

WIS: A WIDER SPHERE OF INFLUENCE

In recent years the Australian Securitisation Forum (ASF)'s Women in Securitisation (WIS) subcommittee has made massive progress towards its objectives thanks to the drive of numerous individuals and the support of event sponsors.

BELINDA SMITH
 CHAIR, WOMEN IN SECURITISATION SUBCOMMITTEE,
 AUSTRALIAN SECURITISATION FORUM

As incoming chair, I would like to thank Mary Ploughman for her passion in championing women in the industry, and her tenacity and drive in establishing and chairing WIS. Our model has been so successful that it has been followed by our American securitisation industry colleagues.

WIS is constantly looking at fresh ways to develop a richer and more varied range of initiatives and ideas to achieve its objectives. To this end, a number of new members have joined the WIS subcommittee in 2018. Also, to better engage all members of our industry, the subcommittee will now include a minimum of two men.

The WIS subcommittee recently met to set its strategic priorities for 2018. These priorities align with the key objectives of WIS. These are to provide women in the securitisation industry with support and high-quality networking and career-development opportunities, to raise awareness of issues that affect women's professional advancement, and to encourage strong and ongoing engagement in the industry from different levels of seniority.

WIS BY NUMBERS

To help WIS target its initiatives and ideas it is important to understand the level of participation and engagement from women in the Australian securitisation industry.

WIS compiled some informative statistics from available sources to produce "WIS by numbers". We plan to track these key areas over time as a way to measure the impact of WIS.

While such statistics have their limitations, they nonetheless provide a good indication of the participation and engagement of women in three key areas.

Registration for the 2017 ASF conference represents a cross-section of the securitisation industry, with more than 700 Australian- and New Zealand-based delegates registered for the November 2017 event. Based upon data in the delegate registration forms, we have calculated gender statistics in five key industry sectors – professional services, issuers, intermediaries, investors, and government and other (see chart).

Overall, females comprised 30 per cent of registered delegates. Female representation was highest from the professional-services sector, at 38 per cent. The issuer and investor sectors had below-average female representation at 25 per cent and 21 per cent respectively.

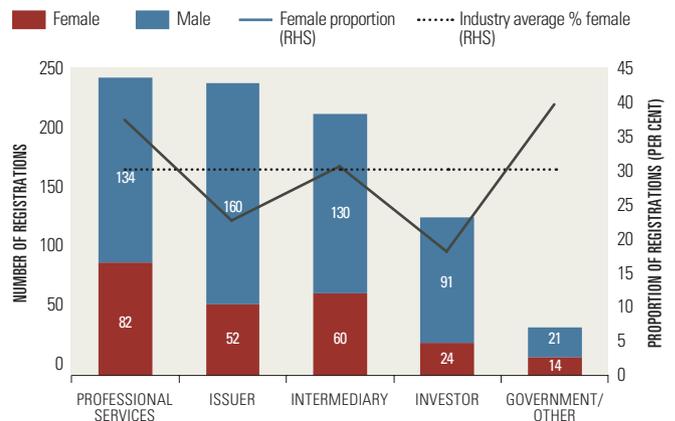
The 2017 ASF conference agenda comprised industry leaders and guest speakers, with 21 per cent of panellists being female – 16 per cent excluding the WIS panel. This is lower than the ratio of female registered delegates.

WIS plans to work with the ASF, its conference organiser, KangaNews, and conference sponsors to target increased participation from female leaders in 2018, including the establishment of a female public speaking and media register. ASF members will be encouraged to register female speakers from their organisations to participate.

FURTHER ENGAGEMENT

With this snapshot of the industry in mind, we looked more deeply at leadership and engagement through the ASF's industry interaction.

ASF 2017 CONFERENCE, AUSTRALIAN AND NEW ZEALAND REGISTRATIONS BY INDUSTRY SECTOR



SOURCE: AUSTRALIAN SECURITISATION FORUM, KANGANEWS MAY 2018

WIS diversity views

MACQUARIE BANK'S DAVID ZIEGLER AND CLEAN ENERGY FINANCE CORPORATION'S RICHARD LOVELL HAVE JOINED THE WOMEN IN SECURITISATION (WIS) SUBCOMMITTEE TO ADD DIVERSITY TO ITS PERSPECTIVE. ZIEGLER AND LOVELL SHARE THEIR REASONS FOR GETTING INVOLVED.

ZIEGLER I believe insight, determination, patience and collaboration are the traits that underpin a rewarding securitisation career, and I've observed these traits in many of the successful women I've worked with over my career.

I am also driven by a deep sense of fairness and equity which, to use the corporate vernacular, are encapsulated by the phrase 'diversity and inclusion' (D&I). I have become a more vocal advocate for D&I as I believe these

principles make the workplace better for everyone.

WIS gives me greater insight into the challenges faced by women in the securitisation industry, which in turn helps direct my D&I advocacy.

LOVELL Over the course of my career in securitisation so far I have been tremendously lucky to work for and with a number of enormously talented women.

I have also seen a number of instances where corporate cultures

have frustrated women in achieving their potential, while at the same time being bad for the business. I thought that joining the WIS subcommittee would be a great opportunity to contribute to the effort to minimise these kinds of occurrences in the securitisation industry.

It would be great to see the industry being a leader in issues of equity and diversity, as part of a wider financial sector which has some way to go in this area.

Women are represented in leadership roles across the ASF. There is 33 per cent female representation on the ASF National Committee and the same proportion of ASF subcommittee chairs are women – noting that National Committee members are required to chair ASF subcommittees. Meanwhile, 41 per cent of ASF subcommittee members are female.

ASF leadership representation appears to be broadly in line with overall industry participation, at roughly a third. WIS will work with the ASF National Committee to encourage female participation and ensure a pipeline of female leaders are emerging from subcommittee participation.

WIS also has a number of initiatives and ideas for 2018. Past WIS networking events have been very well attended and we aim to repeat this success with events in 2018. Our signature event will again be held at the Establishment in Sydney in the third quarter. We have also committed to hold WIS events in Melbourne and Brisbane.

In addition, we plan to encourage and organise an array of more informal events, along the lines of walk-and-talk lunchtime sessions, art exhibitions and film screenings. Also, following great feedback from previous attendees, we will arrange a Melbourne-based resilience programme, targeted at women at all levels in the securitisation industry looking to incorporate a strength

and growth mindset into their personal and professional lives.

WIS will also be working closely with the ASF National Committee to encourage, and remove any inhibitors to, greater participation by women in industry leadership through ASF involvement and the annual conference. To this end, the ASF National Committee recently adopted a new diversity and inclusion charter as part of its governance framework to ensure a consistent policy operates across ASF committees and activities.

Elsewhere, WIS will leverage ASF relationships

with other like-minded organisations including Women in Banking and Finance and Women in Economics.

Another goal for 2018 is better to engage with men in the industry to assist WIS to meet its objectives. We are delighted that David Ziegler from Macquarie Bank and

Richard Lovell from Clean Energy Finance Corporation, have joined the WIS subcommittee. I asked David and Richard to share their reasons for joining WIS and where they hope to contribute to WIS objectives (see box on this page).

I look forward to implementing these initiatives and ideas in 2018. If you would like to get involved or have other ideas or areas of need that you feel are not being met, please contact Lynsey Jackson at the ASF or me. I look forward to seeing you at WIS events during the year. ■

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