

Thursday 5 March 2020

# MIND THE GAP!

## THE ECONOMICS OF DIVERSITY

### Overview

In the first lecture by Alice Schoonbroodt, we explore the many diversity gaps in the age of artificial intelligence and rapid automation. We show detailed data highlighting the information, wage, employment and occupation gaps resulting from machine bias but also share some better news in the opportunities AI brings to women in particular. We explore these trends using data and explain these facts in an approachable manner for business leaders today. We then identify key strategies that emerge from all these insights.

In the second lecture by Renée Adams, we look to understand what impact diversity has on decision making in businesses. A key focus will be on how women are represented on company boards and how their presence may affect the decision making of companies. This lecture will discuss empirical research on gender differences in the boardroom, with a focus on core values and attitudes towards risk, and then examine whether diversity affects firm outcomes, such as firm valuation and risk.

The panel will look to share experience of diversity and its impact on business success. Panellists will share lessons learned or strategies they have implemented in their organisations, and reflect on the morning's lecture and how these have proven true in their own experience. This is an opportunity to understand how the research and empirical data translate into the world of business and to what extent the organisations represented today by the delegates reflect the Academic theory.

This final lecture by Neil Lee will consider the macroeconomic impact of different forms of diversity, including gender, ethnic, and migrant diversity, with a focus on urban and regional economies. It will provide the participants with the latest empirical research on the trade-offs between the potential economic benefits of diversity and the costs of heterogeneity. It will explain how different features of the economic environment have the potential to shape this trade-off, showing that unfortunately there is no simply "one-size-fits-all" answer.

The keynote by Katrine Marçal (author of 'Who Cooked Adam Smith's Dinner?') is about gender-led innovation and the role of diversity in decision making.

8:30	■	Breakfast and registration
8.50	■	Welcome by Petr Sedláček
9.00	■	<b>Diversity Gaps in the Age of Artificial Intelligence</b> Alice Schoonbroodt
10.00	■	Syndicate discussion
11:00	■	Coffee break
11:15	■	<b>Diversity and Decision-making</b> Renée Adams
12:15	■	Syndicate discussion
1:15	■	Buffet lunch
2:00	■	<b>Panel</b> Moderated by Katrine Marçal
2:45	■	<b>Diversity and the Macroeconomy</b> Neil Lee
3:45	■	Coffee break
4:00	■	Syndicate discussion
5:00	■	<b>Keynote</b> by Katrine Marçal on Gender-led innovation
6:00	■	Closing remarks by John Dowie and drinks



LECTURER

DIVERSITY AND  
DECISION MAKING

[Women on boards: The Superheroes  
of tomorrow?](#)



[Profile and publications](#)

# RENÉE B. ADAMS

**Professor,  
Winner of the Female Career Award from HEC Lausanne**

Renée B. Adams is a Professor of Finance at Saïd Business School, University of Oxford. She is a Fellow of the European Corporate Governance Institute, a senior fellow at the Asian Bureau of Finance and Economic Research and a Finance Department Editor at Management Science.

She is an expert on corporate governance, bank governance and gender. Her work has a strong policy orientation and lies at the intersection between economics, finance, management and psychology.

Professor Adams' interest in gender diversity is not limited to research. She co-founded AFFECT, the American Finance Association's "Academic Female Finance Committee", in 2015, and chaired it until 2020.





# LECTURER

## DIVERSITY AND THE MACRO-ECONOMY



[@ndrlee](#)

[Scholar Profile](#)

[Innovation and creative cities](#)

# NEIL LEE

**Associate Professor, London School of Economics**

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Neil is an Associate Professor in Economic Geography at the LSE. He is the Director of the MSc in Local Economic Development and the BSc in Geography with Economics.

His research focuses on cities and the social dimensions of economic change - at the moment he is working on inclusive growth, spatial variation in access to finance for innovative or high technology firms, and the impact of personality on economic geography.

Neil is also an affiliate of LSE London, the Spatial Economics Research Centre (SERC) and the Centre for the Analysis of Social Exclusion (CASE). He has spent time at TCLab at Columbia University. Before this, he was Head of the Socio-Economic Centre at The Work Foundation.





