



EWPN

MAKING DIVERSITY
MATTER IN FINTECH

EWPN2022

AGENDA

November 28-29 | Annual Awards & Conference | Amsterdam

Agenda correct as of Nov 2022 but is subject to change and amendments if needed.

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EWPN

MAKING DIVERSITY
MATTER IN FINTECH

EWPN Annual Conference & Awards

**REGISTER NOW TO
SECURE YOUR PLACE**

28-29 November 2022
KIT Royal Institute,
Amsterdam



PRE-CONFERENCE WORKSHOPS - KIT ROYAL TROPICAL INSTITUTE, 28TH NOVEMBER 2022

13:00-13:50	ARRIVAL, REGISTRATION & REFRESHMENTS
<u>13:50-17:00 HUMAN FACTOR TRACK</u> Everything we do in the financial services world should be done with people in mind - whether that's the end user, or groups who are affected by the way we deliver our products and services. In this track, we look at the human factor behind, within and beyond payments. We'll cover the importance of tapping into human intelligence in the problem-solving process, hear insight on valuable leadership lessons and share ideas on how we can tackle both global and community-focused issues such as financial inclusion, ESG, financial literacy and human trafficking.	
13:50-14:00	Welcome & Opening MERIMA MAHMUTOVIĆ – <i>Country Ambassador for Bosnia, and Herzegovina at EWPN</i>
14:00-14:45	Workshop: Leadership Lessons. Topic: Making the fishbowl bigger An interactive discussion about what I've learnt and experienced over the past 20+ years as a woman in payments. Time to get real about all the topics that are never on the boardroom agenda and how we deal with them with grace and authenticity HANNALIE MARSH (She/Her) - <i>Managing Director at Swamp and Savanna</i>
14:45-15:00	BREAK

15:00-15:45	<p>Workshop: The importance of human factor in solving complex problems</p> <p>Human and complexity in 3 points:</p> <ul style="list-style-type: none"> - lost in complexity, using emotions, - the importance of glial connections, - leveraging on collective intelligence. <p>RICHARD VALENTI (He/Him)- COO at <i>Stern Consulting</i></p>
15:45-16:15	<p>COFFEE BREAK</p>
16:15-17:00	<p>Inner Developmental Goals: From Discomfort to Prosperity through Connection framework of transformative skills for sustainable development (UN's Global Goals or SDGs.)</p> <p>Your discomfort is the source of creation and innovation. Embrace the discomfort fully, and you will be on your way to creating prosperity for yourself, your community, and the world. In this session, you will learn and practise the critical skills of Being - Relating - Collaborating of Inner Development Goals. You will leave this session feeling connected to yourself and each other and inspired to lead the change in the world through connection.</p> <p>ISIL UYSAL CALVELLI - Co-Founder, Coach & Trainer at <i>BeCoach Academy</i></p>
17:00	<p>End of workshops & preparation for awards dinner</p>

15:00-17:00: WOMEN IN FINTECH RESEARCH TRACK

Open Space: Building an EWPN Research Network

Financial services companies innovate based on changing technologies and market needs. Given that technological developments are rapidly transforming financial services, it is important that we learn more about how people are changing their financial and consumption behaviours.

Today there are many researchers working on financial issues in industrial, academic, and not-for-profit organisations. Yet most companies have little tradition of working closely with researchers in these diverse professional areas, and cutting-edge knowledge is not easy to access.

There is great potential for working collaboratively to both share research and create new knowledge. Opportunities include collaborating in labs, supporting student theses work, working with industrial PhD fellows, and even undertaking or supporting research projects with time, knowledge, and data.

Women are well-positioned to lead the way towards fruitful collaborations. In research, as in business, there are many women. At the graduate level just under half are women, but among full tenured professors it is only about one third. By working together, we can both improve research dissemination and promote the position of women as experts in the field.

15:00-15:05

Welcome & Opening

Introduction - The current state of payments research: Insights from the “Female Finance” studies

DR. ANETTE BROLØS - *Director and Founder at **Broløs Consult** & Co-Lead Research at **EWPN***

DR. ERIN TAYLOR – *Managing Director and Founder at **Finthropology** & Co-Lead Research at **EWPN***

15:05-15:45	<p>Research Workshop: Designing financial services for women (1/2) An interactive workshop on designing financial services for women.</p>
15:45-16:15	<p>COFFEE BREAK</p>
16:15-17:00	<p>Research Workshop: Designing financial services for women (2/2) Discussion on how to bring research into the design of future financial services.</p>
17:00	<p>End of workshops & preparation for awards dinner</p>
<p><u>13:50-17:00 HEALTHY MIND AND WEALTHY LIFE TRACK</u></p> <p>Most of us pride ourselves on being ambitious and hard-working. And that is a good thing. But if we take it too far, and give more than 100% all the time, our well-being and personal life will suffer. In this track our experts will teach you how to reboot your brain, how to use the mind-body connection for your benefit, and how to achieve financial wellness.</p>	
13:50- 14:00	<p>Welcome & Opening DR. ESTELLE BRACK- <i>Independent Consultant at KiraliT & Executive Board Member at EWPN</i></p>
14:00-14:45	<p>Reboot your brain Reboot your brain walks you through the latest concepts about how we can program our brain for an optimal function using the simplest methods and tools created by neuroscience, neuropsychology, NLP,</p>

