



International  
Women's Day

8 MARCH 2023

**#EMBRACE  
EQUITY**

IDEAS | PEOPLE | TRUST

**BDO**



International  
Women's Day

# FOREWORD

FROM SASHA MOLODTSOV

International Women's Day (IWD), 8 March, celebrates those who identify as women, globally. As a girl growing up in an Eastern European family, this was one of the most joyous and special days of the year. My father, uncles and grandfather would shower my mum, sister and I in flowers and in our home setting, IWD felt like Christmas come early. This is why I am passionate and committed to celebrating **all women** every IWD.



This year's global IWD theme is #EmbraceEquity – a social and business imperative to move the dial and achieve true gender equality in our society. Equity is about levelling the playing field for women to have the same access as men, which often requires different ways of thinking, challenging the status quo and role modelling what equity really means.

And this is exactly what these inspiring women have done in their workplaces, in their communities. These women have been nominated and celebrated by their peers and allies for their contribution to gender equity and making positive change to their people, policies and processes in their organisations. In the following pages you will read how these women have embraced gender equity in their organisation and the difference this has made.

Reading these inspiring nominations, written with such pride and respect by their colleagues, has left me with a feeling once again of my childhood on IWD. Of hope, celebration and joy. Together, with our allies, we can all #EmbraceEquity and celebrate the contribution of our incredible colleagues.

Happy IWD and may we all be part of the change we want to see.

## **SASHA MOLODTSOV**

Director  
Financial Services



## JAYNE ABIB

SALES OPERATIONS & STRATEGY DIRECTOR  
BEAMERY



### Why should your nominee be celebrated on International Women's Day this year?


Since joining Beamery, Jayne has made a huge impact in our strategy team, contributing to countless improvements in how we manage and run our revenue-generating teams. The impact she has had since joining Beamery has been reflected in her promotion to Director after only 8 months with the business.

### How have they embraced gender equity in their organisation?

As an advocate for equal opportunities and progression of women, Jayne continues to mentor and champion those in the early stages of their careers. This year, Jayne has proactively taken it upon herself to mentor candidates coming from minority backgrounds, helping them to make the step into the tech industry.

### What difference has this made?

By sharing her own experience as a woman in the tech space, Jayne has been helping women early in their careers to identify and pursue the opportunities that will benefit them most. In time, this should help address the gender imbalance we currently see in the industry.

 Connect on LinkedIn

**Nominated by:**  
Beamery



## ANNE BLANDEN

INVESTMENT DIRECTOR  
ANTICUS PARTNERS LIMITED



### Why should your nominee be celebrated on International Women's Day this year?

Since joining one year ago, Anne has steered our company to becoming more aware of the huge range of opportunities and ideas that are being generated within the female business community of Yorkshire. Including where we operate and how we can creatively support this work.

### How have they embraced gender equity in their organisation?

Anne has championed the promotion of female employees within our own business and provides unstinting support to a variety of forums in the business community. The subject of gender equity is now front and centre of our thinking and attitudes thanks to Anne.

### What difference has this made?

Employment equality targets for our own company are having a positive impact on how we operate and have enhanced our achievements. Our business is now benefitting from a much wider range of initiatives and views which are improving our decision making and the environment within which we work.

 Connect on LinkedIn

**Nominated by:**  
Jonathan Freeman  
Chairman  
Anticus partners Limited



# MEGAN BUTLER

CHIEF STRATEGY OFFICER  
FOUR COMMUNICATIONS



## Why should your nominee be celebrated on International Women's Day this year?

Megan embodies the positive spirit of leadership and commitment to women's equity. Her unwavering commitment to fostering an inclusive work environment and uplifting female colleagues has prompted countless women to strive for leadership positions. Working in a typically male-dominated industry for over 20 years Megan's dedication is an inspiration for myself and others.

## How have they embraced gender equity in their organisation?

This is evident in the team she leads: with a 2:1 ratio of women – with 67% in managerial positions. She supports the team with a powerful, but empathetic leadership style; throwing out the hyper-competitive-media cliché, to mentor each teammate to achieve their best and ensuring junior female voices are heard with the equity they deserve.

## What difference has this made?

As a strong and inspiring leader, she is unafraid to let her voice be heard through talks and knowledge-sharing, which alongside her support for uplifting voices, has undoubtedly empowered teammates to channel the same confidence. This has meant that all outputs be it project based or within the agency have a fair and considered input. I am certain her legacy will continue to inspire future generations of women to push for equity.

