

# Women and Wealth

CEO, entrepreneur, philanthropist, investor – or all of the above. Whatever your career path or ambition – as a woman, you approach the world with your own set of unique considerations. At HSBC Global Private Banking, we are here to listen to your needs and goals, and help you achieve them. Our ethos of supporting women is part of who we are. Below, you'll find some of our resources dedicated to helping women better navigate the complexities around wealth.

## Women taking a lead

Today, women are CEOs of Fortune 500 companies, Heads of State, and founders of some of the world's most important businesses.

And yet, as women increasingly continue to take their well-deserved place among executive committees and governing bodies, their unique needs and perspectives are underrepresented, their voices remain unheard. And too often, they simply aren't in the room where decisions are made.

### In short, it's still a man's world.

And within that world, women face very specific financial challenges. The wealth gap endures: Women have less access to private capital, are more likely to take time off from careers during their prime earning years; and in general, earn less money than men over the course of their lives. At the same time, women tend to outlive men – meaning they have to make their wealth last longer.

At HSBC Global Private Banking, we pride ourselves in truly understanding women and the unique challenges that they face. We know that women lead extremely busy lives, running their careers, acting as primary caregivers for their children, family and household, in many instances taking care of aging parents – and often, doing all of this at the same time.

## Content by women, for women

We've worked to create content that engages women in conversations around how to approach the myriad challenges of managing significant wealth.

Designed specifically for women, whether current wealth holders or future inheritors, this program aims to inspire discussions around key topics in order to empower women to take charge of their wealth and their future.

Watch the replay of our [webinar](#), which features experts from HSBC Global Private Banking, along with guest speakers from PepTalkHer and Tamarind Partners.

[Watch Mastering Your Plan](#)



## Wealth planning for women

We help women address their unique concerns and obstacles as they balance their personal and professional responsibilities with managing their wealth. And we have the ability to do this because **we are a global bank deeply committed to forming and maintaining a truly diverse workforce**, which, of course, includes women across all parts of our organization.

What's more, we understand that many women value having a close working relationship with their financial professional, and look for someone with whom they share a personal connection. Someone who **takes the time to understand their unique objectives, and who thinks holistically about their wealth** over the course of their lives, not just about immediate short-term gains.

**We get to know you – what drives you and what keeps you awake at night. What your goals, dreams and aspirations are, as well as your fears.**

## Committed to inclusivity

At HSBC, we are committed to a workplace where everybody has the opportunity to develop and progress. Different ideas and perspectives, after all, help us innovate, manage risk and grow our business in a sustainable way.

The combined female share of our Group Executive Committee and their direct reports is **30.5%**, up from **27%** in 2019. As part of the 30% Club CEO campaign, in 2018 we set ourselves a target to achieve **30%** women in senior leadership by 2020. We achieved this goal and have extended our aspirational target for women in senior leadership to **35%** by 2025.

At the Group level, the share of women on HSBC's board is 35.7%. This is above the target of 33% set by the Hampton-Alexander Review, which aims to increase the representation of women on FTSE 350 boards.



**30.3%**

Women in senior leadership in 2020



**35.7%**

The share of women on HSBC's board

Our gender [representation data](#) show that while we've made a lot of progress, we must still strive to go further. You can also find details of our Gender Pay Gap [here](#).

We are committed to doing better and developing diverse future leaders.

## Listen to our podcasts

**'Women and Wealth: Mastering your plan while doing it all'**, is a podcast series – now in its second season. Hosted by our very own Carly Doshi, Head of Wealth Planning and Advisory for HSBC Global Private Banking in the US, each episode explores the complexities faced by women in their personal, professional and financial worlds. Our guests range from senior female leaders across the bank – Relationship Managers and product experts in estate planning, investing, and insurance – to CEOs, entrepreneurs, media personalities and art experts.

◀ [Take charge – understand your finances, manage your advisors](#)



◀ [Your share of the pie – investing for your own future](#)



◀ [Where there's a will, there's a way – what you need to know about inheritance Part one](#)



[Part two](#)



◀ [Preserving and protecting wealth – divorce, death, disaster](#)



◀ [Share the love – legacies that make a difference](#)



◀ [Walking the walk – living out a life of impact](#)



◀ [Embracing the 'well lopsided' life with Randi Zuckerberg](#)



◀ [Supercharge your ideas: turning dreams into business](#)



◀ [On balance: juggling motherhood with a demanding career](#)



◀ [The art of wealth: pursuing your passions](#)



◀ [Trying to be superwoman doesn't work](#)



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