	<p>etc. It explains how we function as human beings and how to use this information so procrastination, impostor syndrome, fear of failure, fear of success, self-doubt, self-loathing is mitigated and become smaller and smaller until they disappear.</p> <p>It is a very interactive and entertaining workshop, engaging the audience, and getting instant results. The benefit of the workshop is that everything that the audience learns creates a long-lasting effect and can be used in everyday life to create a positive mindset for a more happy, healthy, and abundant life.</p> <p>LILIANA LUCIAN- <i>Neuroencoding specialist – Performance coach</i></p>
<p>14:45-15:00</p>	<p>BREAK</p>
<p>15:00-15:45</p>	<p>Financial well-being and planning</p> <p>With the rise of female entrepreneurship and growing female participation in the workforce, improving financial literacy for women is more important than ever. When these women unlock their economic potential and access equal opportunities, they contribute to their community’s development and participate in the country’s economic growth. Digitisation of financial literacy gives the opportunity to foster its impact on women and the whole ecosystem.</p> <p>HEBA ATTIEH- <i>Managing Partner at Frontiers Global & Country Ambassador, Jordan at EWPN</i></p> <p>DR. ESTELLE BRACK- <i>Independent Consultant at KiraliT & Executive Board Member at EWPN</i></p>
<p>15:45-16:15</p>	<p>COFFEE BREAK</p>
<p>16:15-17:00</p>	<p>Using the body-mind connection to get what you want</p> <p>This workshop taps into our physical sources of power, helping you to stay strong and grounded when you need it most.</p>

	BARBARA KLAAYSEN- <i>Trainer/Coach/Facilitator at YTalent</i>
17:00	End of workshops & preparation for awards dinner
<u>14:00-17:30 DIVERSITY, EQUITY & INCLUSION TRACK</u>	
A lot has been done so far to foster diversity in the corporate space. That first phase from scratch was quite easy. It is time now for fine-tuning. How to help corporates better manage all forms of diversity?	
13:50- 14:00	Welcome & Opening MELANIE OCKERSE – <i>Director Channel Partnerships Europe at Entersekt & Country Ambassador for Germany at EWPN</i>
14:00-14:45	Neurodiversity - How to unlock the neurodiverse talent pool As companies work to build or improve their diversity, equity, and inclusion (DEI) programs, they are slowly starting to add neurodiversity to the agenda. Neurodiversity is the perspective that people with cognitive differences are not defective or deficient. These differences reflect natural variations in how the brain is wired. Through the lens of neurodiversity, these differences might be used as strengths, not shunned as weaknesses. Our experts are going to discuss how companies can unlock and leverage the neurodiverse talent pool to gain a competitive advantage.

	<p>MICHELLE JOHNSON - <i>Global Head of Operations at Littlepay</i> HIREN C. SHUKLA – <i>Global and Americas Neuro-Diverse Center of Excellence Leader at EY</i></p> <p><i>Moderator: MELANIE OCKERSE– Director Channel Partnerships Europe at Entersekt & Country Ambassador for Germany at EWPN</i></p>
14:45-15:00	BREAK
15:00-15:45	<p>How can companies be more diverse? What can we do?</p> <p>Diversity is a hot talking point right now, but how can we put this talk into action? Come and join key industry leaders as we discuss tangible actions you and your organisation can take to create a more diverse and inclusive workspace.</p> <p>LAURA FABIEN - <i>Commercial Finance Manager - TrueLayer</i></p> <p>SANIA KUDAIBERGEN - <i>VP Operations & People at hokodo</i></p> <p>MANDY SANGHERA- <i>Advisor at UNESCO MGIEP & Philanthropist</i></p> <p><i>Moderator LAURA ROFE (She/Her) - Director Partner Development at PPRO</i></p>
15:45-16:15	COFFEE BREAK
16:15-17:00	<p>Personal challenges and life-changing moments</p> <p>Does your employee handbook include a Life-Changing Events Policy to address matters relating to an employee’s (be they direct employees or external contractors) health such as fertility treatment, menopause, bereavement, divorce, or health issues such as cancer or stroke? Most likely, it does not.</p>

