

## International Women's Day 2018: Pressing for progress

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J: What does success look like to you?

ME: Being fulfilled, being challenged.

N: Just good old happiness.

J: I think just achieving your potential, no matter what field that's in.

[on-screen caption] *Women who have recently joined HSBC meet colleagues who have worked here for 30+ years in London, in Hong Kong and in New York to talk about their experiences.*

N: What were the early days of your career like?

S: Gosh! What a question! How long have you got?

ME: When I first started with the bank, there weren't a lot of women in senior roles.

S: You'd still have your male branch manager, your male assistant manager and your male accountant.

V: When I joined the bank I never imagined that we would have a female or woman CEO.

ME: I actually thought to myself, I don't know if I see myself having a long-term career with the bank. But then as my career began, as years passed, I started seeing people that I could aspire to be like.

S: Years ago in finance, the young men had to go to their branch manager or their boss and ask if they could get married.

N: That's crazy. I think we've come such a long way in that respect.

S: We have, haven't we?

N: Yes.

V: Who inspires you today and why?

A: For sure my mother. I know it might sound like a cliché response. She left the country to pursue her education and she's been working since then. And she's a single mother.

S: My dancing teacher. I suppose I admired her because it was in the '50s and '60s and she had her own business.

N: One is one of my really close friends. She's a really passionate feminist, she's really open about who she is, and about what she does and doesn't believe in. A lot of me coming out at work and being who I am at work has been not because she said that's something you need to do, but actually I think she role-models that, and so she's been a role model for me.

ME: Do you think our industry is doing enough to tackle gender inequality?

A: No, I don't think so. I think there is still a lot to be done, so a lot to be said, but I think, like you mentioned before, we are slowly progressing.

ME: I would absolutely agree. I think we still have a way to go. We've started the conversation. We really need to do a much better job in breaking down those barriers.

A: Definitely agree.

S: What do you hope for the next generation of women?

N: So future developments, I think probably seeing a lot more around the diversity and inclusion.

S: Yes.

N: We're not seeing people who don't feel like they can develop as much in the bank because of, say, their race or their background.

J: I mean, in terms of gender development, there shouldn't be a particular box we need to fit in. For men, as well. There shouldn't be a box that men need to fit in.

V: I think for me, my hopes would really be to be more brave, to go out and try out new things.

ME: I know I've been in meetings where I was afraid to raise my hand and answer a question. Someone else would beat me to it, and they had the same answer, and I regret those moments. Trust your gut, be vulnerable and just go for it.