



**International Fiscal Association**

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**Women IFA Network (WIN)**

**WIN Report 2018/2019**

## **The Women of IFA Network (WIN)**

The Women of IFA Network (WIN) represents and connects the many professional women working in international tax all around the world. IFA strives at being representative of a dynamic international tax community and encourages the participation of women in the Association's structures and proceedings. After a first successful gathering in 2013 in Copenhagen, WIN events continued in each subsequent congress. The 2019 Congress in London will again organise WIN activities, to further encourage participation and enhance the value of congress and its programme.

### **The objectives of WIN in a nutshell**

Over the years more women have entered the professional field of international taxation and IFA now has over 2.600 female members across the globe. To increase the visibility of women within IFA, WIN has formulated the following objectives:

- Building an international and trusted referral network of women in international taxation;
- Increasing the level of women speakers and participation on IFA panels;
- Increasing the involvement of women in IFA's governance, in particular the Executive Committee and the Permanent Scientific Committee, and at Branch level;
- Increasing the participation of women in IFA's scientific activities, as chairs and panellists of the plenary and seminar sessions at IFA annual Congresses, Regional Conferences, and at Branch meetings.

To further increase the involvement of women on all IFA levels, including improving the representation of women in the scientific programme of IFA, a Steering Committee has been formed and all Branches have received a letter asking for support for the WIN initiative within the Branch. This report shows the highlights of the past activities and the plans for the future.

The Women IFA Network (WIN) has become an integral part of IFA and organised a number of successful networking activities. It also welcomed a number of new representatives in various countries across the globe.

## 1. WIN Events at Regional Conferences | Annual IFA Congress

Since 2012 WIN events have been organised at the annual IFA Congresses. They rapidly became popular and in recent years WIN events have also taken place at the various IFA regional conferences. This year saw the following successful events:



- At the **2018 Seoul Congress**, IFA’s annual flagship event, another successful WIN Tea was organized. The event was attended by more than 100 female delegates, who shared their experiences and reported on several activities held in the Branches. Julienne Kokott, Advocate General of the Court of Justice of the European Union shared with us her personal and professional lifestory. In addition, Hyejung Clare Byun, from the University of Seoul, was a speaker. A copy of the 2018 WIN report can be downloaded from the IFA website: <https://www.ifa.nl/media/4875/win-report-2018.pdf>

- A WIN networking cocktail at the first **IFA European Region conference in Warsaw Poland** on 23 May 2019 was sponsored by IFA Italy.

- In IFA LATAM, a meeting took place in Panama from May 29 to May 31 and approximately 400 attendees from more than 15 countries attended.



This year, IFA LATAM had solely women as General Reporters (Yaremis Pérez for the topic “Criteria for effective taxation of digital economy business in Latin America” and Isabel Chiri Gutierrez for the topic “Rules of mandatory disclosure on intermediaries and their developments in LATAM: analysis of balance between tax interest and taxpayers rights”). There was also a record number of female participants in all panels, varying from 1 to 3 female speakers per panel.

- In the Asia Pacific, WIN is newly established but is growing. **The 5<sup>th</sup> Asia Pacific regional conference in Melbourne 2019** had, for the first time, a WIN event entitled “Hitting the Heights in International Tax”. This WIN event was sponsored by The Tax Institute, the peak professional body in Australia, and was a panel discussion including WIN panellists from the OECD, New Zealand and Australian Tax Office Revenue officials and Treaty negotiator, OECD representative, academic, Head of Tax for a major corporation and senior practitioner. There was also a panel entitled "Hitting the Heights in International Tax". The event was attended by about 60 participants at the conference and it is intended that future Asia Pacific conferences will all have a WIN event. The conference also had female participants in every panel, varying from 1 to 3 female speakers, and included two female keynote speakers



## 2. WIN in the IFA Branches

### WIN Representatives

The WIN Steering Committee encourages the WIN representatives at the Branch level to communicate and share their local or regional events with the Steering Committee and to provide information to the Secretariat so that they can post the information on the IFA website ([www.ifa.nl](http://www.ifa.nl)) as well as the global WIN LinkedIn group <https://www.linkedin.com/groups/5153026/>. An increase of interaction among WIN representatives is strongly encouraged in order build a strong global network. A list of all WIN representatives in the Branches is attached at the back of the report.

