Trpkov

Executive Director, Intech Ventures Ltd

Kristina Grbavac

KPMG Director

Irvine, California, UCI School of Social Sciences & Oregon State University

Catherine Bolzendahl

Director, School of Public Policy, Oregon State University

Bernadette Boden-Albala

Director & Founding Dean, Program in Public Health, UCI

Karen Toliver

Executive Vice President of Creative, Sony Pictures Animation

Dr SreyRam Kuy, MD

Surgeon, Health Policy Leader and Healthcare Executive

Julie Hill

Corporate Director, Anthem Lord Abbett Mutual Funds

Bill Maurer

Dean of the UCI School of Social Sciences

Mary Carlin Yates

Ambassador (ret.)

Lagos, Nigerian Investment Promotion Commission

Yewande Sadiku

CEO, Nigerian Investment Promotion Commission

Amanda Obidike

Strategy Lead, STEMI Makers Africa

Hajara Kabeer Abdulfatah

Founder, Girl in STEM Initiative

Nairobi, Clean Start Kenya

Chilande Kuloba-Warria

Managing Director, Warande Advisory Centre

Jane Ouma

Transition Coordinator, Clean Start Kenya

Beatrice Waihura

Founder, Sweet Lick Bakery

Teresa Njoroge

Founder & CEO, Clean Start Kenya

Susan Kihara

COO, Clean Start Kenya

Madam Mary Khaemba

Director of Rehabilitation and Welfare at Kenya Prisons

Cyprine Omollo

Program Manager, Clean Start Kenya

Sarah Odima

Life Coach, Clean Start Kenya

HE Mr Manoah Esipisu

Kenyan High Commissioner to the UK

Amman, INJAZ and MySTARTUP

Bayan Tal

Senior Adviser, Jordan Media Institute

Muna Sukhtian

Managing Director, Microfund for Women

Salma Nims

Secretary General, Jordanian National Commission for Women

HE Ms Kholoud M. Saqqaf

CEO & Vice Chairman of the Board, Social Security Investment Fund, SSIF

Luma Al Adnani

CEO, Adam WaMishmish

Deema Bibi

CEO, INJAZ

Donica Pottie

Canadian Ambassador to Jordan

Beirut, Arab Institute for Women (AiW)

Myriam Sfeir

Director, The Arab Institute for Women (AiW)

Lina Abirafeh

Executive Director, Arab Institute for Women

Diana Moukalled

Editor, Daraj Media

Mia Malda Atoui

President, Embrace

Amani Beainy

Political & Human Rights Activist

Carol Mansour

Documentary Filmmaker, Forward Film Production

Youmna Makhoulf

Lawyer, Lecturer & Researcher

Karachi

HE Ambassador Attiya Mahmood

Former diplomat & Ambassador of Pakistan

Maria Umar

Founder & President, Women's Digital League

Ayla Raza

Director, All Pakistan Music Conference, Karachi

Farhat Asif

Founder & President, Institute of Peace & Diplomatic Studies

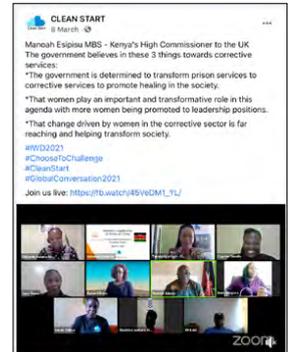
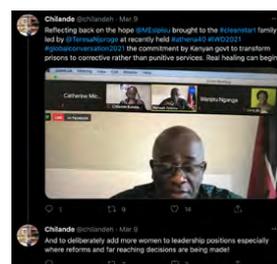
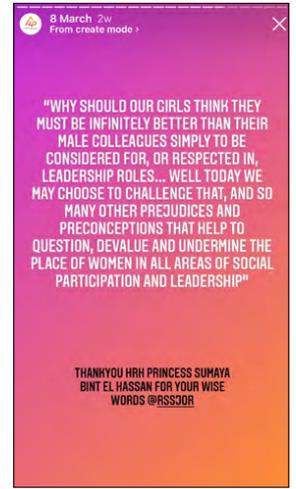
Abdiya Shaheen

Program Manager, Depilex Smileagain Foundation

Dr Sania Nishtar

Special Assistant on Poverty Alleviation and Social Safety to the Prime Minister of Pakistan

Audience Engagement



Testimonials

"IT WAS OUTSTANDING. WHAT A PRODUCTION. HONOURED AND THRILLED TO HAVE BEEN A PART OF IT AND HOW BEAUTIFUL AND MOVING IT WAS. GTF IS DOING WORK AND INFLUENCING FAR BEYOND MANY OTHER ORGANISATIONS THAT THINK THEY ARE MAKING A DIFFERENCE."

