

WHY

Half of the world population consists of women, half of the Dutch population consists of women, half of the clients of the Financial Services companies consist of women, half of the employees of the financial services companies consist of women. So, why doesn't half of the leadership in Financial Services companies consist of women?

Research shows that diverse teams perform better. They are smarter, more sustainable and motivated.

In the Netherlands, progress in shifting the status quo to the 50/50 balance is too slow.

HOW

- WIFS and Deloitte have joined forces doing an annual research on the balance of women and men representation in all organisations in FSI in the Netherlands by using public data, earlier research results and deep dives within each sector;
 - Public data sources on representation of women in Board through C-3 level position ('multiplier effect') are leveraged and presented to create a benchmark of 50/50 Accelerator Organizations in the Financial Services Industry
 - In addition, five organizations from the sectors within the Financial Services Industry (Banking, Insurance, Pensionfunds, Assetmanagers assetfunds & Intermediaries) are approached for a Deep Dive to see what practices, challenges and lessons learned exist
- The Accelerate 50/50 Report will be presented on International Women's Day; March 8th, 2023 at the Accelerate 50/50 event

WHAT

- **Meet the legislative obligation** to have at least 33% women representation in Boards
- **Accelerate women representation** in leadership positions within the Financial Services Industry by challenging the sector aiming for a 50/50 balance (women/men)
- **Create balanced leadership teams** and leadership styles achieving broader diversity and inclusiveness
- **Increase accountability** of women representation in the Financial Services Industry organisations
- Create a platform to **inspire positive actions** that advance women in the Financial Services Industry
- **Impact** all women professionals in the Financial Services Industry
- **Create role models** for all women in the Financial Services Industry by increasing visibility and representation
- **Inspire and share positive actions** to adapt culture and systems

ACCELERATE
50/50

Deloitte.

WIFS connect
share
empower
energize