	<p>What if you suddenly find yourself in the position of having to care for an elderly family member? There are still many topics that we are not talking about enough in the diversity conversation. This interactive panel will explore how individuals can deal with life-changing experiences but also what employers can do to create positive, inclusive, and supportive cultures.</p> <p>GIHAN HYDE - <i>Founder & CEO at CommUnique, Board Advisor& ESG Communicator</i></p> <p>SARAH GRACE - <i>International Corporate Counsel at Stripe</i></p> <p>NGAN NGUYEN-HANSEN- <i>Head of Cash Management at BNP Paribas</i></p> <p>NISCHA US- <i>Head of Sales UK & Europe at Banking Circle</i></p> <p>Moderator: MIRANDA MCLEAN (She/Her) -<i>Senior Director, Global Head of Sustainability at Banking Circle & Executive Board Member at EWPN</i></p>
17:00	End of workshops & preparation for awards dinner
<p><u>14:00-17:30 CAREER GROWTH & DEVELOPMENT TRACK</u></p> <p>In the Career Growth & Development track, we will cover topics like personal branding and the art of networking. This year we will also deep dive into the topic of entrepreneurship. If you are thinking about becoming your own boss, then this track offers you the perfect chance to get inspired and learn from a diverse range of entrepreneurs during workshops, panel sessions, and the entrepreneurship hackathon. During our speed mentoring session, you get the opportunity to really get to know some of our speakers that you saw on stage.</p>	

13:50- 14:00	<p>Welcome & Opening</p> <p>ALANA (KAZYKHAN) CONDRATOV– <i>Business Development Director at Freemarket & Goodwill Ambassador (Events, Partnerships & Programmes) at EWPN</i></p>
14:00-14:45	<p>Lessons from entrepreneurship: Lessons learned and key success drivers from women who've travelled the entrepreneurial journey.</p> <p>Entrepreneurial paths are dotted with hurdles and challenges, most of which are common for all start-ups, like finding the right co-founder or attracting funding. This interactive session will address the challenges that are unique to female entrepreneurs. 3 incredible female founders will share their personal stories of building a successful company and what they have learned along their entrepreneurial journey.</p> <p>JOLIEN DEMEYER - <i>Founder at Jelloow</i></p> <p>SOPHIE MAKKER - <i>Co-Founder, Side&Kick</i></p> <p>GISELLE NAGLE (She/Her), COO at PhotoChromic</p> <p><i>Moderator</i></p> <p>LIESL BEBB-MCKAY – <i>Director of BBD Software & Co-Founder of Tribel</i></p>
14:45-15:00	<p>BREAK</p>
15:00-15:45	<p>The real job of a leader is taking care of the people in our charge.</p> <p>Trust and cooperation are not standard in our organisations and yet we know they should be. Often many employees feel they cannot speak out or 'rock the boat'. Is it not the duty of corporate leaders to</p>

	<p>create the types of organisations we would be proud to call our own? Creating a culture where people feel safe to be themselves, and therefore thrive, resulting in -amongst other good things- profit, starts with leaders possessing two attributes: empathy and the ability to listen.</p> <p>JESSICA RAMOS- <i>Head of Regulatory, Oversight and Financial Affairs at EBA CLEARING & Executive Board Member- EWPN</i></p>
15:45-16:15	COFFEE BREAK
16:15-17:00	<p>Personal Branding and the Art of Networking</p> <p>Want to be seen as a trustworthy expert, business founder, or leader? In this workshop, we will be discussing why your personal branding is essential - and how to get it right. How can you stand out from the crowd? How can you embrace your personality to aid your networking?</p> <p>NICOLA BREYER - <i>CEO at Finleap Connect</i></p> <p>SANDRA MIANDA - <i>Founder & Co-Director at Paypr.work</i></p> <p>CINDY VAN NIEKERK - <i>Founder and CEO Umazi</i></p>
17:00	End of workshops & preparation for awards dinner

AWARDS DINNER- KIT ROYAL TROPICAL INSTITUTE 28TH NOVEMBER 2022

EWPN will host an Awards Dinner. We set out to say a big, collective “thank you” to those who are dedicating their time to impact the industry positively. On this evening we will celebrate both individuals and organisations that stand out and do incredible things to help move the diversity, equality and inclusion needle and are an inspiration for the under-represented groups.

The award ceremony will take place on November 28th at the Royal KIIT Institute in Amsterdam.

The awards are divided into 3 categories.

Pink Chip Employer Award

The Pink Chip Employer Award will recognise one organisation* that can demonstrate its support, promotion and embracing of diversity & inclusion and is also the best place for female employees to work. The organisation should meet at least 5 of the following criteria:

- Have more than 30% female and/or minority background at the executive level
- Have more than 30% female and/or minority background at the senior management level
- Have board approved policies for ensuring gender parity on opportunity and reward
- Have board approved policies and/or programs for promoting diversity, inclusion and/or non-discrimination
- Demonstrable initiatives, internal or external, involving the entire organisation (especially men), to address issues of diversity and inclusion (equality; opportunity; representation and reward)

- Demonstrable flexibility with work policies and/or programs, especially for working mothers and returning mothers after maternity leave
- Has equal or shared maternity/paternity leave
- Is rated the best place to work by more than 55% of employees
- Demonstrable support for females through leadership and/or mentoring opportunities/programs
- Demonstrable support for charities and NGOs supporting female entrepreneurship, gender parity and diversity in the industry and society

*Organisation must have both physical business operations and products/services deployed in Europe.

