

Convergence XVI: Investing with a Gender Lens- Full Conversation Listing

Session A:	Purpose and Impact of Gender Lens Investing	Thurs. 10:15-11:30
	<p><i>Gender lens investing is a multi-faceted thing. There are an array of endpoints and outcomes that define the purpose of the endeavor. We identified four here, there may be others. And, these are not mutually exclusive, they often represent a matter of emphasis or means versus ends.</i></p> <ol style="list-style-type: none"> <i>1. Changing what matters in financial decisions.</i> <i>2. Impact on the lives of women and girls.</i> <i>3. Moving capital to investments with a gender lens.</i> <i>4. Investment capital in the hands of women.</i> <p><i>Each group will focus on one, in the context of the others, playing out the logic model as concretely as possible. In the end, we need to be able to articulate the why of strategies and figure out how to position each individual approach in the context of an array of divergent theories of change.</i></p> <ul style="list-style-type: none"> <i>● When does it matter that these are different or divergent?</i> <i>● What is the tradeoff between focusing on direct benefit to women and girls or on creating more just economic systems?</i> <i>● Where do we need to most carefully attend to questions of instrumentality, where women and girls become the means to a different end?</i> <i>● What are opportunities and challenges in a field that has divergent defined purposes?</i> <i>● Are these purpose distinct from the goals of impact investing or sustainable investing overall?</i> <i>● How do these different angles engage different audiences? Different passions?</i> <p><i>Where does your organization fit into this logic model? Are you clear on your theory of change? Can you make a case about how your strategy fits within a broader goal of impact?</i></p>	
<p>Changing what matters in financial decisions</p> <p>Atrium</p>	<p>This perspective focuses on the system of financial decision-making. It is about shifting a core system of power in which value is assigned, so that gender matters.</p>	<p>Joy Anderson Patty Aleman Katherine Collins Lisa Hayles LM Carlile Nina Weissberg Sherryl Kuhlman Kelly Coyne Nicholas Hayes Amber Nystrom</p>
<p>Impact on the lives of women</p>	<p>This perspective zeroes in on the direct impact or benefit on the lives of</p>	<p>Julianne Zimmerman Kelly Northridge</p>

<p>and girls</p> <p>Laurel B</p>	<p>women and girls. Investments are a means to an end that could lead to equity or parity or justice for women and girls.</p>	<p>Daniel Epstein Mara Bollis Alanna Ford Anita Kelley Rachel Starkey Shamina De Gonzaga Anne Spahr</p>
<p>Moving capital to investments with a gender lens</p> <p>Laurel C</p>	<p>This perspective includes all three lens: access to capital, products and services that benefit women, and workplace equity. The goal is about a new movement of capital, a new field of investments and all the things that then makes possible.</p>	<p>Jackie VanderBrug Mackenzie Colgan Alison Pyott Linda Scott Debra Shapira Jackie Rotman Lindsey Lange Barbara Hayes Abi Ingalls</p>
<p>Investment capital in the hands of women</p> <p>Talcott</p>	<p>The impact we are seeking here, is that women, or more diverse groups, are making the decisions about capital. They are on the boards, they are the wealth holders, they are the fund managers, and they are the entrepreneurs getting the capital.</p>	<p>Bonnie Foley-Wong Suzanne Biegel Erin Kelley Whitney Martin Heidi Hancock Nell Merlino Jean Russell Sarah Kaplan Stevie Valdez Songbae Lee</p>
<p>Session B:</p>	<p>(Moving, Circumventing, Eliminating, Avoiding) System Level Barriers</p>	<p>Thurs. 12:45-2:00</p>
	<p><i>What are the barriers? How do we avoid, go around, blow up, ignore them? These conversations are intended to move beyond naming barriers to analyzing and how they are handled by and within strategies.</i></p> <ol style="list-style-type: none"> 1. <i>What will it take to move through this barrier? Why is this barrier important? Is it?</i> 2. <i>How does your understanding of your own goals lead you to prioritize solving for or simply coping with this barrier?</i> 3. <i>How do these conversations lead to a clearer understanding of what problems need to be addressed?</i> 4. <i>How are we accountable to share information across the field as we discover and address barriers?</i> <p><i>Of course, every barrier is actually an opportunity...</i></p>	
<p>Women, what's the problem?</p> <p>Talcott</p>	<p>Making the case for gender in investing...Why is it such a hard slam dunk? There are at least two audiences that are priorities in this conversation. Folks who care about women but don't care about investments. And, folks who care about investments but don't get the point of focusing on women</p> <ul style="list-style-type: none"> • How does reaching these audiences represent barriers? What are the specific goals that this is preventing? • What makes the case? Do we need to make the case in new ways? Who 	<p>Kelly Northridge Lisa Hayles Allison Pyott Heidi Hancock Erin Kelley Jackie VanderBrug Barbara Hayes Rachel Starkey</p>

