



# Equality Means Business: Putting Principles into Practice

*WOMEN'S EMPOWERMENT PRINCIPLES ONE YEAR LATER*

## AGENDA

**9-10 March 2011**

**The SUNY Global Center  
116 East 55th Street  
New York, NY**



United Nations Global Compact



# Equality Means Business: Putting Principles into Practice

*WOMEN'S EMPOWERMENT PRINCIPLES ONE YEAR LATER*

*TAKING STOCK, SHARING LESSONS*

Wednesday, 9 March 2011



<b>08:15</b>	<b>ARRIVAL AT THE SUNY GLOBAL CENTER</b> Participants are encouraged to arrive early for breakfast and networking.
<b>08:50</b>	<b>VENUE HOST GREETING</b> <ul style="list-style-type: none"><li>Mr. Mitch Leventhal, Ph.D., Vice Chancellor for Global Affairs at the State University of New York and Senior Advisor on Academic Affairs to the UN Global Compact</li></ul> <b>WELCOME</b> <ul style="list-style-type: none"><li>Mr. Georg Kell, Executive Director, UN Global Compact Office</li></ul> <b>OPENING REMARKS</b> <ul style="list-style-type: none"><li>His Excellency Mr. Ban Ki-moon, United Nations Secretary-General</li></ul> <b>MESSAGE</b> <ul style="list-style-type: none"><li>Ms. Michelle Bachelet, Under-Secretary-General and Executive Director, UN Women</li></ul> <b>EVENT MODERATOR INTRODUCTION</b> <ul style="list-style-type: none"><li>Hon. Linda Tarr-Whelan, Demos Distinguished Senior Fellow</li></ul>
<b>09:00</b>	<b>LEADERSHIP ROUNDTABLE : ADVANCING WOMEN, ADVANCING BUSINESS, ADVANCING RIGHTS – LEADING THE WAY</b> International leaders discuss their efforts to advance and empower women in their companies/ organizations and spheres of influence and how the <b>Women's Empowerment Principles</b> are seen as an important complement to support or enhance their equality agendas. <ul style="list-style-type: none"><li>Mr. Greg Pellegrino, Global Public Sector Industry Leader, <b>Deloitte Touche Tohmatsu Ltd.</b> and U.S. Federal Government Services Leader, <b>Deloitte Financial Advisory Services, LLP</b></li><li>Mr. Robson Rocha, Vice President of People Management and Sustainable Development, <b>Banco do Brasil</b></li><li>Ms. Mary Boland, Senior Vice President, Finance and Distribution of Global Levi's®, <b>Levi Strauss &amp; Co.</b></li><li>Mr. Bennett Freeman, Senior Vice President, Sustainability Research and Policy, <b>Calvert Asset Management Company, Inc.</b></li><li>Ms. Rosilene R.A. Tanaka, Chief Executive Officer, <b>MicroLife Informática de Franca Ltda. ME</b></li><li>Mr. José Manuel Escobar, Managing Director, <b>Legalitas Quality Assurance S.L. – LQA</b></li><li>Mr. Michael Haradom, President, <b>Fersol Indústria e Comércio S.A.</b></li><li>Mr. Ravi Fernando, Director, <b>Ceylon Asset Management Pvt. Ltd</b> and Focal Point, Global Compact Network, Sri Lanka</li><li>Mr. Dean Cycon, Founder and Chief Executive Officer, <b>Dean's Beans</b></li><li>Ms. Deborah Holmes, Global Director of Corporate Responsibility, <b>Ernst &amp; Young LLP</b></li></ul>



