



Meeting of Top Leaders in Accountancy

A Policy Dialogue for Advancing Women in Leadership Positions

THURSDAY | 12 OCTOBER 2023
4:00PM TO 7:00PM (PST)
VIRTUAL

An Initiative of SAFA Women Leadership Committee





Introduction & Objective

The SAFA Women Leadership Committee has taken an initiative to work on a global scale, aiming to foster the advancement of leadership roles of women accountants. In this respect, a virtual meeting is planned with the top leaders from SAFA member bodies and professional accountancy organizations around the globe for a policy dialogue focused on sharing best practices and developing initiatives to enhance women's leadership. This dialogue will serve as a platform to compare international best practices, assess the current status of women in leadership positions, and formulate actionable recommendations for respective governments.





Meeting Agenda

The meeting agenda is:

- a) Share International Best Practices:** Discussions among the top leaders will focus on sharing their experiences regarding successful strategies, policies, and initiatives that have contributed to the development of women in leadership positions.
- b) Assess the Impact of Best Practices:** Understand the impact of implemented best practices on promoting the role of women in leadership positions, identify success factors, and analyze challenges faced during their implementation.
- c) Compare International Best Practices and Current Status:** Conduct a comparative analysis of international best practices and the existing status of women in leadership positions. Identify gaps and opportunities for improvement.
- d) Determine Actions to be Taken:** Develop a roadmap to take specific actions based on the key takeaways from the dialogue. This will include formulating policies, implementing initiatives, and providing support for women professionals in accounting and finance.
- e) Follow-up and Yearly Impact Analysis:** Establish a follow-up mechanism to monitor the progress of actions taken and conduct yearly impact analyses to evaluate the effectiveness of implemented initiatives.
- f) Share Case Studies and Success Stories:** Share case studies and success stories that highlight the global impact of women's leadership initiatives to inspire and motivate others to replicate successful strategies.
- g) Presentation at International Forums:** Upon the successful conclusion of the dialogue, prepare a comprehensive policy paper highlighting the outcomes, recommendations, and proposed actions for advancing women's leadership.



Participants

Our exclusive gathering will feature a distinguished cohort of accountancy leaders having significant experience and knowledge in the field. The composition of our participants includes Office Bearers of SAFA, Members of the SAFA Women Leadership Committee and Presidents & representatives of global Professional Accountancy Organizations.

Our aim is to host 30 prominent participants fostering diverse perspectives and expertise to enrich our discussions and achieve thoughtful outcomes.

Meeting Format

Breakout Sessions: Separate breakout sessions are planned to generate innovative ideas, propose solutions, and develop strategies for advancing women's leadership in accounting and finance. These sessions will encourage collaborative thinking and active participation from all attendees and will revolve around the following topics:

- Sharing best practices;
- Analyzing current status & estimating future progression; and
- Developing actionable elements and devising future direction.



Guidance for Participants

Participants are expected to share the following knowledge from their respective institutions in order to drive meaningful outcomes:

a) Total Percentage of Women Members, Students, and Intake: Analyze the trends of women's representation within their respective Institutes over the past 15 years. Include data on the percentage of women members, students, and the growth of women's intake into the profession.

b) Actions Taken by Institutes: Detail the actions implemented by the Institute to promote women's leadership in the accounting and finance profession. Highlight successful initiatives, programs, and policies that have been undertaken.

c) Actions Taken by Governments: Discuss the actions taken by the respective governments to support and promote women's leadership in various sectors, including accounting and finance. Highlight government policies, programs, and initiatives that have contributed to women's empowerment.

d) Current Percentage of Women in Leadership Positions: Provide data on the current percentage of women occupying leadership positions, both in general and specifically within the accounting profession. Include figures from five, ten, and fifteen years ago to analyze the progress made over time.

e) Actions in Pipeline: Outline future actions planned or under consideration by the Institute and governments to further promote women's leadership. Include potential initiatives, collaborations, and strategies that are being explored.

f) Recommendations for Involving Other Regulators/Forums: Identify other regulators or forums within their respective countries that should be involved in the dialogue moving forward. Explain the potential benefits of their inclusion and the expertise they can bring to the discussions for creating tangible impact.



Conclusion

The SAFA Women Leadership Committee aims to conduct a high profiled meeting which will serve as a ladder for enhancing women participation in leadership positions. By leveraging international experiences through joint discussion, this initiative strives to increase the presence of women and will strengthen the role of women leaders.

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