### Nominated by:

Celia Dearden-Briggs  
Associate Director Strategy  
& Insights  
Four Communications



Connect on LinkedIn

# KINGA DAVIES

DEPUTY MANAGER  
LIVERPOOL SEAFARERS CENTRE



## Why should your nominee be celebrated on International Women's Day this year?

Kinga joined Liverpool Seafarers Centre in October 2021 with the vision of raising the importance of women in the maritime sector which has been achieved with her passion and commitment in supporting all Seafarers irrespective of nationality, gender or rank.

## How have they embraced gender equity in their organisation?

A small team of staff members and volunteers, Kinga ensures all demonstrate diversity and inclusion throughout our daily responsibility of ship visiting when we meet face to face international Seafarers, male and female, without whom the 90% of world trade will not be transported. All are encouraged to offer that little extra when we encounter a female on board, as this is a very male dominated industry.

## What difference has this made?

Liverpool Seafarers Centre was voted the best Seafarers Centre worldwide, as voted by Seafarers themselves in 2019, Kinga's appointment through her personal dedication and total commitment ensures that this position is maintained. The Charity now employs more female staff members than male colleagues.

### Nominated by:

John Wilson  
Chief Executive  
Liverpool Seafarers Centre



Connect on LinkedIn

# CELIA DEARDEN-BRIGGS

ASSOCIATE DIRECTOR  
FOUR COMMUNICATIONS



## Why should your nominee be celebrated on International Women's Day this year?

Celia is a born innovator. Always looking to drive positive change, be that in improving the inclusivity and diversity of viewpoints and experiences in our research, or in making changes to ways of working to drive better results for our clients and teams at Four.

## How have they embraced gender equity in their organisation?

Herself a young mum, neurodiverse and LGBT, Celia excels at considering things from a different angle and also at considering multiple needs and points of view. She champions the career progression and continual development of the women in her team and ensures that their work is always recognised.

## What difference has this made?

Under Celia's leadership the team has gone from strength to strength - both individually, with ongoing career development plans and as a team, with new products and innovations launched and efficiencies made.

 Connect on LinkedIn

### Nominated by:

Megan Butler  
Chief Strategy Officer  
Four Communications



# GAIL EMERSON

HEAD OF MEMBER SERVICES  
WOMEN ON BOARDS UK



## Why should your nominee be celebrated on IWD this year?

Gail runs the show at Women on Boards (WOB) UK. She is strategic and cares only about members in everything she does, ensuring we deliver material value to our members. Gail is a giver, not just for WOB but in the community too, sitting on the board of a Housing Charity as a Trustee. She has also taken in Ukrainian refugees, opening up her home to a homeless women and her two children. I am extremely lucky to have Gail in the organisation, driving gender equality for women in particular.

## How have they embraced gender equity in their organisation?

Gail has recently led a strategy day for WOB, focusing our minds on a clear core purpose, our 'company bible', which is to increase diversity in executive and non-executive leadership by encouraging and enabling:

- ▶ All women to put themselves forward for board positions
- ▶ Boards to embrace open recruitment approaches
- ▶ Organisations to create a diverse workforce at all levels of seniority and embed an inclusive and equitable culture.

## What difference has this made?

Gail's marketing skills of WOB's vision and focus is making a real difference for women and minorities, Boards and society as a whole. Gail also launched WOB's Bursary programme, which offers women, who would not otherwise be able to afford it, complimentary places on our signature [Boardroom Journey](#), bringing in diverse talent to Boardrooms.

 Connect on LinkedIn

### Nominated by:


Fiona Hathorn  
CEO  
WOB UK Ltd



# LILY FROST

ASSOCIATE DIRECTOR  
LAW DEBENTURE CORPORATION P.L.C.



 Connect on LinkedIn

## Why should your nominee be celebrated on International Women's Day this year?

Lily is a working mother of two young children and balances this with a very demanding day job, with tight deadlines. She works slightly reduced hours to dedicate more time to family, fully embracing flexible working and being adaptable and creative in how she sets up her working week.

## How have they embraced gender equity in their organisation?

Lily takes a lead role in our ESG committee, which promotes, gender equity under its social remit. She positively impacts that committee and brings her leadership skills to the fore to influence and drive change in our organisation and she is a passionate advocate of other females in the industry.