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09:45	<p><b>1. ADVANCING WOMEN IN THE WORKPLACE, MARKETPLACE AND COMMUNITY</b></p> <p><b>Reports from the Frontlines I: First Steps to Implementation</b></p> <p>This session explores how the companies whose CEOs have signed the <b>Women’s Empowerment Principles Statement of Support</b> are beginning to turn the <i>Principles into Practice</i>. The discussion brings us into the decisions and actions necessary to align with the goals of the <b>Women’s Empowerment Principles</b>.</p> <ul style="list-style-type: none"> <li>• Mr. Rajiv Williams, Corporate Head of CSR, <b>JSL Stainless Ltd.</b></li> <li>• Ms. Helga Ying, Senior Director, Worldwide Government Affairs and Public Policy, <b>Levi Strauss &amp; Co.</b></li> <li>• Mr. Greg Pellegrino, Global Public Sector Industry Leader, <b>Deloitte Touche Tohmatsu Ltd.</b> and U.S. Federal Government Services Leader, <b>Deloitte Financial Advisory Services, LLP</b></li> <li>• Mr. Januário Rodrigues Neto, Special Adviser to the CEO, <b>Caixa Econômica Federal</b></li> </ul>
10:30	<p><b>DISCUSSION / INTERACTIVE SESSION</b></p> <p>Moderator questions participants and opens the floor for comments, guiding the conversation.</p>
11:00	<p><b>BREAK</b></p>
11:15	<p><b>2. ADVANCING WOMEN IN THE WORKPLACE, MARKETPLACE AND COMMUNITY</b></p> <p><b>Reports from the Frontlines II: Changing Workplace Policies and Practices to Enhance Gender Equality</b></p> <p>This discussion focuses on the actual policies and practices that companies that are signatory to the WEPs are beginning to put in place with regards to human resources and recruitment, management and board leadership to end gender discrimination.</p> <ul style="list-style-type: none"> <li>• Ms. Ellen McLatchey, Director, Global Diversity &amp; Inclusion, <b>Symantec Corporation</b></li> <li>• Ms. Annelise Goldstein, Diversity Director, <b>Novo Nordisk A/S</b></li> <li>• Ms. Maya Raghu, Attorney, <b>Family Violence Prevention Fund</b></li> </ul>
11:45	<p><b>DISCUSSION / INTERACTIVE SESSION</b></p> <p>Moderator engages participants and opens the floor for comments, guiding the conversation.</p>
12:15	<p><b>LUNCH</b></p>

13:15	<p><b>3. PROMOTING EMPOWERMENT THROUGH SUPPLIERS AND ENTREPRENEURS: GENDER EQUALITY AND THE VALUE CHAIN</b></p> <p>This conversation concentrates on the gender-sensitive approaches companies are taking throughout their interactions with suppliers and entrepreneurs along the value chain, especially with small and medium-sized businesses, and the use of inclusive business models to enhance economic empowerment of women around the world.</p> <ul style="list-style-type: none"> <li>• Mr. Michael K. Robinson, Program Director, Global Supplier Diversity, <b>IBM</b></li> <li>• Mr. Dean Cycon, Founder &amp; CEO, <b>Dean’s Beans</b></li> <li>• Ms. Lynn Scott, Executive Director Supplier Diversity, <b>Alcatel-Lucent</b></li> <li>• Ms. Patricia R. Francis, Executive Director, <b>International Trade Centre</b></li> <li>• Ms. Elizabeth A. Vazquez, Co-Founder &amp; CEO, <b>WEConnect International</b></li> </ul>
14:00	<p><b>DISCUSSION / INTERACTIVE SESSION</b></p> <p>Moderator engages participants and opens the floor for comments, guiding the conversation.</p>
14:30	<p><b>BREAK</b></p>
14:45	<p><b>4. ENGAGING STAKEHOLDERS, BUILDING COALITIONS</b></p> <p>In less than a year, a variety of global and national stakeholders have put the <b>Women’s Empowerment Principles</b> into a practice of coalition building involving business—both private and public sector— government, civil society, UN Women’s regional and liaison offices and the UN Global Compact’s Local Networks. The effort in Brazil has really taken off – representatives from Brazil present their work and participants discuss the implications for advancing the WEPs in other countries.</p> <ul style="list-style-type: none"> <li>• Mr. Masakazu Sago, President &amp; CEO, <b>Sumitomo Chemical America, Inc.</b></li> <li>• Ms. Rebecca Reichmann Tavares, Ed.D., Representative, Brazil and Regional Programme Director, <b>Brazil and Southern Cone, UN Women</b></li> <li>• Ms. Margaret Mussoi L. Groff, Executive Financial Director, <b>Itaipu Binacional</b></li> <li>• Ms. Renata Baruzzi, General Manager of Engineering, <b>Petrobras</b></li> <li>• Ms. Tereza Cristina de Rozendo Pinto, Corporate Social Responsibility Manager, <b>Eletrobras</b></li> <li>• Ms. Elizabeth Benham, President, <b>BPW International</b> and President, <b>Sel Group International, Inc.</b></li> </ul>
15:30	<p><b>DISCUSSION / INTERACTIVE SESSION</b></p> <p>Moderator engages participants and opens the floor for comments, guiding the conversation.</p>

