

Conference on Diversity, Equity and Inclusion in Economics, Finance, and Central Banking
November 17, 2025
Banque de France, 39 Rue Croix des Petits Champs, 75001, Paris, France

08:30 – 09:00	Registration
09:00 – 09:20	Opening Remarks – François Villeroy de Galhau , Governor of the Banque de France
09:20 – 10:20	Keynote Session – Chair: Ana Lamo (ECB) Tribute to Ghazala Azmat Keynote Lecture: <i>Organizational Norms, Inclusion and Performance</i> by Maria Guadalupe (INSEAD)
10:20 – 11:00	Session 1 – Chair: Julia Giese (Bank of England) <i>Macroeconomic Effects of the Gender Revolution</i> – Francesco Furlanetto (Norges Bank) Discussion: Sena Coskun (FAU Erlangen-Nuremberg)
11:00 – 11:15	Coffee Break
11:15 – 12:35	Session 2 – Chair: Clara I. Gonzalez (Banco de España) <i>Women-led Firms' Access to Bank Credit</i> – Nicoletta Berardi (Banque de France) Discussion: Ricardo Gimeno (Banco de España) <i>Board Gender Quotas and Female Borrowing: Evidence from Loan-Level Data</i> – Angelo D'Andrea (Banca d'Italia) Discussion: Marco G. Palladino (Banque de France)
12:35 – 14:00	Lunch / Posters <i>The Motherhood Penalty in the Mutual Fund Industry</i> – Larissa Katharina Ginzinger (University of Mannheim) <i>Mom's Out: Employment After Childbirth and Firm-level Responses</i> – Francesca Carta (Banca d'Italia) <i>A Fresh Look at the Publication and Citation Gap Between Men and Women: Insights from Economics and Political Science</i> – Gabriela Galasi (Bank of Canada) <i>Women in Economics: The Role of Gendered References at Entry in the Profession</i> – Lucia Rizzica (Banca d'Italia)
14:00 – 15:20	Session 3 – Chair: Sermin Gungor (Bank of Canada) <i>Gender Differences in Economics Seminars</i> – Alicia Sasser Modestino (Northwestern University) Discussion: Laura Hospido (Banco de España) <i>Judging the Paper by Its Cover: Affiliation Bias in Conference Admissions</i> – Águeda Solís Alonso (University of Turin) Discussion: Gabriela Galasi (Bank of Canada)
15:20 – 15:35	Coffee Break
15:35 – 16:55	Session 4 – Chair: Eliana Viviano (Banca d'Italia) <i>Gender Gap in Patent Opposition</i> – Qixia Wu (University of Ottawa) Discussion: Mateo Sere (UCL) <i>Work from Home, Work for Less? How Location Flexibility Affects Mothers' Careers</i> – Ursula Berresheim (Mannheim University) Discussion: Clara Santamaría (Sciences Po)
17:00 – 18:10	Policy Panel Agnès Benassy-Quéré , Deputy Governor of the Banque de France Nat Benjamin , Executive Director for Financial Stability Strategy and Risk, Bank of England Sharon Kozicki , Deputy Governor of the Bank of Canada Soledad Núñez , Deputy Governor of the Banco de España Chiara Scotti , Deputy Governor of Banca d'Italia
18:10 – 18:15	Announcement for the 2027 DEI conference by Chiara Scotti (Banca d'Italia)
19:30	Conference Dinner (by invitation only)



BANCO DE ESPAÑA
Eurosistema



BANCA D'ITALIA
EUROSISTEMA



Each paper is allocated 40 min: 25 min for the presentation, 10 min for discussion, and 5 min for Q&A.

Venue of the conference: Banque de France, 39 Rue Croix des Petits Champs, 75001, Paris, France

Scientific & organizing committee:

Julia Giese (Bank of England)

Clara Isabel Gonzalez Martinez (Banco de España)

Sermin Gungor (Bank of Canada)

Klodiana Istrefi (Banque de France, ECB)

Ana Lamo (European Central Bank)

Giulia Sestieri (Banque de France)

Eliana Viviano (Banca d'Italia)



BANCO DE **ESPAÑA**
Eurosistema



BANCA D'ITALIA
EUROSISTEMA