LECTURER

DIVERSITY GAPS IN THE AGE OF  
ARTIFICIAL INTELLIGENCE

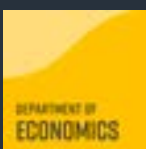
 <https://sites.google.com/site/alice-schoonbroodt/>

# ALICE SCHOONBROODT

**Lecturer, University of Georgia**  
**Business consultant, entrepreneur**

Alice is a Lecturer in Economics at the University of Georgia and Owner of Black Panther SVE, LLC, a coaching and consulting business serving small businesses and start-ups developing sustainable products. After completing her PhD at the University of Minnesota, Alice became a Lecturer (Assistant Professor) at the University of Southampton, UK, in 2006. In 2011, she moved to the University of Iowa as an Assistant Professor, where she was awarded the Innovation in Teaching Award for her novel way of integrating critical thinking skills in teaching. She started her first Coaching and Consulting Business in Iowa in 2016 and moved it to Georgia when joining the University as a Lecturer.

Her academic research focuses on the Macroeconomics of the Family, explaining trends and fluctuations in fertility choice and their interaction with economic growth and business cycles. She teaches macroeconomics as well as economic growth and development at all levels. She also leads seminars and book clubs on artificial intelligence and automation and their impact on the future of work for undergraduate students. In consulting she helps young businesses define the next strategic steps towards their big vision, crystallize the questions that need answered and find, format and analyse the data needed to do so.





# PANEL SPEAKER

## WOMAN IN FINANCE AND BOARD MEMBER

 [LinkedIn profile](#)

# KIRSTY DE KLERK

**Finance Director at Pandora Jewellery British Isles**

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A chartered accountant by profession, Kirsty began her career within professional services at Deloitte in Cape Town, South Africa. This was followed by a secondment to the media & technology division at the Deloitte office in Toronto, Canada before settling in London.

Staying within finance, Kirsty's career over the past 9 years in the UK has traversed a number of industries. Starting at the UK's largest commercial television company ITV partnering the commercial sales teams, she moved into retail at Pandora Jewellery UK as financial controller before gaining C Suite level business partnering experience at the world's largest education company, Pearson PLC.

In July 2017, Kirsty was approached to rejoin Pandora Jewellery as the Finance Director for the UK and Ireland. The UK is the second largest market in the Pandora Group and accounts for approximately 14% of global revenue.

Kirsty is passionate about playing her part in closing the gender pay gap and leading by example to ensure women's voices are heard at all levels of large organisations.

She lives in southwest London with her husband.





# PANEL SPEAKER

## NEURODIVERSE CREATIVE AND ADVOCATE

 [The Future is ND](#)  
[@lucykhobbs](#)

# LUCY HOBBS

**Creative consultant**  
**Founder of The Future is ND network**

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Lucy Hobbs is an award-winning freelance Creative Director and founder of The Future is ND - a neurodiverse network set to champion and empower neurodiversity in the creative and tech industries.

Lucy's ambition is to challenge the narrative around neurodiversity and encourage organisations to understand, support and embrace a more neurodiverse workforce.

She advocates through a program of evening events, keynotes, workshops, and consultancy work for organisations including Universal Music, Coca Cola, Ogilvy and Omnicom.







PANEL SPEAKER  
WOMAN IN TECH



[LinkedIn](#)

# RIJA JAVED

Chief Technology Officer

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Rija is an accomplished technology leader who has led teams across London, Silicon Valley and Toronto with extensive experience in fintech. Most recently she was at MarketInvoice as their CTO heading up engineering, product, data and design.

She became one of the First female CTOs at a FinTech company in the UK, breaking another glass ceiling for women in finance.

Prior to that, she was Senior Director of Engineering at Wealthfront leading their core business area including the company's pivot from investment management into the financial advisory space.

“Diversity for me isn't just about gender, although we certainly need more women in tech, but ensuring we have diversity in all areas like race, culture, religious/spiritual beliefs, and socio-economic background.”





PANEL SPEAKER  
DIVERSITY CHAMPION



[twitter.com/WATC\\_girl](https://twitter.com/WATC_girl)  
[wearethecity.com](http://wearethecity.com)

# VANESSA VALLELY OBE

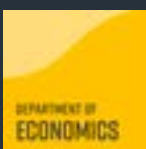
**International Motivational Speaker**  
**Managing Director of WeAreTheCity**

Vanessa is one of the UK's most well-networked women and has provided keynotes on a variety of career related topics for over 500 companies worldwide. Vanessa is also one of the UK's most prominent figures in gender equality and often provides guidance and consultancy to both government and corporate organisations who are seeking to attract, develop and retain their female talent. Vanessa was awarded her OBE in June 2018 for her services to women and the economy.