## What difference has this made?

She takes responsibility for her family time and strikes an exceptional work life balance. Lily is a role model for working parents and by embracing flexible working she has empowered me as a leader to be braver in hiring talented people who need more flexibility in their working week.

### Nominated by:

Eliot Solarz  
Head of Corporate Trust  
Law Debenture



# TRISH HOUSTON

COO AND HEAD OF CORPORATE SECRETARIAL SERVICES  
LAW DEBENTURE CORPORATION P.L.C.



 Connect on LinkedIn

## Why should your nominee be celebrated on International Women's Day this year?

Trish has worked deliberately hard, since she joined LawDeb in 2020, to create a working culture that supports our people at all levels, promoting as it does the delivery of our long-term growth strategy. A key part of this is representation of women at senior levels and transparency around our gender pay gap. She's an inspiration!

## How have they embraced gender equity in their organisation?

Trish has been a driving force re-designing our company policies (in 2021) and now these are well embedded BAU with a view to supporting all our people. These include an improved Maternity policy, including Support and Return Work Bonus, Health and Compassion leave and Menopause policies.

## What difference has this made?

Internally, companywide feedback was solicited throughout 2022. It was noted that there are 'striking' and/or 'refreshing' positive women role models at the most senior levels, particularly working mothers. Retention amongst these role models remains high.

Our gender balance directly benefits our clients: the diversity of thought brought through having work delivered by teams with an even split ensures innovation and challenge that may otherwise be missing.

### Nominated by:

Suzy Walls  
Head of Business  
Development  
Law Debenture



# LAURA JONES

GLOBAL HEAD OF TOTAL REWARDS  
BEAMERY



## Why should your nominee be celebrated on International Women's Day this year?

Since joining Beamery in 2021, Laura has been a driving force behind a number of new rewards policies and initiatives that have benefited the whole organization. This has been recognised this year with her promotion from Global Payroll Lead to Global Head of Total Rewards. Well done Laura!

## How have they embraced gender equity in their organisation?

Specifically, one of Laura's focuses has been on improving our overall benefits offering for families - including improved maternity leave and continuing support for employees in the USA in the light of Roe vs Wade being overturned.

## What difference has this made?

Women shouldn't find themselves penalized - both financially and in their careers - for choosing to have a family. The new policies Laura has introduced will have a direct impact making that experience more comfortable at Beamery, and ensuring women don't get left behind.

 Connect on LinkedIn

**Nominated by:**  
Beamery



# CAROLINE LILLEY

ASSOCIATE DIRECTOR, CONTENT  
FOUR COMMUNICATIONS



## Why should your nominee be celebrated on International Women's Day this year?

Caroline brings positive energy and passion to everything she does. She sets herself and her team high standards supporting them to reach their full potential. She makes sure everyone in the team has a chance to shine while recognising their different approaches to work and levels of confidence.

## How have they embraced gender equity in their organisation?

Four is an agency which strongly believes in developing and setting an equal working environment for all staff. Caroline makes sure that this is true within her team, with her colleagues and our clients. Through her efforts Four changed their return to work policy for new parents.

## What difference has this made?

For anyone working within Four considering and becoming pregnant the flexibility in returning to work is thanks to Caroline and her championing this as a positive change for our organisation. Four is a better place with Caroline as part of the leadership team.

 Connect on LinkedIn

## Nominated by:

Emma Martin  
Head of Client Services  
Four Communications





# TAMARA LOHAN

CEO  
SMITH GLOBAL LIMITED (MR & MRS SMITH)



## Why should your nominee be celebrated on International Women's Day this year?

Tamara took over as CEO in April 2020 and has done an awesome job navigating a global travel business successfully through Covid and providing inspiring leadership to the whole organisation.

## How have they embraced gender equity in their organisation?

Consolidating a culture that promotes and supports females and males equally.

## What difference has this made?

The business is better than ever on every level (as well as BCorp certified).

 Connect on LinkedIn



### Nominated by:

Edward Or  
Chairman & CFO  
Smith Global Limited

# FIONNGHUALA MALONE

ADMINISTRATION TEAM LEADER  
ELEXON



## Why should your nominee be celebrated on International Women's Day this year?


Fionnghuala is a great role model in a predominantly male environment, who works in a technical/regulatory team but has led EDI activities and narrative. She aims for improvements and dialogues not just within her own team but company wide.

