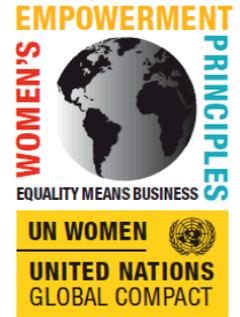


## 2015 Women's Empowerment Principles Annual Event

2015 WEPs CEO LEADERSHIP AWARDS  
March 2015



### 2015 Awards Committee

The WEPs CEO Leadership Awards Committee is comprised of members of the WEPs Leadership Group, a multi-stakeholder volunteer group that provides strategic guidance to the UN Women/UN Global Compact WEPs partnership and represented business, academia, civil society, women's organizations and international institutions. (Note: To avoid any conflict of interest, Leadership Group members are not permitted to participate in the process if their CEO was a nominee).



**Business for Social Responsibility**  
**Racheal Meiers, Director, Inclusive Economy**

Racheal leads BSR's Business Leadership for an Inclusive Economy work, including research, initiatives, and collaborations with member companies. Previously, Racheal led HERproject, BSR's global women's empowerment initiative that provides workplace-based training programs for women working in factories and farms in 14 countries. Racheal also oversees BSR's work on women and sustainability, including research with the International Finance Corporation on programs and policies that support women's equality and empowerment in special economic zones.

Prior to joining BSR in 2007, Racheal held positions with USAID, the Social Market Foundation, the Balkan Trust for Democracy, and the Institute on Global Conflict and Cooperation at the University of California, San Diego. Currently, Racheal serves on the board of Catrinka, an ethical fashion accessories label that invests in women and girls through product production and proceeds.

Racheal holds an M.Sc. in International Comparative Politics from the London School of Economics and a B.A. in International Studies from the University of California, San Diego.



**Calvert Group Ltd**  
**Shadé Brown, Sustainability Analyst**

Shadé Brown leads Calvert's research and advocacy efforts to promote greater inclusion of women and minorities in the workplace and increase boardroom diversity; she is also the primary point of contact for the Calvert Women's Principles ®. Ms. Brown analyzes the environmental, social and governance impacts of the capital goods and transportation industries. Her experience includes ethics, diversity and negotiations research

with the Stanford Graduate School of Business and economic, conflict, and policy analysis with federal institutions and international non-governmental organizations. During graduate school Ms. Brown conducted labor and human rights analysis with the Overseas Private Investment Corporation. Prior to joining Calvert she consulted with Center for Sustainable Economics at the United States Institute of Peace, where she contributed to the Institute's work on women's economic empowerment and economic development in fragile states. Ms. Brown earned a B.A. in Economics and Psychology from Smith College and an M.A. in Conflict Resolution from Georgetown University.



**Cranfield School of Management**  
**Elisabeth Kelan, Chaired Professor of Leadership**

Elisabeth Kelan, PhD, is a Chaired Professor of Leadership at Cranfield School of Management. Her research focuses on women and leadership, generations in organizations, leadership and diversity and inclusion. She has published two books (Rising Stars - Developing Millennial Women as Leaders and Performing Gender, both with Palgrave) and numerous peer-reviewed articles in academic journals. She is an associate editor of the journal Gender, Work and Organization and is on the editorial board of the British Journal of Management. The Times featured her as one of the management thinkers to watch and her research is regularly reported in the media. She sits on the advisory boards of the Women's Empowerment Principles, a partnership initiative of UN Women and the UN Global Compact, as well as the National Society of High School Scholars Foundation. She has provided thought-leadership to businesses and international organizations. Elisabeth Kelan worked at King's College London, London Business School, the London School of Economics and Political Science and Zurich University. She holds a PhD from the London School of Economics and Political Science.



**Commonwealth Business Women**  
**Freda Miriklis, Co-Chair**

Freda is an inaugural member of the Women's Empowerment Principles Leadership Group (WEPs LG) that provides strategic guidance to the UN Women/UN Global Compact WEPs, based in New York and a member of the WEPs CEO Leadership Awards Committee. She is Co-Chair of CBW, a not for profit membership company registered in the UK that she helped to establish with a remit to encourage, enable and embed economic empowerment for women in the Commonwealth and Immediate Past President of BPW International, an influential network of business and professional women from over 100 countries with Consultative Status at ECOSOC/ United Nations. A key architect of the three BPW policy based initiatives, she has driven BPW International's involvement with the Women's Empowerment Principles; Equal Pay Day campaigns and the ITC's Global Platform for Action on Sourcing from Women Vendors.

Freda has worked in the investment advisory industry for over twenty years and as market commentator in broadcast and print media. A sought after conference speaker, Freda is a leader of international consortia promoting global commercial collaborations and alliances; and is involved in establishing sustainable investment frameworks and policies by creating commercial partnerships in the investment and finance sector.