The Positive Troublemaker Award

The Positive Trouble Awards will recognise an individual* who has been, and continues to be, very vocal in promoting diversity & inclusion in the industry, especially in areas where women and minority groups are absent or under-represented. The recipients have continuously demonstrated through actions their strong beliefs that diverse organisations are better run, more successful and more innovative than homogenous ones. Recipients should meet at least 3 of the following criteria:

- A known fintech or payments evangelist, who “got there” by blazing the trail where there was none before (and continues to blaze the trail today), all the while displaying high integrity, ethical and professional standards
- An active sponsor, mentor, and promoter of gender equality
- Doesn’t hesitate to loudly advocate, promote, and fight for diversity in the industry
- Has no problem publicly calling out and refusing to participate in “Manels”
- Speaks up and is not afraid to point out non-inclusive or poor behaviour

- Goes the extra mile to create positive environments to encourage innovation, diversity, and leadership
- Known for being a good mentor to fellow women in the industry
- Responsible for and champions internal and external policies and programs to maximise the contributions and influence of a diverse team in their workforce and/or across the industry

*Individual must be working and based in Europe

Fintech/Payments Leader of the Year

The Fintech/Payments Leader of the Year will recognise one woman*, who has demonstrated the most leadership in Fintech/Payments. She has persistently shaped the Fintech/Payments dialogue and supported the Fintech community in Europe. The recipient should meet at least 3 of the following criteria:

- Recognised thought leader and fintech/payments evangelist known for her distinguished leadership and inspiring work in making a positive impact in her company and the financial services industry
- Demonstrable impact of significant financial, strategic and fintech innovative value to her company, investors, customers, and community
- Demonstrable dedication and commitment to clients and customer service
- Exceptional skills in managing and partnering with internal and external stakeholders
- A commitment to personal development and a clear vision of the goals they have for themselves
- Responsible for and champions internal and external policies and programs to build diverse teams, inspire the next generation, and mentor talent inside and outside her company

*Individual must have worked in the European Fintech/Payments industry for at least 3 years, and is also currently working and based in Europe

17:00-18:30	REGISTRATION & NETWORKING DRINKS
18:30-18:45	<p>WELCOME BY EVENT HOST</p> <p>CONNOR DORRESTIJK - <i>Fintech Entrepreneur at BankiFi and Non-Executive Director at Augmentum Fintech PLC</i></p> <p>INTRODUCTIONS TO EWPN TEAM & ACTIVITIES</p> <p>SILVIA MENS DORFF POUILLY – <i>SVP Sales Banking Europe at FIS & Advisory Board Member at EWPN</i></p> <p>ESTHER GROEN- <i>Executive Board Member at EWPN</i></p>
18:45-21:50	<p>AWARDS DINNER</p> <p>Dinner, Awards, Entertainment, speeches, and keynote from our sponsors</p>
21:50-22:00	<p>CLOSING REMARKS</p> <p>JESSICA RAMOS- <i>Head of Regulatory, Oversight and Financial Affairs at EBA CLEARING & Executive Board Member- EWPN</i></p> <p>DR ESTELLE BRACK - <i>Independent Consultant at KiraliT & Executive Board Member at EWPN</i></p>

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CONFERENCE- KIT ROYAL TROPICAL INSTITUTE 29TH NOVEMBER 2022

07:30 -08:40	ARRIVAL, REGISTRATION & NETWORKING BREAKFAST
08:45 -09:15	<p>MAIN STAGE: Welcome by Event Host & Opening Remarks</p> <p>CONNIE DORRESTIJN - <i>Fintech Entrepreneur at BankiFi and Non-Executive Director at Augmentum Fintech PLC</i></p> <p>MARTHA MGHENDI-FISHER – <i>Founder at EWPN</i></p> <p>GIJS BOUDEWIJN- <i>General Manager at Dutch Payments Association & Vice Chair Payment Systems Committee at European Banking Federation</i></p>
09:15- 11:00	KEYNOTES & PRESENTATIONS: MAIN STAGE
09:15- 09:45	<p>Women CEO ROUNDTABLE</p> <p>The subject of women in senior management positions is one which is discussed the world over. There are vocal calls for greater numbers of women in top management positions who can act as female role models. Although the proportion of women in middle management positions has increased worldwide, equality between men and women in senior management has yet to be achieved.</p>