16:15	<p><b>5. GENDER LENS AT WORK: INCLUDING WOMEN ON BOARDS AND IN SENIOR MANAGEMENT, CONSENSUS TO ACCELERATE CHANGE</b></p> <p>Why the glacial pace of change at the top in virtually every organization? This session looks around the world at the various efforts to remove discriminatory barriers and shatter these glass ceilings and highlights the latest research.</p> <ul style="list-style-type: none"> <li>• Ms. Julie Fox Gorte, Ph.D., Senior Vice President for Sustainable Investing, <b>PaxWorld Management LLC</b></li> <li>• Ms. Irene Natividad, Chair, <b>Corporate Women Directors International</b></li> <li>• Ms. Stacey A. Jones, Senior Director, Corporate Marketing, <b>Accenture</b></li> <li>• Dr. Judy McGregor, EEO Commissioner, <b>New Zealand Human Rights Commission</b></li> <li>• Mrs. Cherie Blair, Founder, <b>Cherie Blair Foundation for Women</b></li> </ul>
17:00	<p><b>DISCUSSION / INTERACTIVE SESSION</b></p> <p>Moderator engages participants and opens the floor for comments, guiding the conversation.</p>
17:30	<p><b>CLOSING REMARKS</b></p> <ul style="list-style-type: none"> <li>• Dr. Asha-Rose Migiro, <b>Deputy Secretary-General of the United Nations</b></li> </ul>
18:00 to 20:00	<p><b>RECEPTION WITH GOVERNMENT REPRESENTATIVES</b></p> <ul style="list-style-type: none"> <li>• Co-hosted by the <b>Permanent Mission of Finland</b> to the United Nations and the <b>Permanent Mission of Japan</b> to the United Nations</li> </ul> <p><b>WELCOME AND REMARKS</b></p> <ul style="list-style-type: none"> <li>• His Excellency Mr. Jarmo Viinainen, <b>Permanent Representative of Finland to the United Nations</b></li> <li>• His Excellency Mr. Tsuneo Nishida, <b>Permanent Representative of Japan to the United Nations</b></li> <li>• Ms. Geena Davis, Academy Award Winner and Founder, <b>Geena Davis Institute on Gender in the Media</b></li> </ul>

# Equality Means Business: Putting Principles into Practice

**WOMEN'S EMPOWERMENT PRINCIPLES ONE YEAR LATER**

**WORKSHOPS FOR INCREASED EFFECTIVENESS**

**Thursday, 10 March 2011**



<b>08:45</b>	<b>ARRIVAL AT THE SUNY GLOBAL CENTER</b> Participants are encouraged to arrive early for breakfast and networking.
<b>09:30</b>	<b>ORIENTATION, GOALS AND INTRODUCTIONS</b> <ul style="list-style-type: none"><li>• Women's Empowerment Principles (WEP) Team Members</li><li>• Moderator Introduction, Hon. Linda Tarr-Whelan, <b>Demos Distinguished Senior Fellow</b></li></ul>
<b>09:45</b>	<b>1. BEHIND THE POLICIES – ANALYZING STRENGTHS, IDENTIFYING GROWTH AREAS, ORDERING PRIORITIES</b>  Companies share the 'back stories' and hard decisions that shape the actionable response to the signing of the <b>Women's Empowerment Principles</b> and company commitments to gender equality.  <u><b>Lead Discussants</b></u> <ul style="list-style-type: none"><li>• Mr. Ángel Fraile, Sustainable Development Manager, <b>Endesa</b></li><li>• Dr. Brigitta Tadmor, VP and Global Head, Diversity &amp; Inclusion and Health Policy, <b>Novartis Institutes for BioMedical Research, Inc.</b></li><li>• Ms. Shevanthi Jayasuriya, Head, Women Go Beyond/Women's Advocacy Programme, <b>MAS Holdings</b></li><li>• Ms. Ana Cristina Rosa Garcia, Division Manager, <b>Banco do Brasil</b></li></ul>
<b>10:15</b>	<b>DISCUSSION / INTERACTIVE SESSION</b>
<b>10:45</b>	<b>2. COMMUNICATING IMPACT: REPORTING PIONEERS PAVE THE WAY</b>  Measuring and tracking are essential to any enterprise. This workshop brings together global experts on monitoring, evaluation and reporting.  <u><b>Lead Discussants</b></u> <ul style="list-style-type: none"><li>• Ms. Vera Lucia de Moraes, Director of Administration, <b>SERPRO</b></li><li>• Mr. Adam Trott, Communications on Progress Team, <b>UN Global Compact Office</b></li><li>• Ms. Ann Lehman, Policy Director, <b>San Francisco Department on the Status of Women</b></li><li>• Ms. Saadia Zahidi, Director and Head of Constituents, <b>World Economic Forum</b></li></ul>
<b>11:30</b>	<b>DISCUSSION / INTERACTIVE SESSION</b>