We request that all WIN representatives at the Branch level communicate with the Secretariat and the regional Steering Committees in order to provide updates regarding the names and contact information of the “active” WIN representatives

### WIN activities in the Branches

Various IFA Branches organised successful WIN activities in the past year. A few examples:

IFA USA determined that the best way to increase WIN participation was to develop a regional approach modelled after the regions of the US branch and of the Young IFA Network. At the annual IFA US conference in Washington DC, WIN held a cocktail reception. All women interested in participating, as regional heads or otherwise, were asked to provide their contact information. Following the conference, WIN USA reached out to the woman who had provided their information to ascertain how they might want to be involved. Women who wanted to be regional leaders identified themselves. WIN USA confirmed with the IFA US regional representatives their approval of the WIN regional representatives for their region. The list of identified representatives is below:

Name	Company	Email	Office	Cell	City	Position
Gaby Dewendt	Ryan	Gaby.Dewendt@ryan.com		404-642-1948	Atlanta	Atlanta Region Leader
Ora Grinberg	Fenwick & West LLP	Ogrinberg@Fenwick.com	650-988-8500	650-335-7845	Silicon Valley	Bay Area Region Co-Leader
Alexis Bergman	True Partners	Alexis.Bergman@tpctax.com	312-235-3323	312-203-3157	Chicago	Chicago Region Leader
Jesal Patel	Duff & Phelps	Jesal.Patel@DuffandPhelps.com	312-697-4728		Chicago	Chicago Region Leader
Stephanie Woods	Eversheds	StephanieWood@eversheds-sutherland.us			DC	DC Region Co-Leader
Lauren Ross	Convington	Lross@cov.com	202-662-5017		DC	DC Region Leader
Alicea Castellanos	Global Taxes LLC	Alicea@Globaltaxes.com	212-803-3327	917-834-9307	NYC	New York Region Co-Leader
Nicole Hinton	PWC	nicole.j.hinton@pwc.com			NYC	New York Region Co-Leader
Kat Gregor	ropes & gray	KatGregor@ropesgray.com		617-784-0400	Boston	Boston Region Co-Leader
Liliana Galindo	Ryan	Liliana.Galindo@ryan.com	619-5740929	312-371-0544	San Diego	Southern California Leader
Neelu Mehrota	E&Y	Neelu.Mehrotra@ey.com			New England	Boston Region Leader

Regional representatives are still needed in other regions. In the next month, Candice Turner will contact the regional IFA US representatives and seek assistance in identifying WIN representatives.

Monthly calls were set up among the WIN regional representatives so that ideas could be exchanged and to identify what is working in each region. Calls are now scheduled on the second Tuesday of every month with the last call taken place on July 9.



The DC branch of WIN is organizing an event with Georgetown. They are using the event to create more interest with Georgetown LLM students but are also reaching out to other professionals in the region.

The Boston area WIN has been very active. Brigitte Muehlmann and Neelu Mehrota organized a program on Block chain that was very well attended. They continue to have regular meetings and are planning additional events in the fall.

Alexis Bergman in Chicago is also planning for a fall event for the Chicago branch.

The NYC region of WIN is planning to co-host an event with the Women in Tax in October. The event will be at the Grant Thornton office space. Jeanne has done an excellent job of connecting WIN with WIT so that the two groups can join in events to the extent membership overlaps. We plan on having several more events together. WIT included Candice Turner in their regional call and we are aligning our regional representatives with ours. In the fall, another breakfast with the women LLMs will be hosted at NYU law school.

