

# How Do You #InspireDEI?



## InspiHer! Female Mentoring and Networking Initiative

Running across EMEA since 2022, InspiHer! is one of several initiatives at SMBC Group EMEA designed to support the bank in increasing the female representation at senior levels in the organisation.

InspiHer! is a mentoring and networking initiative hosted by senior female leaders, and open to all women. Each female leader hosts quarterly discussion sessions with small groups who are at similar stages in their career. Topics discussed include the leader's personal career journey, sponsorship and allyship, role models and a range of other topics, many of which are selected or suggested by group members.

Women who take part say that they appreciate the opportunity to get to know our female leaders, value the opportunity to network across the organisation, and having mixed groups enables them to meet people they might not otherwise.



**Caroline Lytton,**  
Head Sustainable  
Finance Unit, SMBC  
Group EMEA

I have really enjoyed taking part in InspiHer! and getting the chance to talk to junior female colleagues not just about what I have learned in my career, but also hear from them about their expectations of work and their experiences today.

I hope that by sharing what has enabled me to successfully progress in my career, and what I can see made a difference, they understand what they can do themselves to develop and grow.

In my career journey, there have been individuals who supported me, and helped me take the next step. The best way I can repay them is to make sure I support others in a similar way, and InspiHer! is a great opportunity to do that.

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IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.