

Private Equity for Women (PE4W)

1. Reason why

- ❖ Investors (LPs) push for more diversity, especially including women.
- ❖ Severe underrepresentation of women in the Private Equity sector: 18% employed, with 9.6% at senior positions (PWC/Preqin 2017 Report).
- ❖ Our Chairwoman, Rajaa Mekouar-Schneider, is approached by young female talents asking for support.
- ❖ We will be the pioneers here in Luxembourg (nothing similar in our sector)
- ❖ Similar initiatives in different sectors (Lilla and Wide, for instance)

2. The goal of the group

The aim of this new initiative is to advance the discussion and representation of women within our industry, and to empower them to succeed.

MISSION STATEMENT

Build a platform for more equal opportunities for women in Private Equity in Luxembourg.

3. Philosophy - PE4W will help professional women in PE, through dedicated initiatives including:

- ❖ *Mentoring: Boost women confidence*
- ❖ *Empowerment: Empower women to succeed*
- ❖ *Networking: Open opportunities*
- ❖ *Advocacy: Promote women public shareholders*

4. Actions

We will organize meetings and workshops (not exclusive to women) that will help us to reach our goals:

4.1 LPEA 's Women lunches

These events open to both, women and men, would be a platform for the group to discuss improving gender diversity in the industry, network, exchange, and share knowledge/ideas. For each lunch, we will invite one or two speaker(s) who will share her/his experience/story and/or give advice to the audience. It will be a members' only event and will be organized on a quarterly basis.

4.2 Workshops

A financial professional never stops learning. So we will organize a workshop (every two months). The aim will be to increase the interest and knowledge of women in the PE-VC industries:

- ❖ Share the knowledge/information/ideas
- ❖ Teach the essentials and fundamentals to attendees (workshop for people new to PE/VC)
- ❖ Regular update on the changes and opportunities within the sector
- ❖ Inform the attendees on the necessary skills that are or/and will be in demand within the industry
- ❖ Help the attendees develop the necessary skills in demand within the industry
- ❖ Coach the attendees

We will make all our events and initiatives free of charge for our members. We are also targeting women new to Private Equity and students. We could have a new topic for each workshop that will help to share knowledge and information about the industry.

4.3 Organize special events on days that celebrate women/girls each year

- ❖ March 8th : one or a few special speakers to share their experience, share some success stories, network,
- ❖ International Day of Women and Girls in Science

4.4 Hosting of PE4W lunches

Have PE firms to support the initiatives, by hosting and paying the luncheon meetings.

5. Partnerships

PE4W will also establish ad hoc partnerships with other women-focused PE platforms in Luxembourg and abroad. Find partners we share the same vision with – Get discounts for our members to participate to their events – Invite them to our events.

A few organizations we could partner with:

- ❖ France Invest avec Elles¹.
- ❖ Private Equity Women Investors Network (PEWIN)²
- ❖ Women's Private Equity network (WPEN)³
- ❖ Level20 – Women in Private Equity⁴

¹ <http://www.franceinvest.eu/fr/commissions-clubs/clubs/club-elles.html>

² <https://pewin.org/>

³ <https://altassets.net/wpensummit/about-wpen.html>

⁴ <https://www.level20.org/>

6. A little bit of reading on the subject:

- ❖ An article from Bloomberg⁵
- ❖ An article from Capital Finance - Les Echos (in French)⁶.

7. PE4W TEAM

- ❖ Rajaa Mekouar-Schneider: **LPEA's** CEO – (Initiator and Chairwoman of the initiative)
- ❖ Manon Aubry: **RSM Financial Services Luxembourg**, Co-chair
- ❖ Nicolas Gauzes: **Linklaters**, Co-chair
- ❖ Michaela Viskupicova: **LPEA**, Coordinator

⁵ <https://www.bloomberg.com/news/articles/2018-11-16/private-equity-firms-say-recruiting-women-is-now-a-top-priority>

⁶ <https://capitalfinance.lesechos.fr/partenaires/mayer-brown/femmes-entrepreneurs-et-private-equity-enquete-sur-un-paradoxe-129896>