

It's hard to believe that the countdown to the New Year is officially around the corner. It would be fair to say that the past 11 months have not been without challenge and uncertainty for most, involving juggling of many balls and balancing acts between work and personal commitments. A big kudos to all those persevering through these unusual times and, as we inch closer to the end of 2021, we sincerely hope that our members get a chance to pause and enjoy some well-deserved downtime with their loved ones. Before signing out, please find enclosed the final WISF newsletter for this year, with some key highlights on what's to come in 2022 and some great member spotlights.

Happy reading, have a great festive season & looking forward to connecting with all our members in the New Year!

Upcoming Industry Events

1-2 February 2022

RMA Securities Lending 2022 Outlook, Virtual Event

[More info](#)

February/March 2022

J.P. Morgan Financing and Collateral Conference

[More info](#)

March 2022

IMN Beneficial Owners' International Securities Finance & Collateral Management Conference

[More info](#)

April 2022

Euroclear Conference

[More info](#)

WISF in the News

- Thank you to Morgan Stanley for sponsoring the recent informative event on **Imposter Syndrome**. Knowing you're not alone and identifying ways to manage this syndrome makes a big difference. [More info](#)
- Great to be shortlisted for the **Industry Excellence Awards** – Asset Servicing Times DE&I initiative 2021. Whilst we didn't win on this occasion, being shortlisted was a great recognition of the WISF network and its mission towards advancing the DE&I agenda across the industry!
- **JPM Leadership Day** – WISF members once again had the opportunity to attend the JPM Women on the Move Leadership Day 2021. The diverse line-up of speakers and many motivational messages provided our members with some great takeaways and inspiration. [More info](#)
- **Grow Your Network** – a 3 month pilot of the Grow Your Network initiative was successfully completed with over 40 members of the WISF London Chapter connecting with their designated pairings for icebreaker conversations. What can members expect next? Please see page 2 for more details and member feedback.

Share your news and updates with the network and email us to get on our next newsletter!

Q4 Podcast Updates



Earn whilst you learn: Alternative routes into banking, inspiring feedback from apprentices



ISLA AGM & Securities Finance Forum- Spotlight on D&I: Fostering change for the future

We are always interested in suggestions for potential topics or speakers for future podcast episodes. Please reach out to any Chapter Lead or [Tri-Chair](#) with suggestions.

To listen to this quarter's episodes, please visit: www.womeninsecuritiesfinance.com/media

GROW YOUR NETWORK – latest update from WISF London Chapter leads Harpreet Bains & Ina Budh-Raja

One of the key goals central to the WISF mission is to empower and encourage women across the value chain to connect professionally and establish a community, giving access to connections that you may not necessarily have had access to and which we passionately believe is fundamental to the pursuit of growth for women in this industry.

Why are networks important?

Most will agree that for business professionals the ability to network effectively is not just a nice thing to do, it's a crucial skill that's relied on throughout our careers. Our goal is to help women establish connections with other men and women across the Securities Financing industry, enabling their professional growth, as well as giving them the opportunity to help others grow.

Whilst the networking component of our mission has been the harder piece to manage in-person during recent times, this has created an opportunity to rethink traditional networking and transform the way we make connections, using a hybrid of virtual technologies and/or in-person. As we move into 2022, we are pleased to announce the launch of a new initiative, **Grow Your Network**, aimed at connecting our members across the industry in an informal yet meaningful way. Some of you will be familiar with this initiative, having participated in the pilot phase conducted over the course of the last three months and we thank you for your participation and your invaluable feedback, which helped inform this broader rollout across the WISF London network.

What is Grow your Network?

At its simplest, we will look to create a series of 1-1 connections by pairing WISF London members for short icebreaker introductions with each other. In putting together the pairings, we will give consideration to backgrounds, experience and different grades, to ensure we are truly tapping into the diversity which we've seen ramp up across the London network.

How will the introductions work?

We propose to match members with up to three others, with the goal of connecting you with individuals, who you may not have had the opportunity to cross paths with in the past. Where possible, the pairings will be structured to enable the following:

- Male ally/woman member pairs
- Peer to peer
- Cross-grade/experience levels/function

Based on significant feedback from the recent pilot, we are hopeful that these icebreaker conversations will be a positive experience:

"This was a great opportunity to meet three people that I would not normally talk to.....this is a really worthwhile initiative that is delivering new and diverse connections and conversations."