## How have they embraced gender equity in their organisation?

Rewriting official national 'codes' with gender neutral language, challenging the norms and implementing changes through a rigorous process bringing along key stakeholders. Chairing the EDI strategic forum and including ALL staff in these activities has made a big impact on raising the topic of equity in a company and industry where women are in the minority.

## What difference has this made?

There is an increased awareness of EDI and the strategic aims of the plan at Elexon, she has worked hard to brand and elevate the agenda to ensure that leaders and staff are aware of the support available and the language used. It's raised an important topic and demonstrates our EDI commitment to external stakeholders and ensuring our customers feel more comfortable.

 Connect on LinkedIn



### Nominated by:

Darea Flanagan  
EDI Lead  
Elexon

## EMMA MARTIN

HEAD OF CLIENT SERVICES  
FOUR COMMUNICATIONS



### Why should your nominee be celebrated on International Women's Day this year?

Emma should be celebrated for her ability to balance listening and understanding with a pragmatic, problem-solving approach. She makes every meeting more fun, and every client team more effective.

### How have they embraced gender equity in their organisation?

Emma champions the development of her female team, from ongoing training and progression plans to creating a supportive environment in which everyone can shine.

### What difference has this made?

With Emma's leadership, women in her team and beyond have grown professionally, acquiring new skills and new ways of looking at things. Raising standards across the business with smarter ways of working and greater consistency, Emma has given people the practical tools they need to excel at their jobs.

 Connect on LinkedIn

#### Nominated by:

Megan Butler  
Chief Strategy Officer  
Four Communications



## MICHELLE MARTIN

CHIEF RISK & COMPLIANCE OFFICER  
PLATFORM ONE



### Why should your nominee be celebrated on International Women's Day this year?

Michelle has been a critical figurehead within Platform One, leading the charge on several initiatives across the company, championing people internally and contributing to the overall company's success. Without her the business would not be in the position that it now is.

### How have they embraced gender equity in their organisation?

As a woman in the C-suite, Michelle has not only worked to ensure equity for all women in the organisation internally but also for better representation at a Board level. Her work has led to both the external hiring and internal progression of women into senior roles.

### What difference has this made?

Her work has had a direct impact on the women working at Platform One who now fill senior positions throughout the business. This is highly unusual for a fintech business and it paves the way for others.

 Connect on LinkedIn

#### Nominated by:

Alex Cowan-Sanluis  
CEO  
Platform One



# KAREN MCCORMICK

CHIEF INVESTMENT OFFICER  
BERINGEA LLP



## Why should your nominee be celebrated on International Women's Day this year?

Karen has used her position as a senior and highly visible leader in Venture Capital to champion women and diversity. She has built a diverse team at Beringea. Karen has also helped create ESG\_VC, an industry initiative that helps portfolio companies achieve ESG goals.

## How have they embraced gender equity in their organisation?

Karen has hired and nurtured women throughout Beringea, its portfolio, and the venture capital ecosystem, many of whom have gone onto significant leadership positions.

## What difference has this made?

Her focus on gender diversity in the Beringea team is addressing a real problem of gender imbalance in venture capital investment teams. A diverse investment team, in turn, will help diversity in funded startups.

Nominated by:



Anna Kuriakose  
Non Executive Director  
Proven Growth & Income  
(VCT) PLC

 Connect on LinkedIn

# JOANNE MORSE

HEAD OF PRIVATE OFFICE SERVICES  
SUMMIT TRUST INTERNATIONAL SA



## Why should your nominee be celebrated on International Women's Day this year?

Joanne is quietly confident and extremely impressive. She goes the extra mile for her clients and colleagues and always takes time to explain and listen. Supremely diplomatic, thorough and capable, she is hugely appreciated by all who have contact with her.

## How have they embraced gender equity in their organisation?

Joanne coaches and nurtures younger staff both male and female and is a real champion of her more senior colleagues (most of whom are women).

## What difference has this made?

The office environment is female dominated and hugely supportive which is a function of the culture which emanates from the senior staff like Joanne. She is proud of her colleagues and always keen to help them progress.



Nominated by:  
Stella Mitchell-Voisin  
CEO  
Summit Trust International SA

 Connect on LinkedIn

# TAYO OYINLOLA

GROUP HEAD OF INTERNAL AUDIT  
THE WEIR GROUP



 Connect on LinkedIn

## Why should your nominee be celebrated on International Women's Day this year?

Tayo is an influential leader who has made significant contributions to promoting gender equality and empowering women through her personal achievements and advocacy work. She cofounded the C-Suite Ladies Network forum with the vision to support women of colour to be effective in the boardroom and champion positive change.

