

Holiday wishes to all the Women in ETFs members!

This Fall was a full one with a wide range of events around the globe, highlighted below. WE reached some key milestones in membership growth and welcomed our first new chapters since the launch of the organization:

- The WE Denver Chapter just got kicked off with a successful membership drive earlier this week. It is led by Co-Heads Heather Grubbs of Fidelity and Shana Webber of Schwab, along with an enthusiastic leadership team.
- The EMEA region was in the spotlight, where membership topped 500 and the region welcomed new chapters in Paris and Dublin. Look for additional growing WE presence in Amsterdam, Frankfurt, Milan and Zurich.
- Male membership in WE, supportive of the advancement of women in the ETF industry, is now up to 15% compared to 10% a year ago.
- Globally there are over 2,500 WE members!

On the horizon for early 2017 is our [Annual Breakfast at the Inside ETFs Conference](#) where we are excited to host a panel focused on Professional Development. You will not want to miss hearing from Alice Handy, founder, CEO and President of Investure, a leading provider of outsourced investment management for endowments and foundations, and Suni Harford, Managing Director and Citi's Regional Head of Markets for North America.

All volunteers are hard at work and planning our signature **global exchange bell-ringing events around International Women's Day**. Deborah Fuhr and Kristen Winther are coordinating WE activities around the globe with the chapter Co-heads working hard to secure the connections and organize events at the exchanges. We again will be partnering with UN Global Compact, UN Women, the Sustainable Stock Exchanges (SSE) Initiative, IFC, and the World Federation of Stock Exchanges, to "Ring the Bell for Gender Equality" at 40 exchanges around the globe to advance gender equality and sustainable development. WE will be leading the events on almost half of those exchanges.

A reminder to continue to follow the [WE website](#) for developments around the global exchange bell ringing events and to access our library of **WE Webcasts** to stay in touch with the WE Community. They provide a platform in which to connect the WE community and share ideas on a global basis, virtually! Be sure to check out the latest in the series held in October on *The Gender Confidence Gap: Is It Real?*

Support the WE Mission with a donation: As we approach the end of 2016, some of you may wish to contribute to WE, supporting its mission, programs and events. It is very easy through our [donations page](#) on our website. We welcome contributions of any amount and members who donate \$100 or more will be acknowledged on the WE website in the coming months. WE Inc. is a registered 501c (3) nonprofit in the U.S. so for those who reside there, your contribution is tax-deductible (EIN 47-1380528).

Best wishes for a happy and restful holiday season. We look forward to seeing you and hope you stay connected at Women in ETFs events in 2017! We will welcome a number of new officers and leaders in 2017, and have been excited by the interest and enthusiasm of our members to get involved in chapter and committee leadership roles. Stay tuned for an announcement in January. We thank those who have contributed so much to our early days as an organization in leadership roles and look forward to their continued engagement with WE as mentors and advisors in the coming years.

Joanne Hill and Jill Mavro
Co-Presidents

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[Women in ETFs Twitter Feed now on WE homepage!](#)

UPCOMING EVENTS

JANUARY 9, 2017 | PARIS

[WE EMEA | PARIS | January Networking](#)

JANUARY 12, 2017 | SAN FRANCISCO

[WE SAN FRANCISCO | Taking Charge of Your Career](#)

JANUARY 19, 2017 | LONDON

[WE EMEA | LONDON | Trump-onomics...What Lies Ahead](#)

JANUARY 23, 2017 | HOLLYWOOD, FL

[WE GLOBAL | WE 4th Annual Breakfast at Inside ETFs](#)

FEBRUARY 20, 2017 | LONDON

[WE EMEA | LONDON | Mentoring - Take Ownership of Your Career](#)

DISCOUNTED ETF INDUSTRY EVENTS

JANUARY 23, 2016

[Inside ETFs](#)

HOLLYWOOD, FL

[Continue checking our website for discounted events](#)

RECENT NEWS

[Look through the WE Women in the Workplace Library for various research and articles on gender equality](#)

CAREER CENTER

Members are invited to search job openings in the US, EMEA, Canada, and Asia Pacific at various levels

WE EVENTS

SEPTEMBER 7, 2016

[WE CHICAGO | Anniversary Event - WE Chicago Turns 2!](#)



WE Chicago held their second anniversary cocktail party on Wednesday, September 7th at the Art Institute of Chicago.

[READ MORE](#)

SEPTEMBER 13, 2016

[WE EMEA | PARIS | NETWORKING EVENT](#)



We had a great event in Paris with a presentation of PwC latest research on the ETF market followed by the latest views of Véronique Riches-Flores, independent macro-analyst, on the European economic landscape.

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SEPTEMBER 15, 2016

[WE CANADA | Monthly Networking Event](#)



Members enjoyed drinks and networking with members of the local ETF ecosystem and learned about the official launch of our one-on-one Mentorship Program at Houston Avenue Bar & Grill located in Toronto.

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SEPTEMBER 22, 2016

[WE BOSTON | Breaking Barriers: The Power of WE](#)



Members enjoyed a discussion on how successful leaders harness the power of diversity and inclusion to drive business results and stay ahead of change.

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SEPTEMBER 22, 2016

WE SAN FRANCISCO | Why You Need a Mentor (Or Two)



Time and time again leaders point to mentors in their lives as instrumental to their success. But why are mentors so important? How do you find a mentor? And how can you make asking someone to be your mentor not an awkward conversation?

