



BANK OF ENGLAND



Gender and Career Progression Conference

A joint Bank of England / European Central Bank / Federal Reserve Board conference

Bank of England, Conference Centre, Monday 14 May 2018

Threadneedle Street, London EC2R 8AH

8.30-9.00 *Registration and coffee*

9.00-9.15 Opening remarks, **Governor Mark Carney**

9.15-9.45 Keynote speaker, **Brian Bell** (King's College London)

Session 1: What benefits does increased diversity convey to organisations?

Chair: **Karen Pence** (Federal Reserve Board)

9.50-10.15 *The Performance Effects of Gender Diversity on Bank Boards*, **Ann Owen** (Hamilton College) and Judit Temesvary (Federal Reserve Board)

10.15-10.25 Discussant, **Colin Green** (Norwegian University of Science and Technology)

10.25-10.50 *Gender Representation in Economics Across Topics and Time: Evidence from the NBER summer institute*, Anusha Chari (University of North Carolina at Chapel Hill) and **Paul Goldsmith-Pinkham** (Federal Reserve Bank of New York)

10.50-11.00 Discussant, **Marcus Noland** (Peterson Institute for International Economics)

11.00-11.15 General Discussion

11.15-11.30 *Coffee*

Session 2: What are the factors that keep women from advancing their careers?

Chair: **Luc Laeven** (European Central Bank)

11.30-11.55 *When Harry Fired Sally: The double standard in punishing misconduct*, **Mark Egan** (Harvard Business School), Gregor Matvos (Chicago Booth) and Amit Seru (Stanford Graduate School of Business)

11:55-12.05 Discussant, **Renée B. Adams** (University of New South Wales)

12.05-12.30 *Publishing While Female: Evidence from peer review that women are held to higher standards*, **Erin Hengel** (University of Liverpool Management School)

12:30-12.40 Discussant, **Anne Boring** (Erasmus University Rotterdam)

12:40-12:55 General Discussion

13.00-13.45 *Lunch*

13.45-14.15 Lunchtime remarks: **Mary Daly** (Executive Vice President and Director of Research, Federal Reserve Bank of San Francisco)

Session 3: What interventions are effective in facilitating career progression among women?

Chair: **Katharine Neiss** (Bank of England)

14.20-14.45 *Does Mentoring Improve the Probability of Promotion? An evaluation of the CeMENT mentoring trial*, Francine Blau (Cornell University), Rachel Croson (Michigan State University), **Janet Currie** (Princeton University) and Donna Ginther (University of Kansas)

14.45-14.55 Discussant, **Barbara Petrongolo** (Queen Mary University)

14.55-15.20 *Gender and Promotion: Building a career in central banking*, Laura Hospido (Bank of Spain), Luc Laeven (European Central Bank) and **Ana Lamo** (European Central Bank).

15.20-15.30 Discussant, **Stephanie Aaronson** (Federal Reserve Board)

15.30-15.45 General Discussion

15.45-16.00 *Coffee*

Session 4: Practitioner Panel

Chair: **Dave Ramsden** (Deputy Governor Markets & Banking, Bank of England)

16.00-16.25 *Collaborating with Men to Build Inclusive Workplace Cultures*, **Jill Armstrong** and **Barbara Stocking** (University of Cambridge)

16.25-16.50 *Competition, Collaboration and Coalition as a Catalyst for Change*, **Jayne-Anne Gadhia** (Virgin Money)

16.50-17.15 General Discussion

17.15-17.30 Closing remarks, **Peter Praet** (Executive Board Member and Chief Economist, European Central Bank)

17.30-18.30 *Drinks reception*

The organizing committee: William Abel, Maria Barriol, Cat Hines, Katharine Neiss, Nishma Shoor, Sophie Stone, Tom Stratton and Laura Wallis at the Bank of England, and Stephanie Aaronson, Amanda Bayer, Carol Bertaut, Brian Doyle, Karen Pence, Nitish Sinha and David Wilcox at the Federal Reserve Board, and Ana Lamo, Luc Laeven, Eva Murciano, Christiane Nickel and Isabel Vansteenkiste at the ECB.