## How have they embraced gender equity in their organisation?

Tayo is a strong supporter of inclusion and diversity at Weir. She is passionate about supporting women get a seat at the decision-making table and continuously challenges the leadership team on achieving women senior leadership targets. She is a champion of the Weir Women's network via which she mentors women.

## What difference has this made?

Tayo's team surpassed its women diversity target and some women she mentors within the organisation have gone on to explore career paths they previously considered out of their reach. Her leadership has already been externally recognised, winning her the Role Model of the Year in 2021 Women in GRC awards.

### Nominated by:

Janada Dunbar  
Internal Audit Manager  
The Weir Group



# ELLA ROBERTS

DIRECTOR OF THE LEARNING DEVELOPMENT NETWORK  
THE KEMNAL ACADEMIES TRUST (TKAT)



 Connect on LinkedIn

## Why should your nominee be celebrated on International Women's Day this year?

In a multi academy trust of over 28,000 children and 3,500 staff. Ella has transformed our thinking, our actions, our attitudes and our strategic plans so that women in our organisation thrive and progress in their career, exceeding their expectations of themselves.

## How have they embraced gender equity in their organisation?

Ella has established the Women in Leadership conference at TKAT, with national speakers for all staff to attend. She has influenced our leadership recruitment process to provide equity for women and she has provided coaches for any women who would like one, so that women can overcome their imposter syndrome and reticence. She 'calls out' any situation when there is not equity.

## What difference has this made?

This has made a difference in that previous pay and salutation have been removed from application forms, gender pay gap reduced in 2021 by 2.4% (compared to 2020). There are 104 members of the women in leadership network, with the WIL Conference attended by 95 women. Male allies joined the women in leadership working party leading to better understanding of barriers women face. There have also been over 20 known women who gained promotion to senior positions during 21-22.

### Nominated by:

Elizabeth (Liz) Harrison  
Deputy CEO  
The Kemnal Academies  
Trust (TKAT)



# PARUL SCAMPION

CHIEF OPERATING OFFICER  
FRUITION PROPERTIES



## Why should your nominee be celebrated on International Women's Day this year?

With expertise in finance, funding and planning, Parul leads the strategic direction of Fruition Properties and has overseen its growth to its current size (£200m GDV). From a background in professional services, (ACA, MBA), her entrepreneurial skills are now at the fore delivering innovative and sustainable homes across London.

## How have they embraced gender equity in their organisation?

Parul has consistently promoted a diverse and inclusive culture at Fruition Properties, and we have nearly reached gender parity, unusual in our industry. With herself as COO, and other women directors in leadership positions, she is a fantastic role model to the younger female members of staff.

## What difference has this made?

Fruition Properties has a great mix of employees from all sorts of different backgrounds and as a result we attract a more diverse set of applicants for our roles, so it is a virtuous cycle. By embracing diversity, whether gender, age or ethnicity it has broadened our talent pool and increased innovation.

 Connect on LinkedIn

### Nominated by:

Louise Thompson  
Marketing Manager  
Fruition Properties



# HESTER SCOTTON

CHIEF FINANCIAL OFFICER  
LAW DEBENTURE CORPORATION P.L.C.



## Why should your nominee be celebrated on International Women's Day this year?

Hester leads by example; front and centre in our work around diversity, equity, inclusion and specifically in the context of gender equity, championing our early-adoption of the Pay Gap legislation for LawDeb's UK team in 2022. In her own words (LinkedIn, 01/23), "I'm proud to say we walk the walk on this one." She is to be celebrated, a notable role model as a mother of 2, her youngest not being yet quite one years old!


## How have they embraced gender equity in their organisation?

Hester has ensured we've invested in the infrastructure to reliably report on gender data, critical if we're to challenge ourselves to address imbalance issues as they arise. As part of our Exec of three, she has made it a priority to level the playing field for women and men in our organisation, a key part of which is driving the representation of women at senior levels.

## What difference has this made?

Clients and candidates are asking for gender data transparency business as usual - indications are that ours are playing increasingly favourably with business development and recruitment in particular.

Since 2020 we've outperformed and grown our Independent Professional Services, "despite a challenging macroeconomic backdrop". We are in no doubt that our ongoing work in levelling the playing field in the workplace has contributed to this.