	<p>A dynamic panel discussion with powerhouse female CEOs. Listen to these incredible women leaders and hear their career journeys, lessons from the top, advice to the next generation of female leaders and women CEOs, and how they can “break the bias”.</p> <p>NICOLA BREYER- CEO at <i>Finleap Connect</i></p> <p>JOANNE DEWAR- Vice Chair at <i>Global Processing Services</i></p> <p>RUKAYYAT KOLAWOLE- Founder & CEO at <i>PaceUp Invest</i></p> <p>FILOMENA PLJAKOVSKA- CEO, President of the Management Board at <i>CaSys & Country</i> Ambassador for North Macedonia at <i>EWPN</i></p> <p><i>Moderator:</i></p> <p>TRACEY DAVIES, President at <i>Money 20/20</i></p>
<p>09:45-10:10</p>	<p>KEYNOTE: MAIN STAGE</p> <p>Child Sexual Abuse Material is significantly increasing in the digital world. These are images and videos of children being abused either directly on the internet or in the real world, but images and videos of their abuse are shared online. Which trends take place online when it comes to child sexual abuse and how can the FinTech community help in the global response to this pandemic? The International Association of Internet Hotlines, INHOPE and its member internet hotlines work tirelessly to fight this crime. Dushica Naumovska, INHOPE's COO will talk about the possible solutions as well as challenges and will invite the audience to think together in finding innovative ways to better protect children both offline and online.</p> <p>DUSHICA NAUMOVSKA – COO at <i>INHOPE</i></p>

10:10- 10:40

EXPERT ROUNDTABLE: MAIN STAGE

Call To Arms- Creating Ethical and Responsible Industry

During the 2019 annual conference, EWPN introduced 4 action points, including mobilising the industry to combat modern day slavery, child sexual abuse and human trafficking.

“We can all imagine the sex worker who has been trapped into a life of modern slavery. We can all imagine a huddled mass of migrants in a faraway place loaded onto a truck. What we struggle to accept or acknowledge is that you and I wear clothes made by slaves. We eat tinned tomatoes picked by people who have been bought and sold. Our nails have been painted by people in forced labour. Our fresh fruit was picked by them. Our cars are washed, and our hotel bedrooms cleaned by them. Every day you and I enjoy the benefits of slavery. The lower the prices, the extra convenience of the services. Is this true – you ask? How can this be possible?”

As a community, EWPN continues to call out the industry to drive change and help create an ethical and responsible industry. In this roundtable discussion, we will be covering the following:

- To raise awareness of this huge and growing issue
- To examine the obligations and challenges facing the financial services industry when it comes to fighting modern slavery, child sexual abuse and human trafficking
- To highlight what practical steps the industry can and should take to tackle these crimes
- To highlight lived experience from empowered survivors

SILVIA KRUPENA- Senior Consultant at **Red Compass**

DUSHICA NAUMOVSKA – COO at **INHOPE**

	<p>EDITH-BERNADETTE POOT- <i>Consultant & Empowered Survivor- Human Trafficking</i></p> <p><i>Moderator: ANNEGRET FUNKE- Head of Financial Crime at Featurespace</i></p>
10:40-11:00	<p>KEYNOTE: MAIN STAGE</p> <p>What role will payments play in the Metaverse?</p> <p>The metaverse promises a virtual future in which nearly anything is possible and where you can buy just about anything you can imagine. How do payments work in this new world? And how might we see payments develop as the metaverse becomes increasingly universal?</p> <p>HOLLY WORST - <i>Senior Director of Vertical Growth for retail at Worldpay from FIS</i></p>
11:00-11:30	NETWORKING BREAK
11:30-13:00	MORNING BREAKOUT SESSION 1: HUMAN FACTOR TRACK
11:30-12:00	<p>Becoming Human: Diversifying tech through action</p> <p>Jessica Tucker will discuss how to add back the human connection in corporate spaces and tech. Understanding how others think and build teams and cultures around uniqueness. She will also help the audience to understand why others don't see others as just as human as they are. Breaking racial cycles.</p> <p>JESSICA TUCKER – <i>Software Engineer at Mastercard</i></p>
12:00-12:30	Inclusive Payments: Tackling financial inclusion with Biometrics and a human-centered approach to payments.

