

Changing Mindsets and the Long-Term Case for Diversity

A Genderbridges Dialogue

12 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, Dubai 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, Head of the Genderforum, Julius-Maximilians University Würzburg, 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. Udo Braendle, Associate Dean-School of Business Administration, Chair of the Department of General Business and Management and Professor of Management, AUD, UAE

Moderation: Dr. Udo Braendle, Associate Dean-School of Business Administration, Chair of the Department of General Business and Management and Professor of Management, AUD, UAE

Panelists:

- Dr. Narwar Al-Hassan Golley, Professor of Literary Theory and Gender and Women's Studies, 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, Instructor, Curtin University, UAE
- Ray Everett, President, McLagan, UAE

11.05 h – 11.30 h Networking Coffee

11.35 h – 12.00 h In Conversation with Amna Al Owais, Chief Executive & Registrar, DIFC Courts, UAE

Moderation: Alya Al Zarouni, Vice president, Operations, DIFC, UAE

12.00 h – 12.45 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.

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

Panelists:

- Karin Zangerl, AHK, German Representative of the International Chamber of Commerce, UAE

- Prof. Dr. Marie-Christine Dabauvalle, Head of the Genderforum, Julius-Maximilians University Würzburg, Würzburg, Germany
- HE Dr. Aisha Bin Bishr, Emaar board member, Director General of Smart Dubai, UAE
- Fahima Al Bastaki, Chief BD ADX , Board Member DWE, UAE

12.45 h – 13.45 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.

Moderation: Hanan Alawadi, Director AS/P, UAE

Presentations (Input 13.15 h – 13.45h)

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

Panelists

- Valérie Scheer, Director AS/P, UAE/Germany
- Svenja Peter, Siemens healthcare FZ LLC, UAE
- Amina Al Halwaji, Head of HR, Bank of Sharjah, UAE
- Shorouq Habib, Deutsche Bank, UAE

15.00 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

15.45 h – 17.00 h Get together/Networking: meet, connect and initiate cooperation