In Europe, WIN Committees have been established or will be established by the decision of the Executive Boards of the local branches or by amendments to branch statutes.

In **IFA Bulgaria** WIN was actively involved in the preparation of two conferences last year. A network with other subcommittees of business organisations (i.e. British Bulgarian Business Association) has been developing in order to explore future opportunities and initiatives.

In **IFA Germany**, WIN was established in 2016, the organization has five regional WIN sections (North, Berlin Brandenburg, Bavaria, Rhineland, Rhein-Main-Neckar) and around 300 members from all areas of tax businesses. The activities range from nationwide and regional meetings, seminars and conferences, the cooperation with media and publishers to the preparation of a list of suggestions for suitable speakers for German and international seminars, conferences and congresses. In 2019 WIN has offered a list of proposals for the panel members at the IFA Congress 2020 in Cancun for the PSC. On 20 March 2019 WIN Germany organized in Berlin, the 1st WIN International Tax Conference "Tax follows business" with more than 300 participants. At local level (in Bavarian section) a new initiative will take place at the famous beer festival "Oktoberfest".

**IFA Italy** set up the Italian WIN Committee in January 2019. On 17 June 2019 the new established WIN Committee organized the first WIN Seminar on multilateral and bilateral tax disputes in Rome. The Seminar – a round table held by five women speakers – was a great success, more than 70 tax professionals attended the event.



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**IFA Netherlands** held the third WIN Seminar, which considered “Mandatory disclosure: scope, impact and recent developments” and “Profiling as a female business professional”. Approximately 70 women attended the event, hailing from the tax advisory, academics, and government sectors. A fourth seminar is scheduled in January 2020.

In **Poland**, on occasion of IFA European Region Conference, a first WIN event was held.

**IFA Russia** held the Russian International Tax Week in Moscow and Saint Petersburg from 1 -7 April 2019. On the 2nd of April 2019 the reunion of IFA Russian WIN has been launched. Eighty-five Russian supported the initiative and it was a wonderful success.

In **IFA Switzerland**, WIN was established in 2016. Four yearly afterwork meetings are held in Zürich in German or/and English and two yearly afterwork meetings in Geneva held in French. Twice a year after the IFA seminars an afternoon meeting is organized in common and open also for men. Around 250 women from all areas of tax business are registered and take regularly part, aged between 25 years and around 65 years. The meetings are hosted by the participants in turn with tax topic presentations held by members and also different social topics like negotiation of the salary, start own business, presentation skills etc. A skill list was started to promote female tax advisors on panels, conferences, papers etc. and also to exchange know-how and experience.

**IFA Turkey** set up the Turkish WIN in August 2019 with 43 members out of 55 women members of the branch. The tax traineeship program for 69 female students started by IFA Turkey in 2018 in cooperation with United Nations “He for She” Women Solidarity Movement for Gender Equality continued by employing students in leading law and audit firms.

During 2019, the **UK WIN branch** has focussed efforts on activities for the 2019 IFA Congress in London. This includes a series of events designed to celebrate the first 100 years of women working in tax in the UK and in many other jurisdictions.

- In the WIN Lounge at the London Congress a light wall will showcase the contribution of women to international tax over the last 100 years; this has been kindly brought together and displayed by the London firm Slaughter & May.
- A series of pop-up talks will be held in the WIN Lounge over the course of the Congress, these “In Conversation With” sessions are designed to give a platform to inspirational international tax leaders.

To facilitate global connections, a series of social events in addition to the annual WIN Luncheon have also been organised to ensure WIN connections are harnessed around the world during Congress, this includes Meet & Greet Drinks, Nightcap Drinks, and a breakfast hosted in conjunction with the UK Women in Tax network. It is hoped the series of events held in London will set the benchmark for future IFA Congress.