At the height of her successful 25 year career in the financial services, Vanessa launched the award winning WeAreTheCity.com in 2008 as a vehicle to help women progress in their careers. WeAreTheCity.com now has over 120,000 members and provides resources/conferences/awards/jobs to women across the UK. Vanessa is also the founder of UK wide diversity forum Gender Networks which brings together diversity leaders from 85 cross sector firms to share best practice.

Over the past ten years, she has been named Women in Banking & Finance's Champion for Women, Financial News Top 100 Rising Star, The International Alliance for Women Top 100 Women globally & Brummells Top 30 London Entrepreneurs. In 2015 Vanessa was in GQ UK's Top 100 Connected Women and the Evening Standard's 1000 Most Influential Londoners. Vanessa is a regular guest on TV and radio and also sits on the Government Digital Services advisory board.

Vanessa is an avid charity worker and sits on the board for Cancer Research UK as one of its Women of Influence. Vanessa also sits on the Centenary Action Group founded by Dr Helen Pankhurst CBE.







# KEYNOTE SPEAKER WOMAN IN ECONOMICS

[Ted Talk: How Economics forgot about](#)



[Women](#)

[Who Cooked Adam Smith's dinner?](#)

[LinkedIn](#)

[katrine@katrinemarcal.com](mailto:katrine@katrinemarcal.com)

## KATRINE MARÇAL

**Journalist, author,  
Public speaker**

Katrine Marçal is an award-winning author, journalist and keynote speaker. Her book “Who Cooked Adam Smith’s Dinner?” has been translated into 20 languages and was hailed by Margaret Atwood as “A smart, funny, readable book on economics, money and women”. It was named one of The Guardian’s Books of the Year in 2015 and won The Lagercrantzen Award in Sweden.

She works for Dagens Nyheter, the largest broadsheet newspaper in Sweden with over 2.5 million readers every week. Katrine Marçal was one of only a handful of European journalists to get an exclusive interview with Michelle Obama before the publication of the Former First Lady’s memoir Becoming in 2018.

She is working on a new book on “gender informed innovation”. The working title is “HELD BACK: How We Are Delaying Innovation by Ignoring Women”.





# SYNDICATE TUTOR

## PETR SEDLACEK

 [Research projects](#)

Petr is a Professor of Economics at the Department of Economics at the University of Oxford and Tutorial Fellow of Christ Church. After completing his PhD at the University of Amsterdam, Petr became an Assistant Professor at the University of Bonn in 2012. In 2017 Petr joined Oxford and has been teaching Advanced Macroeconomics and Labour Economics.


His research focuses on understanding the differences in performance across firms and what such differences imply for the macroeconomy. This research was recently awarded the Starting Grant of the European Research Council. Petr is also an external advisor to the European Commission regarding modelling the impact of R&D policies.



# SYNDICATE TUTOR



## ALEX TEYTELBOYM

 [Research projects](#)  
[@t8el](#)

Alex Teytelboym is an Associate Professor in Economics within the Department of Economics in Oxford, Tutorial Fellow at St Catherine's College, and Deputy Director of the Economics of Sustainability Programme at the Institute for New Economic Thinking (INET) at the Oxford Martin School. Alex is an economist who is interested in market design as well as social and economic networks. His main research interests lie within market design (e.g. matching markets and auctions) and network economics. He is interested in the applications of economic theory to many policy areas, including environment, energy, and refugee resettlement.


Before joining the economics department at Oxford, he was the Otto Poon Research Fellow at INET and a Postdoctoral Fellow at the Laboratory for Information and Decision System at M.I.T. He received a B.Sc in Economics (2008) from the London School of Economics and M. Phil. (2010) and D. Phil. in Economics (2013).



# SYNDICATE TUTOR



## GABRIEL ULYSSEA

 [Research projects](#)  
[@GUlyssea](#)

Gabriel Ulyssea is an associate professor of Economics at the University of Oxford, a research affiliate at The Centre for Economic Policy Research (CEPR) and a Research Fellow at IZA, The Institute for Labor Economics.

Prior to joining Oxford, he worked for three years as assistant professor of Economics at PUC-Rio, after having received his Ph.D. in Economics from the University of Chicago.

His main research interests include economic development and labor economics. His current work focuses on informality, the labor market effects of labor regulation and trade and the role of firms in economic development.

He was one of the winners of the 2019 European Research Council (ERC) Starting Grants, with the research project Forced Migration and Development.