Members joined **WE San Francisco** to hear how having mentors has impacted their careers and their advice for those both looking for--and looking to become--mentors.

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SEPTEMBER 29, 2016

WE EMEA | DUBLIN | Innovations in ETFs & Impact on the Future Growth of the European ETF Market



WE EMEA and BBH hosted an event in Dublin on the topic of "Innovations in ETF & Impact on the Future Growth of the European Market", with more than 80 attendees.

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OCTOBER 18, 2016

WE ASIA PACIFIC | SYDNEY | ETFs in Europe Luncheon



WE Asia Pacific was delighted to invite members to attend our luncheon at Morningstar's offices in Sydney on Tuesday, 18th October 2016.

At the luncheon, we discussed the post-Brexit implications on ETFs and what this historic decision means for the future of the industry.

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OCTOBER 20, 2016

WE WASHINGTON D.C. | Finding Return in a Low Growth World



Women in ETFs Washington D.C. was delighted to present our second annual event hosted by Georgetown University's Center for Financial Markets and Policy, "Finding Return in a Low Growth World." Moderated by esteemed Fellow John Jacobs, retired executive Vice President of Nasdaq, this discussion offered a unique glimpse into how innovative ETF strategies fit into the current investing environment. Our panelists represented Bloomberg, Nasdaq, ProShares, and The Rock Creek Group.

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OCTOBER 20, 2016

[WE CANADA | Monthly Networking Event](#)



Every third Thursday of the month, WE Canada Members enjoy drinks and networking with members of the local ETF ecosystem at Houston Avenue Bar & Grill located in Toronto.

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OCTOBER 24, 2016

[WE NEW YORK | Second Anniversary Cocktail Reception](#)



WE New York celebrated the chapter's second anniversary with a cocktail reception at the Refinery Rooftop on Monday, October 24.

This flagship event included over 100 women and men who gathered to network and celebrate the chapter.

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OCTOBER 26, 2016

[WE TALKS | Gender Confidence Gap: Is It Real?](#)



WE Talks webcast was launched in April 2016. WE Talks is a series of short video productions by WE members for other WE members. As one key initiative under the WE Global Mentorship and Leadership Committee, the WE Talks program is intended to provide a forum for members to enlighten and inspire each other by sharing their professional growth experiences and challenges on a specific subject

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OCTOBER 27, 2016

[WE EMEA | ZURICH | Emerging Markets: Trends & Outlook 2017](#)



Members joined us for morning talks about Emerging Markets, covering the trends and an outlook into 2017, with distinguished representatives from Wellershoff & Partners and HSBC at SIX Swiss Exchange AG, Zürich.

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NOVEMBER 2, 2016

[WE SAN FRANCISCO | November Happy Hour Networking](#)



WE San Francisco welcomed members to an informal happy hour to check in with fellow WE members.

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NOVEMBER 7, 2016

[WE CANADA | Leveraging Technology Effectively - Do More, Do Better](#)



We've all heard the buzzwords – blockchain, big data, analytics, cloud, digital – but what does it all mean? And how do we practically tap into new technologies to better our own performance and efficiency?

[READ MORE](#)

NOVEMBER 10, 2016

[WE CHICAGO | Mentorship Dinner](#)



Mentorship can take many forms, but ultimately has the power to impact someone's life and propel their career. WE Chicago invited members to an intimate setting to engage in a conversation with successful leaders across our industry.

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NOVEMBER 10, 2016

[WE ASIA PACIFIC | HONG KONG | Networking & Charity Drinks](#)



WE Asia Pacific held an evening of canapés and wine in support of the Shanghai Adream Charitable Foundation.

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NOVEMBER 17, 2016

[WE CANADA | Monthly Networking Event](#)



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DECEMBER 1, 2016

WE BOSTON | BizBash Holiday Networking



Women in ETFs Boston, Boston Security Analyst Society, Boston Women in Finance & WINS held a joint networking event at BOND located in the Langham Hotel. This was an opportunity to mingle with fellow WE members, as well as make new industry connections.

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DECEMBER 1, 2016

WE ASIA PACIFIC | SYDNEY | End of Year ETF Celebration



WE Asia Pacific wanted to thank all of our members for a fantastic year, as we invited members to our 2016 end of year networking event. We also discussed the state of the ETF industry as the year comes to a close.

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DECEMBER 12, 2016

WE CHICAGO | Holiday Volunteering



Women in ETFs was organized to bring together women and men in the ETF ecosystem. Its mission is to further the careers of women today by leveraging our collective skill and ambition. The Chicago Chapter of WE invited members and non-members alike for a great evening of giving back to the community with friends and colleagues.

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DECEMBER 14, 2016

WE WASHINGTON, D.C. | Holiday Celebration



WE Washington, D.C. was pleased to invite members to celebrate the season and our two-year anniversary at RANGE by Chef Bryan Voltaggio.

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DECEMBER 14 &15, 2016

WE BOSTON | True Sweat Equity: Empower, Celebrate, Invest



WE Boston challenged members to forget yesterday, take back today, and change your tomorrow by leaving it all on the BIKE. Members were able to sign up for 45-minute indoor cycle sessions at B / SPOKE Studio, riding together to support the organization Live, Learn, Love Cancer Outreach.

[READ MORE](#)

DECEMBER 19, 2016

WE DENVER| Holiday Party and Membership Drive



The WE Denver chapter celebrated its official launch in style! WE's newest members enjoyed an evening of cocktails, hors d'oeuvres and lively conversation.

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