	<p>are we making the case to?</p> <ul style="list-style-type: none"> • How do we balance lack of knowledge and outright bias? What are the engagement strategies that address one or the other, when do you engage on one or the other? • How do you break through the inertia? Sometimes that seems worse than breaking through direct resistance. • How does this conversation inform where gender lens investing sits as a subset of an effective impact investing conversation, or as a strategy of an effective women’s movement? 	
<p>Leadership, Expertise, Empowerment, Knowledge...</p> <p>Laurel C</p>	<p>This work is all remarkably human. It is, in the end, about the human beings who are equipped to do this work and whether they see themselves as having the power to engage.</p> <p>Two categories of leaders: folks who know finance but don’t know or care about issues of gender and folks who know and care about issues of gender but don’t know finance.</p> <ul style="list-style-type: none"> • How can we engage expertise around gender? • How do we balance supporting field level leadership and actually having the field empower new kinds of participation in economic systems? • How does this work need connect to the broader financial literacy conversation? (often framed in terms of the access to services for the poor) or the conversation about wealth management practices for women? (framed in terms of serving those with assets) • How do we engage and enhance women’s economic power through building the field of gender lens investing? 	<p>Jean Russell Patty Aleman Katherine Collins Suzanne Biegel LM Carlile Jackie Rotman Shamina De Gonzaga Nicholas Hayes Anne Spahr Nell Merlino</p>
<p>Systems of Metrics and Measurement</p> <p>Laurel B</p>	<p>How is the lack a metrics, specifically, creating barriers to building the field? Or to building the field effectively? Or to building it faster?</p> <ul style="list-style-type: none"> • Is it a common metrics system or specific metrics? Where is what needed? • Where might efforts to create metrics that become a barrier to accelerating the field? • Is the challenge more about evidence around the investment case or the impact case? • What actually do we need to be measuring? Who wants the measurements? • What is the relative importance of being inside impact investing measurement tools or having gender focused tools? Importance to whom? • What is the impact of these metrics on access to capital? What do we know about this? • Are we making progress? 	<p>Sarah Munford Julianne Zimmerman Anita Kelley Linda Scott Whitney Johns-Martin Debra Shapira Stevie Valdez Nina Weissberg Mara Bolis Lindsey Lange Abi Ingalls</p>
<p>Experiments and Evidence Integrating a Gender Lens</p>	<p>It is time to move from potential to performance. This is not only about the financial performance or social impact, but also the effective and efficient integration of gender lens investing into organizational processes.</p> <ul style="list-style-type: none"> • Where is gender lens investing happening, and what does that look like? 	<p>Joy Anderson Mackenzie Colgan Bonnie Foley-Wong Sarah Kaplan Sherryl Kuhlman</p>

Atrium	<ul style="list-style-type: none"> • What are the experiments? • What is the evidence of effectiveness? • What is the “epidemiology” of successful initiatives, investments, and partnerships? 	Daniel Epstein Kelly Coyne Songbae Lee Amber Nystrom
Session C:	Strategy Design	Fri. 9:45-11:00
Research Strategies in Gender Lens Investing Laurel C	<p>Much of the research done has been about documenting the landscape. Research about what is happening or what could happen. We need some other kinds of research that goes deeper.</p> <ul style="list-style-type: none"> • What is the research we see in this field? How has research played a role in building the field to date, and what is now needed? • What are the realities around doing this research and how do we solve for them in the design or through collaborations? • One presenting challenge is that this type of research requires partnerships across disciplines that are not accustomed to partnering (that is the reality of a new field). How do we make those partnerships and divergent collaborations possible? • How do we structure research projects so that this work moves forward appropriately? 	Kelly Northridge Erin Kelley Sherryl Kuhlman Barbara Hayes Nina Weissberg Jean Russell
Issue-first Design: Finance as a Tool for Social Change Atrium	<p>Rather than thinking about how a gender lens is incorporated into finance, how do we thinking about finance as a strategy for systems change.</p> <ul style="list-style-type: none"> • How is the environmental movement a case study for how finance is a strategy for system change? • What would it look like to design this kind of research, collaboration, demonstration? • How could we address more complex intersections of issues, with gender, finance and (fill in the blank)? • How does this approach bring in new players? 	Joy Anderson Daniel Epstein Patty Aleman Debra Shapira Jackie VanderBrug Rachel Starkey Jackie Rotman Stevie Valdez Songbae Lee Shamina De Gonzaga
Accurate Map of the Landscape of products Talcott	<p>We all want an accurate map of the current investment vehicles that have a gender lens. And, of course, we want more on the map.</p> <ul style="list-style-type: none"> • What would be on a current map? • Where are the biggest gaps in products? • What are the various audiences and what do they want from the map? • How will maps be sustained? How can maps be coordinated? Are there existing entities who can or should play that role? • What do they need to be able to play that role? <p>One practical outcome of this conversation is to help Veris continue to refine their tool.</p>	Sarah Munford LM Carlile Mackenzie Colgan Lisa Hayles Abi Ingalls Whitney Johns-Martin Anita Kelley Kelly Coyne Lindsey Lange