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At the UK IFA branch events, UK chair Jeff Connell has actively ensured women are represented in the programme of events. In January, Gaylene Kendall (Group Treasury and Tax Director, Kingfisher plc) explored what was on the mind of Heads of Tax as we entered 2019. In February, Sharon Baynham (Tax Director, KPMG) and Ceinwen Rees (Partner, Macfarlanes) explained the DAC6 Directive that will become effective in all EU Member States (including the UK) by July 2020. In May, Catherine Harlow (Head of Transfer Pricing, AstraZeneca) joined a panel with Dr Achim Pross (OECD) to talk about the OECD's proposals on taxation of the digital economy & the international tax system. In June the annual joint meeting between IFA, HMRC and HMRC ensured we had representation from women working in government, Jo Wakeman (Director / Large Business at HMRC) and from business, Palesa Sansole (Director of Transfer Pricing, ConvaTec Group plc) and Andrea Tolley (Head of Group Tax Strategy and Transfer Pricing, GSK).

Sarah Blakelock and Rhiannon Kinghall have joined Renata Ardous and Rita Cunha as UK WIN representatives and are excited to develop a programme of events for 2020. Sarah brings her expertise to the UK as an IFA Australia Executive Committee member and Rhiannon brings her connections as the chair of the UK Women in Tax network. Renata joins the global WIN Steering Committee for 2018/19.

In **IFA Brazil** the size of the WIN group has been increasing due to in large part to the following:

- (a) WIN Meeting during 2017 IFA Brazil Congress, gathering more than 300 female tax practitioners;
- (b) Support generated from the book "Studies in International Taxation", launched in Rio de Janeiro on May 2019, gathering 26 articles wrote by leading female tax practitioners, including Carol Tello (USA), IFA Vice-President Cecilia Delgado (Peru), IFA Executive Committee Member Marta Villar Ezcurra (Spain), Chloe Burnett (Australia), Ana Carolina Monguilod (Brazil), Ana Claudia Utumi (Brazil), Flavia Cavalcanti Pepe (Brazil), Raquel Novais (Brazil);
- (c) WIN seminar in São Paulo in July 2019, inviting some of the authors to speak about her International Tax topic, which gathered more than 100 female tax practitioners; and
- (d) WIN Seminar in Rio de Janeiro in August 2019, with more than 120 attendees, having as keynote speaker Claudia Pimentel, from Federal Revenue Secretariat, responsible for representing Brazil at the OECD initiatives, including Brazil/OECD Transfer Pricing Working Group.

Other LATAM IFA Branches are organizing themselves to develop more WIN events, such as **Argentina, Chile and Peru**. In any case, it is gratifying to see the growing number of female tax practitioners that are taking part of conferences and other IFA LATAM branches initiatives as speakers, reporters and/or organizers, as it is the case of **IFA Bolivia**, IFA Argentina and **IFA Mexico**.



IFA Branches are encouraged to make WIN events part of their programme when organising bilateral or international meetings. The WIN Committee is ready to provide support with identifying speakers, brainstorming ideas and promote events through their network.

**IFA Nigeria** had its WIN inaugural meeting on July 31<sup>st</sup> 2019 where nine members attended. One of the goals of the group is to embark on a membership drive to increase the IFA membership as well as the WIN participation

Of the five IFA branches in Asia/Africa, Morocco, Egypt, Mauritius, South Africa and Nigeria, only Nigeria and South Africa have a WIN representative. One of the goals for the region is to encourage Win representation in the other African IFA branches.

In the Asia Pacific, there is a nominated WIN representative for the branches of Australia, Hong Kong SAR, India, Japan, Korea, Malaysia and New Zealand. The Chair of the Asia Pacific regional committee, Miranda Stewart, has written to all branch Presidents in the region, requesting that they each nominate a WIN representative to central IFA and each branch has confirmed they are working on the issue. The goal is to build female membership of IFA; recommended speakers; and WIN events in the region.