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<b>12:00</b>	<b>LUNCH</b>
<b>13:00</b>	<p><b>3. FROM THE WORKPLACE, TO THE MARKETPLACE, TO THE COMMUNITY: IDENTIFYING ALLIES, SHAPING COMPLEMENTARY AGENDAS</b></p> <p><b>Women’s Empowerment Principles’</b> stakeholders from the UN, government, civil society and business are coming together in new ways to realize the Principles’ empowerment agenda. What does each community see as essential to its mandate – what will the collaboration achieve and how will women benefit?</p> <p><b><u>Lead Discussants</u></b></p> <ul style="list-style-type: none"> <li>• Ms. Maya Raghu, Attorney, <b>Family Violence Prevention Fund</b></li> <li>• Ms. Freda Miriklis, Vice President, <b>BPW International</b></li> <li>• Ms. Kathryn Dovey, Gender Issues Research Fellow, <b>Institute for Human Rights and Business</b> and Director, <b>Global Business Initiative on Human Rights</b></li> <li>• Ms. Natalie Africa, Programme Manager, <b>Business Call to Action, UNDP</b></li> <li>• Mr. Jonas Haertle, Head, <b>Principles for Responsible Management Education (PRME) Secretariat</b>, UN Global Compact</li> <li>• Ms. Maureen Kilgour, Associate Professor, <b>School of Business Administration, St. Boniface University College</b></li> <li>• Ms. Bineta Diop, Executive Director and Founder, <b>Femmes Africa Solidarité (FAS)</b></li> </ul>
<b>14:00</b>	<b>DISCUSSION / INTERACTIVE SESSION</b>
<b>14:45</b>	<b>BREAK</b>
<b>15:00</b>	<p><b>4. WOMEN’S EMPOWERMENT PRINCIPLES YEAR 2: TARGETS AND TOOLS</b></p> <p>Looking ahead to Year 2, this workshop will highlight ideas for sustaining, strengthening and expanding implementation efforts. What expectations do companies have for the WEPs Team, UN Women and UNGC at the local and secretariat level? What resources are available for this initiative to meet collaborative expectations?</p>
<b>15:30</b>	<b>DISCUSSION / INTERACTIVE SESSION</b>
<b>16:00</b>	<p><b>5. INVESTORS AND GENDER EQUALITY AS MANAGEMENT INDICATOR: LOOKING CLOSER, SPEAKING LOUDER</b></p> <p>Investors pay increasing attention to the research correlating gender equality with improved management and results, bringing their strong business case to the board rooms and executive leadership. This workshop will present a summary of the current research on the relationship of gender equality and company management and how investors are using this information.</p>

	<p><b><u>Lead Discussants</u></b></p> <ul style="list-style-type: none"> <li>• Mr. Dan Konigsburg, Managing Director, Global Center for Corporate Governance, <b>Deloitte LLP</b></li> <li>• Ms. Julie Fox Gorte, Ph.D., Senior Vice President for Sustainable Investing, <b>PaxWorld Management LLC</b></li> <li>• Ms. Aditi Mohapatra, Sustainability Analyst, <b>Calvert Asset Management Company, Inc.</b></li> </ul>
<b>16:30</b>	<b>DISCUSSION / INTERACTIVE SESSION</b>
<b>17:00</b>	<b>SUMMARY AND ACTION STEPS</b>