 Connect on LinkedIn

### Nominated by:

Pars Purewal  
Non Executive Director  
Law Debenture  
Corporation p.l.c.



# EMMA SINCLAIR

CEO AND FOUNDER  
ENTERPRISEALUMNI



## Why should your nominee be celebrated on International Women's Day this year?


Emma is building the first gender balanced technology scale up backed equally by male and female investors.

## How have they embraced gender equity in their organisation?

As a female founder she actively supports women in business across all stakeholders connected to the organisation.

## What difference has this made?

Women are less likely to make Angel investments, by creating a focal point with potential female investors around gender based investing. Emma has helped create a lot of first time angels, who have then gone on to invest their time and expertise.

 Connect on LinkedIn

### Nominated by:

Dan Jorgensen  
CFO  
EnterpriseAlumni



# SAMANTHA (SAMI) SMITHSON

HEAD OF INCLUSION SAFEGUARDING AND WELLBEING  
BRITISH JUDO ASSOCIATION



## Why should your nominee be celebrated on International Women's Day this year?

Sami has inspired Women within the Judo family while working at British Judo, and also through her previous roles within the RAF and British Horse Racing. She does this through specific work projects, and how she conducts herself in every interaction.

## How have they embraced gender equity in their organisation?

Within our organisation, Sami has championed and established a 'Female Fighters festival' in our British Judo calendar. Bringing together women and girls of all levels to enjoy and recognise their achievements, connecting to established role models - past and present.

## What difference has this made?

Women and girls from all backgrounds have been given confidence to participate in Judo, and most significantly have acknowledgment that their thoughts and opinions are valued in the development of Judo in Great Britain.

 Connect on LinkedIn

### Nominated by:

Karen Roberts  
Development Director  
British Judo Association



# RACHEL TOWNEND

CHIEF OF STAFF  
ILLUMINATE FINANCIAL



## Why should your nominee be celebrated on International Women's Day this year?

Rachel is the definition of a rockstar. Starting out in the firm as the EA to the founder and now with a seat at the male dominated leadership table as the Chief of Staff. Rachel fiercely challenges ideas and isn't afraid to question how things are done. Her supportive nature does not go unnoticed, and her mentorship is invaluable and inspiring to many of the team.

## How have they embraced gender equity in their organisation?

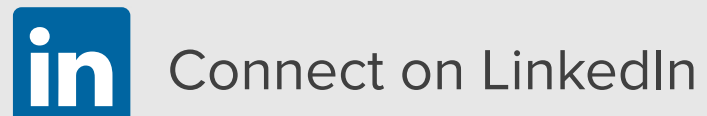
Rachel has driven several initiatives including our Healthy Huddle webinar series, these have featured traditionally female orientated topics like Pelvic Health and Menopause. She has also championed designing a benefits programme that helps with family work life balance, and introduced emergency childcare from Bubble to all employees.

## What difference has this made?

Rachel has encouraged dialogue and thought on traditionally female orientated subjects, in turn promoting a fairer, inclusive and caring culture in the firm. Rachel has introduced benefits to employees to help with family work life balance, and is a strong promoter of paternity leave.

### Nominated by:

Martha Horrox  
Marketing & Community  
Manager  
Illuminate Financial



# JANE TURNER

CEO  
CENTTRIP LIMITED



## Why should your nominee be celebrated on International Women's Day this year?

Since joining Centtrip in 2019, Jane's been championing diversity and gender equity within the business. A supportive leader, she has built a diverse team, attracting, retaining and empowering talent in all areas of the business. She encourages a nurturing, mentoring culture within Centtrip that ensures colleagues are supported.

## How have they embraced gender equity in their organisation?

Before Jane's tenure, Centtrip counted very few female employees, mostly in customer support and marketing roles. Today, women account for nearly half (48%) of the workforce, with gender parity in the senior leadership team. That is quite an achievement when the average fintech has twice as many men as women.

## What difference has this made?

Jane's greatest success is in role-modelling a considered approach to leadership that is inclusive, empowering and empathetic. As a result, Centtrip is delivering sustainable growth. The business was ranked in the D&B Accelerate50 list of UK's top fast-growth tech companies as well as in J.P. Morgan's Top 200 Female-Powered Businesses.