<p>Upgrade due diligence with a gender lens</p> <p>Laurel B</p>	<p>How do we upgrade due diligence with a gender lens?</p> <p>One. Decide to start</p> <p>Two. Learn to look at gender</p> <p>Three. Ask different questions</p> <p>Four. Listen for different answers:</p> <p>Five. Find patterns that resonate in your sector, geography, stage, impact area</p> <p>Six. Shift how you implement investments:</p> <p>Seven. Incorporate analysis at the level of your portfolio</p> <p>Joy and Suzanne are building a how to guide, a conversation that started in the last Convergence. This session will outline the guide and dig into how to make this new guide useful for the broader field as a tool kit for angels, accelerators and fund managers.</p>	<p>Suzanne Biegel</p> <p>Bonnie Foley-Wong</p> <p>Heidi Hancock</p> <p>Julianne Zimmerman</p> <p>Katherine Collins</p> <p>Mara Bolis</p> <p>Sarah Kaplan</p> <p>Nicholas Hayes</p> <p>Amber Nystrom</p>
<p>Session D:</p>	<p>Strategy Design</p>	<p>Fri. 11:15-12:30</p>
<p>Development Meets Gender Lens Investing</p> <p>Atrium</p>	<p>There are accelerating efforts for aid agencies to become involved in the work of gender lens investing.</p> <ul style="list-style-type: none"> • What is the frame that motivates this work? • How do we build bridges between gender specialists in these agencies and impact investing efforts? • What are the new pathways created linking public and private capital? How is a gender lens adding to these efforts? • How do donor countries gender development standards inform this work? Are there places where they create challenges? • What kinds of roles can aid agencies play? • What can we learn from microfinance in these intersections? 	<p>Joy Anderson</p> <p>Mara Bolis</p> <p>Suzanne Biegel</p> <p>Lindsey Lange</p> <p>Patty Aleman</p> <p>Stevie Valdez</p> <p>Shamina De Gonzaga</p> <p>Rachel Starkey</p>
<p>Improving On-Ramps</p> <p>Talcott</p>	<p>To get on a highway, we go up a ramp, an on-ramp. We need signage that tells us how to get on the highway, we need a ramp that we can actually get up, and the ramp needs to be in an accessible place so that it is convenient to those who want to get on the ramp. You get the metaphor.</p> <ul style="list-style-type: none"> • What are the on-ramps to gender lens investing? • How do they need to be distinct from the on-ramps for impact investing or sustainable investing? • Where do they need to be? • Who do we need to reach? • What does it take to get involved? • How is the on-ramp different for an organization or an individual? • For an individual, what is the typical discovery process? From start to finish how does an organization incorporate a gender lens into investments, or a strategy around finance into an organization focused on gender? 	<p>Sarah Munford</p> <p>Nicholas Hayes</p> <p>Mackenzie Colgan</p> <p>Heidi Hancock</p> <p>Sherryl Kuhlman</p> <p>Debra Shapira</p> <p>Jackie Rotman</p> <p>Jean Russell</p> <p>Barbara Hayes</p>

<p>Developing a Gender Lens Investment Vehicle</p> <p>Laurel B</p>	<p>The good news is that there are lots of funds and vehicles launching that have incorporated a gender lens.</p> <ul style="list-style-type: none"> • What can we learn from the experience of developing vehicles so far? • What is the difference between building a new vehicle and incorporating a gender lens into an existing vehicle? • What is the data you need to prove out your thesis and develop your instrument? • Are there particular challenges or opportunities in raising for this kind of vehicle? • What are the steps in the process of building out a gender lens fund? Anything unique to this process? 	<p>Julianne Zimmerman Bonnie Foley-Wong Whitney Johns-Martin Lisa Hayles Erin Kelley Nina Weissberg Daniel Epstein Katherine Collins Amber Nystrom</p>
<p>Products at Scale/For Scale</p> <p>Laurel C</p>	<p>There is a difference if you are designing for scale. The good news is that we have more and more gender lens investing products on big, big platforms. Now what?</p> <ul style="list-style-type: none"> • How do gender lens products get visibility within platforms, overall? • How to address the challenges that emerge when products are at scale? How do we ensure the impact is still there? • When gender lens investing sits within a broader ESG framework, is it okay if gender sits largely in G (for governance)? • What are the constraints and opportunities of scaling within the ESG framework? • How do you design new products for this kind of scale? • How do we learn from other fields, or make linkages to other fields that have already built investment vehicles on platforms at scale (eg. climate change)? 	<p>Sarah Kaplan Kelly Northridge Alanna Ford Jackie VanderBrug Kelly Coyne Anita Kelley LM Carlile Abigail Ingalls Songbae Lee</p>