



WOMEN IN FINANCE  
BELGIUM

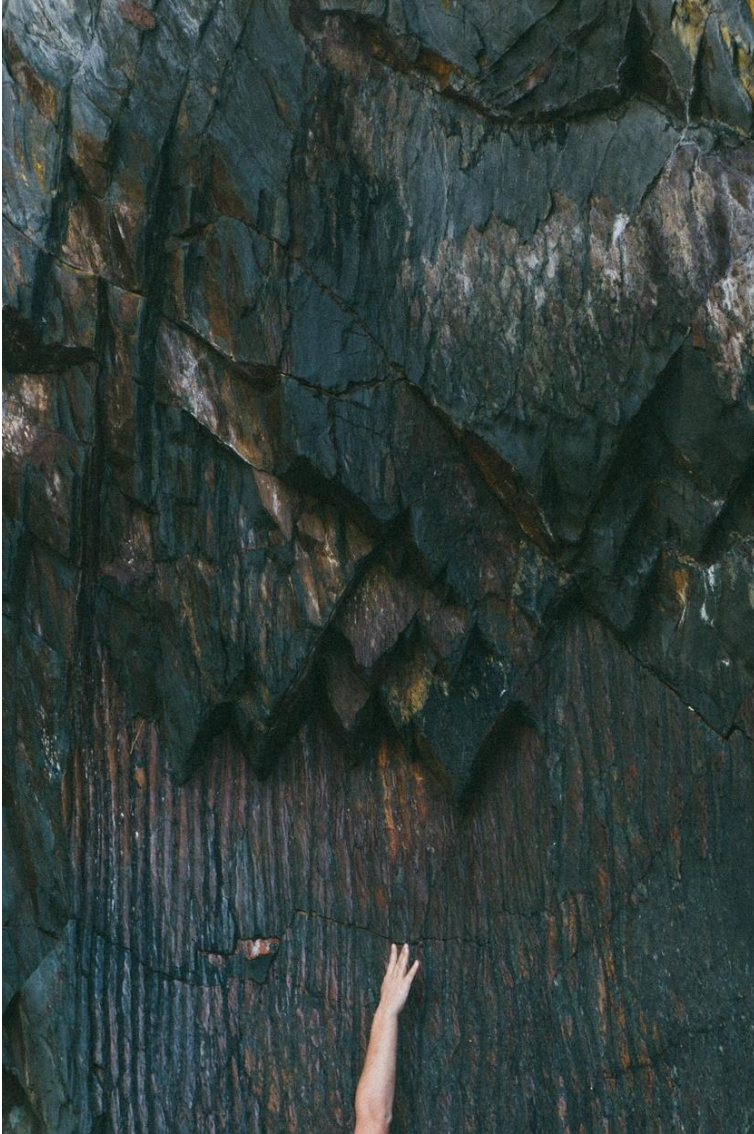
# What is the mission of WIF?

Twofold mission

- **Promote gender balance** at all levels within the financial sector
- **Raise awareness** about diversity and inclusion

We will take **positive actions** including:

- Encourage equal opportunities for men and women
- Promotion of inclusive leadership
- Encourage a credible, innovative and respectful environment for attracting, retaining and training female talent



# Signing members of WIF charter



# Signing the Woman in Finance Charter: what does it mean?



# Why would Women in Finance be a success?

- Realistic ambitions
  - Encouraging each bank to measure -> act -> communicate
  - Common yearly communication: stimulus to act
- Concrete means of action
  - 5 workgroups with each 1 concrete action point for the next 12 months
    - Mentoring & sponsoring program
    - Making all job descriptions inclusive
    - Connecting women of different institutions to give them more role models
  - Internet site hosted by Febelfin
  - 1 expert dedicated to making the sector progress
  - Presence on social media: #BEWomeninFinance



Belgian Financial Sector Federation

[www.febelfin.be](http://www.febelfin.be)