### Nominated by:

Stephanie Boukhari  
Marketing Director  
Centtrip



# CLARE USHER-WILSON

DEPUTY CEO  
SUMMIT TRUST INTERNATIONAL SA



## Why should your nominee be celebrated on International Women's Day this year?

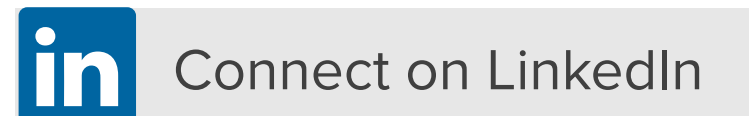
Clare is fantastically capable & technically brilliant, with an unparalleled communication style that is always utterly on point. Hugely appreciated by clients for her unfailingly can-do attitude, she always has time to nurture, help and promote her female colleagues. Clare is simply a stand out example of an exceptional woman.

## How have they embraced gender equity in their organisation?

Clare is the Deputy CEO and member of the Management Committee (ManCo) which is entirely female. She recognizes and nurtures talent within the company of any gender, and is a champion of other exceptional women.

## What difference has this made?

The success of any company is in large part due to culture, and Clare has been instrumental over the years in actively contributing to a transparent, supportive culture with an emphasis on learning which has turned out exceptional talent.



### Nominated by:

Stella Mitchell-Voisin  
CEO  
Summit Trust International SA



# KATHERINE WILSON

INVESTOR  
ILLUMINATE FINANCIAL



## Why should your nominee be celebrated on International Women's Day this year?

Katherine's commitment to championing gender equity in the venture space has filtered through into every aspect of her role as Investor at Illuminate. Katherine drove the investment process into >50% of female led start-ups (including Net Purpose, Vault and Yves Blue).

## How have they embraced gender equity in their organisation?

Katherine started Illuminate's 'Where's Wanda' programme, focused on expanding the opportunities available for female angel investors. The thinking behind this was to engage some of the fabulous women in our network in the cap table of the deals we lead. Moreover, Katherine helps run a blind review based hiring protocol for Illuminate.

## What difference has this made?

The work Katherine does has seen a number of female angels making their first investments into now Illuminate portfolio companies.



### Nominated by:

Martha Horrox  
Marketing & Community  
Manager  
Illuminate Financial





# PARISA YAZDANPARAST

DIRECTOR OF PRODUCT MANAGEMENT  
BEAMERY



## Why should your nominee be celebrated on International Women's Day this year?

Since joining Beamery last summer, Parisa has made a significant impact in our Product organization, bringing a strong female voice to a traditionally male-heavy department.

## How have they embraced gender equity in their organisation?

Parisa's focus has been on facilitating conversations on this topic - on a daily basis bringing equity to the front of every meeting and creating a more inclusive environment as a result. Parisa applies this beyond the setting of just gender, bringing other marginalized groups into these conversations too.

## What difference has this made?

In her role as Director of Product Management, Parisa's inclusive approach has helped those in her team, and the wider Product department, to feel more comfortable and confident. Her goal is for the topic of inclusivity to become an easy conversation rather than an uncomfortable chat.



Nominated by:  
Beamery

# ROSIE ZEHTAB

HEAD OF COMMUNITY  
ILLUMINATE FINANCIAL



## Why should your nominee be celebrated on International Women's Day this year?

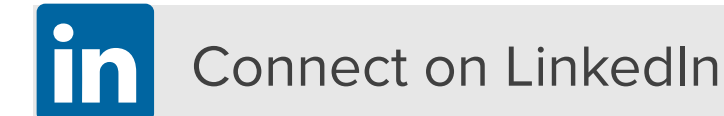
Rosie is a one of a kind force of nature, driving community engagement within and beyond the venture and tech start-up scene in London, New York and Singapore. Rosie co-chairs the Global Women in VC community and was named on the Women in FinTech Powerlist. Rosie continues to champion diversity in every aspect of her work at Illuminate.

## How have they embraced gender equity in their organisation?

Rosie has been helping to level the playing field for anyone looking to deepen their skills and network in the tech and venture space. Rosie helped kick off Illuminate's unique 'Where's Wanda programme', encouraging investors to actively work with female professionals to engage and potentially invest in early stage, competitive fundraising rounds, where otherwise there would be limited access.

## What difference has this made?

Rosie has been a critical driver to engage female industry professionals and help them make their first angel investments - addressing a critical but often overlooked challenge - the lack of female angels on start-up cap tables. Rosie also helps Illuminate run a blind-review based hiring process to reduce biases from recruitment decisions.



Nominated by:  
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FOR MORE INFORMATION

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