	<p>Our experts are talking about various challenges that must be overcome to reach financial inclusion on a global scale. Where do we come from? Where are we today? And what still needs to happen before we have a payments system that is truly accessible for all? These are all important questions we must find answers to. This session will also look at what role biometrics play in financial inclusion, especially in the context of refugees. Even though biometrics greatly contribute to financial inclusion, it is a bit more complicated. Careful consideration needs to be taken concerning data privacy, risk, and ethical aspects.</p> <p>DR. WAJEEHA HUSSAIN AWADH- <i>Chief Digital Officer at AI Baraka Group</i></p> <p>KIMBERLY OFORI- <i>Director at Ofori & Co, Consultant, Group Strategy, and Innovation at ABN AMRO</i></p> <p><i>Moderator:</i></p> <p>MÉLISANDE MUAL – <i>Managing Director and Owner at The Paypers</i></p>
<p>12:30-13:00</p>	<p>“Finclusion”- how payments can improve a company’s ESG goals by improving financial inclusion</p> <p>Financial exclusion continues to affect an estimated 2 billion people being unbanked across the globe. That number is even higher for people who are underbanked or under-insured. As we look to the future of payments and financial services, we must leverage available data to increase Finclusion or Financial inclusion. Traditionally, financial products in the market are tailored for a single type of customer creating a gap for unbanked/underbanked and under-insured people. Even in developed markets, people who are outside the age range or gender of the typical customer or people who have recently immigrated may find they do not have adequate financial services available to them. This session will look at how financial inclusion is currently being addressed by financial services and what we can do within payments to improve Finclusion.</p> <p>SUSAN M. BARTON - <i>Client Executive Director at EY</i></p>

11:30-13:00

MORNING BREAKOUT SESSION 2: DIVERSITY, EQUITY, AND INCLUSION TRACK

11:30-12:00

Mastercard: True Name

Being your true self is priceless! Diversity and Inclusion means more to Mastercard than bringing together people with different backgrounds. Mastercard believes in everyone's right to be their true self and the tech company proudly commits to play its part to make that happen.

Members of the LGBTQIA+ community in particular, continue to fight not only against violence and discrimination, but for everyday rights that many people take for granted. Trans and nonbinary people often deal with challenges cisgender people never even have to think about, like having their name on their credit cards. To address this, Mastercard launched the True Name feature across Europe in 2021 to enable cardholders to use their chosen name on their cards without the requirement of a legal name change. Marene Arnold will talk about the joint launch campaign together with bunq and how they successfully drove awareness for the Mastercard True Name feature and positioned both brands as active LGBTQIA+ allies and corporate leaders in financial inclusion.

MARENE ARNOLD – *Vice President Marketing & Communications Germany, Austria, and Switzerland at Mastercard*

12:00-12:30

Ask A Grandma Anything

Exchanges of views between several generations in the payment industry

TERRIE SMITH – *Co- Founder & CEO at DIGISEQ*

ANGELA YORE – *Founder and MD at SkyParlour*

<p>12:30-13:00</p>	<p>What does the journey of talent nurturing really look like?</p> <p>Talent as an Experience</p> <p>Nadia will share her 18 years plus knowledge of why people leave jobs and what we can do to build truly inclusive environments in which people want to stay and progress within. If we were to look at talent as an experience, and a good one, we can start changing several factors that hold the industry back from its true potential. Seeing inclusion as a foundation of any great team, Nadia will share what businesses are doing across the financial technology space to tackle the perception, attraction, engagement, and retention issues we all face. In this session Nadia will share clear examples of how we can make the talent experience a good one for all.</p> <p>NADIA EDWARDS-DASHTI– <i>Chief Customer Officer at Harrington Star</i></p>
<p>11:30-13:00</p> <p>MORNING BREAKOUT SESSION 3: FINTECH, PAYMENTS & INNOVATION TRACK</p>	
<p>11:30-12:00</p>	<p><i>Panel Discussion: Payments 4.x: Making payments as invisible, easy, and efficient as possible.</i></p> <p>How Human-Centered Design (HCD), Digital Transformation, Digital Security and Data is Shaping Financial Product and Service Development. What does this mean for companies outside the financial industry? Use case analysis: UBER.</p> <p>KHALDOUN AQEL, <i>Founder & CEO at TechMind Consulting</i></p> <p>SCOTT MCINNES, <i>Partner, Financial Services & Payments Services at Bird & Bird</i></p> <p>REMA RAO, <i>Interim Head of Compliance Payments, Taiwan & Head of Strategy & Planning at Uber</i></p>

	<p>PATRICK WHEELER, <i>Cybersecurity Architect / Educator / Practitioner / Innovator at CyberWayFinder</i></p> <p>Moderator: SILVIA MENSdorFF POUILLY – <i>SVP Sales Banking Europe at FIS & Advisory Board Member at EWPN</i></p>
<p>12:00-12:30</p>	<p>Web3, NFTs, Metaverse, The Good The Bad and the Future of Money</p> <p>"WEB3, #nfts, #CBDCs and the ownership of #Data":</p> <p>While people create mass amounts of Data, the monetisation of it is done by the tech giants. Is this the best power structure for all sides involved? Would it not make more sense if people could accumulate the data they generate, and decide who to sell it to, and for what price? WEB3, the next generation of internet developments, aims to solve exactly this disequilibrium while using advanced technology including Blockchain and NFTs.</p> <p>How will these new solutions work? Will data become a currency within itself? How do CBDCs fit in these developments? Could people earn a basic income, just by monetising the data that nowadays they are giving away almost freely? What will the future of Money, Data and their relationships look like? We'll be looking at these aspects and discussing the future of Money, Data, and the surrounding power structures during this lecture.</p> <p>MEIRAV HAREL- <i>Founder & CEO at Mhfintechs</i></p>
<p>12:30-13:15</p>	<p>Development and regulatory issue of Fintech ecosystem in SEE Region</p> <p>Although most of the countries in this region are not EU members or fall under its regulatory framework, these ladies bring us their success stories and experiences of fintech ecosystem development in their countries. The companies at which they work or have founded are successful change-makers in the market.</p>