**Geraldine Sharpe-Newton
Global Communications Consultant**

"THANK YOU AND YOUR TEAM FOR AN INCREDIBLE OPPORTUNITY TO PARTICIPATE IN SUCH A RICH AND MEANINGFUL CONVERSATION AND TO BE ABLE TO LEND MY VOICE TO THE MANY INSPIRATIONAL VOICES INCLUDING YOUR OWN."

**Tsitsi Mutendi
Co-Founder, African Family Firms**

"THANK YOU FOR SEEING TO IT THAT WE GOT TO PARTICIPATE IN THIS AMAZING GLOBAL CONVERSATION. IT GAVE US GREAT VISIBILITY AND EVEN AFTER THE EVENT."

**Cyprine Omollo
Program Manager, Clean Start**

"I JUST WATCHED YOUR ATHENA40 E-GALA. SPECTACULAR! IT WAS SO WELL PRODUCED, IN EVERY AREA. YOU SHOULD BE VERY PROUD OF WHERE YOUR VISION HAS TAKEN THIS EXTRAORDINARY ORGANISATION."

**Elizabeth A. Tanos-Priest, CFA
Financial Advisor, Morgan Stanley Wealth
Management**

"OUR BEIRUT EVENT WAS A GREAT SUCCESS AND WE TOO RECEIVED VERY MANY MESSAGES FROM THE ATTENDEES COMMENDING US ON THE GREAT WORK DONE."

**Myriam Sfeir
Director, The Arab Institute for Women (AiW)**

"THE SESSION WAS INCREDIBLY GOOD, ONCE AGAIN. I'M AMAZED AT HOW WELL YOU PULL IN ALL OF THESE SPEAKERS FROM AROUND THE WORLD, CREATING EXCELLENT BRIDGES AND NOTABLE POINTS ACROSS ALL DIMENSIONS. VERY WELL DONE!"

**Christine Schulze
Director of Development, Concordia Language
Villages**

"THANK YOU FOR ALL THE WONDERFUL WORK YOU DO AND HAVING THE VISION TO TAKE THIS FORWARD. IT'S BEEN SUCH A TRYING YEAR AND AN EVENT LIKE THIS HELPS US TO ALL CONNECT AND BE REMINDED ABOUT WHAT WE'RE STRIVING FOR."

**Catherine (Katie) Bolzendahl
Director, School of Public Policy, Oregon State
University**



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ATHENS, GREECE



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About Global Thinkers Forum

Global Thinkers Forum (GTF) is a non-profit organisation with a core mission to promote values-based thinking and accountability in Leadership. Over the years we have been expanding our diverse network of thought leaders to share their vision for the future, create meaningful conversations and to achieve positive change through our mentoring programmes that support youth and women from around the world.

The Forum is London-based and was incubated at Oxford University's Said Business School in 2011 and launched in 2012 under the patronage of Her Majesty Queen Rania al Abdullah in Amman, Jordan.

Global Thinkers Forum has a network of influencers and partners that reach more than 70 countries around the world and engages leaders across business, philanthropy, academia, science, civil society, NGOs and government. GTF has partnered with some of the world's top brands, organisations and foundations and features an advisory board with high-profile thinkers and decision makers from over 20 countries.



Production Team

Amman – Haya Bustami, Farah Safadi, Leena Othman, Marah Kawwa, Hussein Ghabboun, Dana Al Disi, Yasmin Nooreddin

Beirut – Moufeeda Haidar, Katy Sheng

California – Melissa Churlonis

Oregon - Catherine Bolzendahl

Karachi – Bilal AbdulRahman, Amna Zahid

Lagos – Lovina Kayode

London Montessori – Erdal Dogan, Kate Addison

London – Katerina Chatzi,

Sophie Harris

Nairobi – Cyprine Omollo, Njambi Mungai, Sarah Nasimuyu

Zagreb – Tibor Marochini, Beatrice Luca, Pavlo Isaykov, Sandy Pantalón

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