

## **Changing Mindsets and the Long-Term Case for Diversity**

### **A Genderbridges Dialogue**

**12<sup>th</sup> December 2021**

**Dusit Thani Hotel Dubai**

The UAE's Vision 2021 calls for the UAE to become one of the top 25 countries globally enabling more women participation in society and economy. Substantial research highlights the importance of gender diversity leading to more innovative thinking, productivity, profitability, sustainability and a greater impact on actual and perceived returns. Closing the gender gap, it is mentioned, would add \$28 trillion to the value of the global economy by 2025.

In tackling gender equality for listed companies, Germany introduced a gender quota for supervisory boards in 2016. Listed companies have to achieve a 30% quota of women in board position. In addition gender research is currently a very important aspect for all research proposed from the academic community.

Still women remain significantly underrepresented in the halls of corporate decision-making, with fewer women than men sitting in decision-making positions. Forward-thinking companies and organizations should be looking for ways to empower more women at work. Companies and organizations need a comprehensive plan for supporting and advancing women.

The purpose of this Genderbridges Dialogue is to bring together practitioners and academics to explore possible barriers and solutions to promote gender equality. Our purpose is to bring out common themes across Germany and the UAE that have proven to lead to change in gender diversity and equality.

**09.20 h – 09.30 h      Welcome**

**Miriam Müller**, Consulate General of the Federal Republic of Germany, UAE

**09:30 h – 10 h            Opening Keynote: Call for Gender Diversity is Cross-cultural**

The opening keynote will explore the enablers to gender diversity in the UAE and Germany, which include visional leadership, supportive environment, and tools and programs that ensure an even playing field for both genders to thrive.

1. UAE focus:  
**HE Dr. Maryam Al Suwaidi**, CEO, SCA, UAE

## 2. Germany focus

**Prof. Dr. Marie-Christine Dabauvalle**, Julius-Maximilians University Würzburg, Germany

### **10 h – 10.55 h            Panel 1: Gender Diversity across Cultures**

Following a quick input on the gender equality in German universities, the panel discussion will highlight the advances in gender diversity particularly in the academic community, as they relate to the needs of the industry.

**Presentation** (Input 10 h – 10.15 h)

Dr. Margit Weber, Ludwig-Maximilians-University, Germany

Moderator: **Dr. Margit Weber**, Ludwig-Maximilians-University, Germany

#### **Panelists:**

- Dr. Narwar Al-Hassan Golley, AUS, UAE
- Dr. Oliver Elbracht, Managing Director Siemens Advanta Middle East, UAE
- Dr. Waddah Ghanem, Senior Director for Logistics and Marine Assurance, Enoc, UAE
- Prof. Dr. Rex Bacarra, Curtin University, UAE

### **10.55 h – 11.05 h            Coffee break**

**11.05 h – 11.30 h            In Conversation with Amna Al Owais**, Chief Executive & Registrar, DIFC Courts, UAE

Moderator: **Alya Al Zarouni** - Vice president, Operations, DIFC, UAE

### **11.30 h – 12.15 h            Panel 2: Leadership and Decision-Making: How to Affect Changing Mindsets**

This panel discussion will focus on diversity issues at the top of decision-making in both the corporate and academic sectors.

Moderator: **Dr. Ashraf Gamal** – CEO, Hawkamah Institute for Corporate Governance, UAE

#### **Panelists:**

- HE Dr. Aisha Bin Bishr, Emaar Development board member and vice-chair, Director General of Smart Dubai, UAE
- Karin Zangerl, German Emirati Joint Council for Industry & Commerce (AHK), Head of Abu Dhabi, UAE
- Prof. Dr. Marie-Christine Dabauvalle, Julius-Maximilians University Würzburg, Germany
- Fahima Al Bastaki, Chief BD ADX, Board Member DWE, UAE

**12.15 h – 13.15 h      Lunch Break**

**13.15 h – 14:30 h      Panel 3: How to prepare the next generation: Building Consciousness and Capacity**

Following a quick input on the relevant subjects unconscious bias and career development tools, the panel discussion will explore the mainstreaming of diversity issues, and ensuring that intrinsic biases are in check and that tools are in place in integrating solutions to diversity challenges.

Moderator: **Hanan Alawadi**, Director AS/P, UAE

**Presentations** (Input 13.15 h – 13.45h)

- Unconscious Bias – Impact on Women’s Career Advancement: Valérie Scheer, AS/P UAE/Germany
- Career development tools : Naila Al Moosawi - Executive HR Director, Board Member, Counsellor, UAE

**Panelists**

- Valérie Scheer, Director AS/P, UAE
- Svenja Peters- Siemens Healthcare FZ LLC, UAE
- Dr Nadia Qassim Bastaki, Chief Human Resources, Organisational Development and Asset Management officer, Etihad Aviation Medical Specialist, UAE
- Shorouq Habib, Deutsche Bank, UAE
- Amina Al Halwaji, Head of HR, Bank of Sharjah, UAE

**14.30 h – 14.45 h      Coffee break**

**14.45 h – 15.45 h      Launch of the Genderbridges Programme**

Identification of common interests and planning of new implementation Activities in participating institutions, defining the next steps towards cooperation with Genderbridges, new collaborations

**Prof. Dr. Marie-Christine Dabauvalle / Dr. Ashraf Gamal EIDin**

**15.45 h – 16.30 h      Get-together/Networking: meet, connect and initiate cooperation**