**IFA India** held the first WIN (Women of IFA Network) Seminar on 17 November 2018 on the topic Common Taxation Errors in Cross Border Transactions led by Ms Suman Sharma, CIT-TP Delhi and Ms. Parul Jain, Partner Deloitte. In addition, IFA WIN India event held a Study Circle Meeting on 15 December 2018 on the following topics:

Beneficial ownership;

Business restructuring from a Transfer pricing perspective

The Speakers at this event were: Mr Rohinton Sidhwa, Mr Sumeet Hemkar and Mr Bhavik Timbadia (Partners - Deloitte)

### 3. Composition of WIN Steering Committee

The WIN Steering Committee 2018/19 has the following members:

Jeanne Goulet [jeanne@byramriverconsulting.com](mailto:jeanne@byramriverconsulting.com)

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Reporter for North America

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#### **4. Future plans**

In the past years the visibility of WIN has grown considerably, establishing a network that is an integral part of the international tax community. The WIN Steering Committee is pleased to inform you that it will be established as an official IFA Committee at the upcoming London Congress:

##### **Official IFA Committee**

Upon approval by IFA's Executive Board and Executive Committee, the WIN Steering Committee will become an official IFA Committee with ex officio representation of WIN in the Executive Committee of IFA. The WIN Committee will be officially established and appointed by the General Council/General Assembly in London on 8 September 2019.

To keep raising the awareness, the following plans have been identified for the future:

##### **Promotion of WIN Involvement**

To encourage WIN attendance and involvement in IFA, The WIN Steering Committee suggests, WIN representatives assist and work with the leadership in IFA branches and regional organizations to identify women candidates for panels and seminars.



##### **WIN online presence**

WIN has a thriving LinkedIn groups. To stay up to date of activities and events, members can stay connected by becoming part of the group [Women of IFA Network \(WIN\)](https://www.linkedin.com/groups/5153026/) <https://www.linkedin.com/groups/5153026/>

##### **Website IFA**

WIN has a separate section on the IFA's website where all information on WIN, its activities and its representatives can be found: <https://www.ifa.nl/about-ifa/win> Women of IFA Network



## 5. IFA Congress London

The London 73rd IFA Congress is around the corner and I'm pleased to announce that this year a WIN Luncheon will be organized for all female participants. The Luncheon will take place on Tuesday 10 September, from 12.00 – 13.30

hours and the invitation will be sent in August. During the Luncheon a keynote speaker, Melanie Hall of Monckton Chambers will address the audience and the WIN regional reporters will provide a report of the WIN activities in the branches and of future plans.



As we gather in London we are conscious that 2019 marks 100 years of women being allowed to practice in law and accountancy in many countries around the world and therefore in tax. The IFA London branch of WIN would like to invite you to celebrate the achievements of women of the past who have contributed to and shaped the future of women working in international tax across the profession. The following activities are organised:

**Sunday 8 September:** Meet & Greet drinks hosted by Rhiannon Kinghall Were, Chair of UK Women in Tax and Macfarlanes at Brasserie Blanc from 3pm - 5:30pm.

**Sunday 8 September:** Nightcap Drinks hosted by Jeanne P Goulet, CPA (chair of WIN) at the Gillray's Bar in the Marriott County Hall Hotel from 9pm.

- **Tuesday 10 September:** WIN Luncheon

- **Friday 13 September:** Women in Tax networking breakfast at Le Pain Quotidien on the Southbank - all welcome (8am - 9am).

**Every day at the Congress:** The IFA London branch of WIN has also organised a "Salon / WIN Lounge" where material and speakers will be found during the course of the week. The WIN Lounge will display a light wall showcasing leading women in international tax led by Sarah Blakelock and kindly supported by Slaughter & May as well as host a series of "In conversation with..." talks with inspirational leaders in international tax.

We look forward to meeting you at the breaks, in the WIN lounge and celebrating "100 Years" of Women with you in September.

For and on behalf of the WIN Steering Committee,

**Jeanne Goulet**

**Chair**

**August 2019**



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