

WHY EQUITY, DIVERSITY AND INCLUSION MATTERS TO CENTRAL BANKS

18 NOVEMBER 2025

BANQUE DE FRANCE



Program

09:00 – 09:30: **Registration – Welcome coffee**

09:30 – 09:45: **Opening remarks: Denis Beau**, First Deputy Governor, Banque de France

09:45 – 10:30: **Panel discussion: *Why Equity, Diversity and Inclusion Matters to Central Banks***

Moderator: **Christophe Gascard** (senior reporter and editor-in-chief at Franceinfo, co-founder of *France.TV pour tou.te.s* gender diversity network and @ftvpride)

Panelists: **Riccardo Basso** (Diversity Manager, Banca d'Italia), **Meghan Brooks** (Director Equity, Diversity and Inclusion, Bank of Canada), **Juan Manuel Delgado** (HR Adviser, Banco de España), **Silke Heinrichs** (Diversity and Inclusion Adviser, ECB), **Anna Jernova** (Head of Culture and Diversity, Equity & Inclusion, Bank of England), **Isabelle Thouzery** (Deputy Director General HR, Banque de France)

10:30 – 11:15: **Panelists' answers to conference participants' questions**

11:15 – 11:45: **Coffee break**

11:45 – 12:15: **Panel discussion: *The Role of Equity, Diversity and Inclusion Staff Networks***

Moderator: **Florence Screve-Szeles** (Sponsor of *Talentu'elles*, gender diversity network; Banque de France Chief Representative for the Americas)

Panelists: **Benoît Besson** (*Banking Out*, LGBT network; General Councillor Representing the Staff, Banque de France), **Emma Butterworth** (*Women in the Bank*; Head of Division, Financial Market Infrastructure Innovation and Payments Policy, Bank of England), **Rita Choudhury** (*ECB Ethnic and Cultural Group*; Senior Team Lead, economist-statistician), **Paolo Leonardi** (*B-Eye*, network for people with visual impairments; Team Member, Accessibility Tests, Banca d'Italia), **Pedro Tejado** (*+60 staff*, senior network; Coordinator of Corporate Functions, Banco de España)

12:15 – 12:45: **Panelists' answers to conference participants' questions**

12:45 – 13:00: **Closing remarks: Massimo Doria**, Secretary General, Banca d'Italia

13:00 – 14:30: **Cocktail lunch**