	<p>BILJANA DONOVSKA GECHEVA – <i>Expert for payment services and payment system</i></p> <p>JELENA ĐUROVIĆ – <i>Partnership Manager Serbia and CEE at Payoneer</i></p> <p>MAJA FOČIĆ – <i>Project Manager at Monri Croatia</i></p> <p>AMILA HRUSTIĆ - <i>Product Owner at RokPay</i></p> <p>LINDA SHOMO – <i>Founder & CEO at Easy Pay, Albania & Country Ambassador for Albania at EWPN</i></p> <p>Moderator: MERIMA MAHMUTOVIĆ –<i>Country Ambassador for Bosnia, and Herzegovina at EWPN</i></p>
<p>11:30-12:30</p> <p>MORNING BREAKOUT SESSION 4: RESEARCH TRACK</p>	
<p>11:30-12:30</p>	<p>Research – Bringing research into the design of future financial services</p> <p>How do we design financial services for use cases that don't yet exist? Research can provide insights into past and present customer behaviour that can help designers develop products and services that will be relevant for future needs and applications. How can this be done? What are the limits? This panel will bring together researchers and designers to discuss this process.</p> <p>DR. ANETTE BROLØS – <i>Independent Fintech Analyst at Broloes Consult & Co-Lead Research at EWPN</i></p> <p>BEATRICE WIDMARK- <i>Behavioural Science Advisor at Whateverland</i></p> <p>GUNJAN SINGH- <i>Senior User Experience Researcher at Adyen</i></p> <p>DR. ERIN TAYLOR – <i>Co Founder & Consultant at Finthropology & Co-Lead Research at EWPN</i></p>

11:30-13:00

MORNING BREAKOUT SESSION 5: LEADERSHIP & CAREER GROWTH DEVELOPMENT TRACK

11:30-13:00

Hackathon – Entrepreneurship – how to hack becoming your own boss

Impulses from experts who tell their stories and experiences in becoming their own boss. The audience will then be split into groups with an expert leading an interactive brainstorming on hacking entrepreneurship.

Activities:

- define key things to consider when thinking about becoming an entrepreneur
- discuss in small groups solutions for problems posed to each group
- discuss key takeaways of each group

Experts

LIESL BEBB-MCKAY – *Director of **BBD Software** & Co-Founder of **Tribel***

RUKAYYAT KOLAWOLE - *Founder & CEO at **PaceUp Invest***

LILIANA LUCIAN - *Neuroencoding & Performance Coach*

HANNALIE MARSH (She/Her)- *Managing Director at **Swamp and Savanna***

JULIEN VANDENITE - *Founder & CEO at **Woodcutter***

NILS WELHAM - *Professional Coach at **The Uncaged Existence***

	<p>Moderator:</p> <p>JESSICA RAMOS - Head of Regulatory, Oversight and Financial Affairs at EBA CLEARING & Executive Board Member at EWPN</p>
<p>13:00-14:00</p>	<p>LUNCH BREAK</p>
<p>14:00-14:30</p> <p>AFTERNOON BREAKOUT SESSION 1: FINTECH & PAYMENTS TRACK</p>	
<p>14:00-14:30</p>	<p>Enhancing cross border payments: How can the industry work together to achieve the G20's targets on cross border payments</p> <p>Over a year ago, the G20 financial authorities set ambitious targets for the retail and wholesale cross-border payment markets. They were based around four key areas: speed of execution, reduction of costs, transparency, and accessibility.</p> <p>Join our panellists for a discussion on "How can the industry work together to meet the G20's cross-border payments targets?" as they delve into the problems and solutions available for financial inclusion and growth.</p> <p>FUNMI DELE-GIWA- General Counsel & Head, GRC at MFS Africa</p> <p>ANNEKE KOSSE- Senior Economist at Bank for International Settlements (BIS)</p> <p>PETRA PLOMPEN- Senior Manager at EBA Clearing</p> <p>CLAUDIA WIESE - Head of Transaction Banking Operations at Solarisbank AG</p>