"I think this initiative is a fantastic one and quite unique. WISF has facilitated networking in a context that has kept most of us isolated at home. It has also allowed people to reconnect in a friendly way.... I hope WISF is able to renew the experience"

"....it was beneficial for me to hear from senior leaders in the business and form a direct relationship with them, which is something which has been difficult for me to do in the past, due to others in my organisation typically managing those relationships"

"For those that are not client facing, or do not gain exposure to their peers via attendance at industry conferences or forums, I think the value of Grow Your Network is further amplified. I also believe the value of Grow Your Network perpetuates regardless of the return to offices we are now starting to witness. And for those located outside of traditional securities finance conurbations, this remains equally true."

"With the absence of conferences and in real life events, it has provided me with the opportunity to make new contacts and reconnect with one!"

"I think it opens up both mentor and networking opportunities, I can see most people staying in contact after the first meeting...."

"I was able to meet with two of my pairings in person and one via zoom....and in addition to this, one of my pairings has introduced me to two additional contacts within the industry that I have similarities with, both from a professional development point of view, as well as similarities in our home lives...."

What can members expect next?

In order to determine the Grow Your Network pairings, please look out for a communication in the coming weeks from Janika Patel and Kerryn McLellan, two of our London Chapter members who will be helping us drive this forward. They will send you a survey link to obtain consent to participate and share your email details, alongside further information to help us construct the pairings effectively. Once we have this information we will back in touch, in early New Year, with those who have opted to participate.

We look forward to your participation in Grow Your Network!

Highlighting Women in Securities Finance:

In each quarterly update, Women in Securities Finance seeks to feature two local chapter members to share their personal career journeys as an inspiration and motivation for other members. This quarter we're pleased to share some positive experiences of the WISF Network through the stories of Ingrid Garin and Jacqueline Waller.

Jacqueline Waller, eSecLending



"A few months prior to the start of the pandemic, my role at my previous firm became redundant. As I am sure many would appreciate, finding a new position in such a challenging environment was not an easy task. Although I had long been an advocate for supporting women in the workplace and had enlisted in the WISF London Chapter, the process of reaching out was still somewhat unnerving. However, I decided I had to try - what did I have to lose? As it turned out, connecting with other women across the wider WISF network, both in the UK and US, not only offered much needed support and encouragement but ultimately proved to be truly beneficial. In September 2020, I cold emailed Brooke Gillman, the Co-Lead of the Boston Chapter, despite having never met. Although Brooke was not looking to hire at that point, a connection was made, and experiences shared which ultimately led to me joining eSecLending in October 2021."

Jacqueline Waller is a Senior Vice President and Head of Client Relationship Management EMEA for eSecLending. Based in London, she has over twenty-five years of financial markets experience and has previously worked at Brown Brothers Harriman and Northern Trust.

Ingrid Garin

"As we were heading into the pandemic I took extended responsibilities as head of our BNY Mellon Markets business in our European Bank. The challenge was to develop a new network and a set of new skills whilst pivoting into a fully remote environment. How to stay connected with clients and new colleagues was the first hurdle to overcome! Then I saw some of the early podcasts Women in Securities Finance had posted and it got me thinking outside the box. How can I turn a challenge into a real opportunity? Working from home had the advantage of allowing more time for strategic thinking and, when combined with execution and a deliberate routine to keep in touch, would prove pretty powerful. The Women in Securities Lending networking initiative was just one of the supporting mechanisms I used to keep in touch with some of my peers in the market. This opened my eyes to the fact that I was not the only one struggling with similar obstacles and helped me connect the dots. I would encourage all the members to reach out and, when challenged, focus on the 3 R rule which always worked for me over my career: Resilience when faced with adversity, Resourcefulness when faced with difficulty and Re-think your routine for better and faster execution on the strategy."




Ingrid Garin joined BNY Mellon in 1995 and was elevated to the European Bank Extended Executive Committee in January 2020. She leads the Markets & Clearing and Collateral Management business development efforts for EU27 clients. Ingrid's responsibilities extend beyond business growth to oversight, governance and controls within the European Bank for the Markets business.



Extended thanks to Jennie Zakrzewski, State Street, and Alyse Gostylo, J.P. Morgan, from the London Chapter for helping with the compilation of the Q4 newsletter.



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