**Jindal Stainless Limited**  
**Brigadier Rajiv William, Corporate Head of Corporate Social Responsibility**

Brigadier Rajiv Williams joined Jindal Stainless Limited as Corporate Head CSR in 2007 and is responsible for all Group CSR and sustainability functions across the country. As Governing Council member of the UNGC Network India, Rajiv established 'India CEO Forum on Business and Human Rights' and has been actively championing 'Women Empowerment Principles in his company and other platforms. A regular speaker at CSR forums across geographies, Brig Williams was invited to speak at the UN OHCHR in Geneva and other UN platforms. He has also participated at various discussions on Human Rights and 'Women Empowerment' in different countries and attended consultations at Wilton Park, UK.

A prolific writer, Brig Williams has written several articles from conflict prevention & security to matters relating to Responsible Business & Corporate Citizenship. He has authored books on The Indian Military Academy and Siachen Glacier titled 'The Long Road to Siachen the Question Why'.



**International Finance Corporation**  
**Carmen Niethammer, Employment Lead for Gender Secretariat**

As the Employment Lead for the IFC's Gender Secretariat, she directs the IFC's efforts to enable companies to address gender gaps in employment and thereby drive gains in productivity, competitiveness, and innovation. Previously, she was seconded as Gender Advisor to Odebrecht S.A., a multinational corporation headquartered in Brazil and composed of diversified businesses in construction, chemicals and petrochemicals, bioenergy, and real estate. Before, she was the Acting Head and Strategy Officer of IFC's Women in Business Program, with responsibility for creating opportunities for women as leaders, entrepreneurs, and employees in developing countries. She also served as IFC's Gender Program Manager in the Middle East and North Africa region.



**MAS Holdings**  
**Shanaaz Preena, Director, Women-Go-Beyond/Women's Advocacy**

Shanaaz Preena, Director of Women-Go-Beyond/Women's Advocacy for the MAS Group, is responsible for championing Women's Empowerment in the Local, Regional and Global Apparel Industry. Shanaaz has over 30 years of diverse experience in Academics, Research, Airlines and Apparel Manufacturing, Shanaaz has a proven track record in HRM, HRD and Service Delivery. With a sound academic background, well-rounded corporate experience and a true passion for people, she was honoured with the "Pride of HR Profession Award" at the World HRD Congress 2010 in India for her leadership, contribution and iconic role in the fraternity. She was also awarded the first IATA/Concordia University scholarship for women in Aviation. Previous positions include T&D Manager; Manager In-Flight Service Delivery at Sri-Lankan Airlines; Director-HR (MAS Intimates) and a successful overseas stint setting up operations in Bangladesh. She received her

Executive education at McGill University, Montreal, Canada.



**Université de Saint-Boniface**  
**Maureen Kilgour, Associate Professor in the School of Business Administration**

Maureen Kilgour, Ph.D, is an Associate Professor in the School of Business Administration at Université de St-Boniface in Winnipeg, Canada, where she teaches industrial relations, CSR and human rights, and diversity management. She is a member of the WEP's Leadership Group and is a founder and co-facilitator of the UN Principles for Responsible Management Education (PRME) Working Group on Gender Equality. Prior to joining Université de St-Boniface, Dr. Kilgour worked in policy development, advocacy and as a consultant in the area human rights and gender equality for numerous organisations. She has a PhD from Warwick Business School in England, and has published and spoken widely on the area of business and human rights, with a special focus on the UN Global Compact and gender equality. She is active on a variety of boards and committees, and is currently co-editing three books (Greenleaf Publications) on gender and management education, gender equality in the workplace and gender and corporate social responsibility.



**University of St. Gallen**  
**Gudrun Sander, Director for Diversity and Management Programs**

Gudrun Sander, Ph.D., is a Director for Diversity and Management Programs at the Executive School of Management, Technology and Law, University of St. Gallen, Switzerland and Director of the Competence Centre for Diversity and Inclusion at the Research Institute for International Management at the University of St. Gallen. She is in charge of executive education programs for female re-entrants who hold a University degree and want to resume their career after a temporary break. She is a senior lecturer in Strategic Management, Leadership and Accounting at the University of St. Gallen and leads several national wide projects for improving strategic diversity management in companies. She was head of knowledge transfer of the National Research Program NRP 60 of the Swiss National Science Foundation on "Gender Equality" and is known for publications on diversity management and strategic management in non-profit-organizations. Gudrun holds a Master in business administration of the Johannes Kepler University, Linz/Austria and a PhD of the University of St. Gallen/Switzerland as well as a Diploma in financial and management accounting of the St. Galler Management & Business School SBS.