	<p>Moderator: ALANA (KAZYKHAN) CONDRATOV– <i>Business Development Director at Freemarket & Goodwill Ambassador (Events, Partnerships & Programmes) at EWPN</i></p>
<p>14:00-14:30</p> <p>AFTERNOON BREAKOUT SESSION 2: DIVERSITY, EQUITY & INCLUSION TRACK</p>	
<p>14:00-14:30</p>	<p>A Sustainable Approach to Diversity Hiring</p> <p>With fast-changing social norms and an increasing demand for organizations to create a more inclusive, diverse, and equitable environment for their employees, many companies are finding it difficult to recruit and retain diverse talent within their workforce.</p> <p>During this session, I'll share ideas and best practices on how your organization can move away from a transactional recruitment practice to a more inclusive and sustainable diversity hiring method that will not only allow you to attract, hire, and retain diverse talent, but also position yourself as an employer of choice for future diverse talent.</p> <p>This presentation will help you learn how to:</p> <ul style="list-style-type: none"> • Find and engage with diverse and bicultural talent • What diverse and bicultural talent value the most • Build and expand your diverse talent pipeline • Create an environment of belonging and growth • Develop a positive brand image <p>KEMO CAMARA – <i>Founder & CEO at Omek</i></p>

14:00-14:30	
AFTERNOON BREAKOUT SESSION 3: TECH, FINTECH & INNOVATION TRACK	
14:00-14:30	<p>Interview: Best practices on building a successful startup</p> <p>So, you want to build a startup? Why not, the world needs it, especially in payments and finance. Although there's a lot of competition and legacy holding us back, the field is always developing. We are going to tackle some real-life truths of what it takes to be successful, then will take some questions from the audience and hopefully inspire the next billion-euro company!</p> <p>MAGGIE CHILDS– <i>Board Member - Austrian Startups at Red Bull Media, Austrian Startups</i></p> <p>PAUL SAINT JOHN– <i>Angel Investor, Entrepreneur, Mentor</i></p>
14:00-14:30	
AFTERNOON BREAKOUT SESSION 4: CAREER GROWTH & DEVELOPMENT TRACK	
14:00-14:30	<p>Speed Mentoring</p> <p>A fun way to get to know our speakers a bit better and to ask focused questions. Join the speed mentoring session for fast-paced 1:1 conversation with our speakers.</p>
14:30- 15:00	COFFEE BREAK

15:00- 17:00	
KEYNOTES, PRESENTATIONS & CLOSING REMARKS: MAIN STAGE	
15:00-15:40	<p>Tete-a-Tete -</p> <p>A sort of identification ensures that individuals have access to basic and many crucial services. ID includes or excludes individuals from not only getting access to financial services, but to other basic human rights services.</p> <p>Lack of ID also means that many people, especially women, migrants, children, and those fleeing war and conflict and war, become very vulnerable and easy target for sexual abuse, human trafficking, and modern-day slavery.</p> <p>How can the industry identify such vulnerable individuals, to make sure that they not only receive access to crucial services, but don't get re- trafficked?</p> <p>DR RACHEL O'CONNELL- <i>Founder & CEO at Trust Elevate</i></p> <p>JUSTINE AUTOUR- <i>Associate Director, Stewardship at Morningstar</i></p>
15:40:16:25	<p>Panel Discussion: Payments Around The world, Latest Innovation, what is working, what is not working and Things to watch in 2023</p> <p>Global leaders from the industry discuss key issues around the future of money and payments. This panel will be covering the latest trends, developments, and disrupting technology within the payment industry. Join our experts in diving into what they expect to be the most important innovations in global payments in 2023 and the years to come.</p> <p>REGINA LAU – <i>CFO at Weavr.io & Executive Board Member at EWPN</i></p>

	<p>IRYNA AGIEIEVA - <i>Head of Product at Mollie</i></p> <p>JANE LOGINOVA - <i>Chief Strategy Officer at BPC, Co-Founder and CEO at Radar Payments</i></p> <p>DR ESTELLE BRACK - <i>Independent Consultant at KiraliT & Executive Board Member at EWPN</i></p> <p><i>Moderator</i></p> <p>ESTHER GROEN- <i>Executive Board Member at EWPN</i></p>
16:25-16:55	<p>CLOSING KEYNOTE</p> <p>Being Young in Digital Age</p> <p>Vanessa’s speech will cover what it means to be exposed to opportunities and collaboration in the industry, as well as the challenges that young people face in this digital world. She will also share insight into her own personal experiences and how we can all use the lesson’s we’ve learnt to make a difference.</p> <p>VANESSA SAM- <i>Speaker & Presenter at The Inspiring Vanessa Show</i></p>
16:55- 17:15	<p>END OF CONFERENCE CLOSING REMARKS</p> <p>CONNY DORRESTIJN- <i>Founding Partner at BankiFi – Beyond Open & Shiraz Partners</i></p> <p>MARTHA MGHENDI-FISHER – <i>Founder- European Women Payments Network (EWPN)</i></p>
17:15-19:00	NETWORKING COCKTAILS (DRINKS)



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