



#### WIN ACTIVITIES GLOBALLY

Jeanne P. Goulet  
*WIN Global Committee Chair*  
*IFA Executive Committee Member*

At the 2019 IFA Congress in London, the IFA Council approved the creation of a special committee entitled the Women of IFA Network. The purpose of the group is to encourage women to participate actively in IFA activities, to attract women to IFA and provide leadership opportunities. As a tax association, IFA has the unique position of being a global organization and thus one of the main objectives of WIN is to develop cross-border relationships as well as to enhance cross-border expertise.

Our goal for 2020 was to build a global team of women who can serve as leaders in their local branch and form a WIN committee that will develop social, educational and technical programming locally and who will participate with the regional representative to develop international/cross-border social events for women as well as technical events. It is

anticipated that although social events may include primarily women, technical events would be available to all IFA members.

Prior to 2020, most of the women who represented the IFA branches volunteered to organize a WIN group in their country. Now that WIN is an official group of IFA, branches have been encouraged to appoint a woman as representative and to offer her a place on their local board. There are 55 branches, at this writing, 9 branches that have volunteers and 6 branches with no women representing the branch. In the case of the latter, the branch president has been listed so that we can communicate and include their branch in our activities. Our second goal for 2021 is to continue to work with the branches to officially appoint a woman on their local board to represent WIN in their branch.

As can be seen in this report, some regions/countries have been developing programs and WIN activities since 2016 while other countries are just beginning. Our third objective for 2021 is to establish a mentoring system and create country teams where branches can assist each other in developing activities of interest to the membership. In spite of Covid-19 restrictions, many opportunities still exist to use virtual webinars to bring value to the membership at a very low cost.

To make WIN activities more visible, in addition to the LinkedIn WIN Group that was created in 2013, in 2020 Cecile Riphagen and Ana Claudia Akie Utumi created WIN accounts in social medias. WIN Committee members have frequently used these accounts to share interesting updates about WIN activities in various part of the world. WIN Committee has also stimulated other IFA Branches to promote WIN activities in their social media accounts, as well as to create WIN local branch profiles, such as WIN UK, WIN Brazil and WIN Mexico.

- LinkedIn company page = <https://www.linkedin.com/company/women-ifa-network-win/?viewAsMember=true>
- LinkedIn group = <https://www.linkedin.com/groups/5153026/>
- Instagram = [https://www.instagram.com/ifa\\_women/?hl=en](https://www.instagram.com/ifa_women/?hl=en)
- Twitter) = [https://twitter.com/ifa\\_women](https://twitter.com/ifa_women)
- Facebook = <https://www.facebook.com/search/top?q=women%20of%20ifa%20network>

Finally, I would like to thank Murray Clayson and Jean-Blaise Eckert for their leadership and support of women in IFA and for making WIN a reality at the London Congress in 2019. I would also like to thank Cecile Riphagen and her team, for the continual support from the Secretariat. Finally, I would like to thank the members of the WIN Global Committee, who were pioneers in recruiting women from across the globe to support each other and to develop interesting activities at the in their branch and at the Congresses.

## THE GLOBAL WIN COMMITTEE

In 2019, the WIN Global Committee was created and consist of women from every region. The role of the WIN Global Committee is to coordinate activities in their region and to support the branch representatives to fulfill their mission.

In 2019, we had less than a dozen women, who were appointed as WIN representative in their country. In 2020 the goal was to recruit and build a global team of women. Miranda Stewart, Ana Claudia Utumi, Odile Courjon, Billur Yalti, Antonella Magliocco and Lolade Ososami expended much effort utilizing their global networks to recruit women to build a global team.

Under the leadership of Odile Courjon, Birgit Fassbender and Sarah Blakelock, an initiative is being developed in 2020 to create a “buddy” system to create partnerships among branches in 2021 to help new WIN representatives get started and to share experiences of activities that have been successful and that can be replicated.

At the 2019 London Congress, Sarah Blakelock launched “WIN in Conversation”, which was very successful, and which introduced many women with deep expertise to the IFA Community. In order to create interesting cross border programming, Sarah would like to continue “WIN in Conversation” and feature experts from every region.

In 2021, the congress will be in Berlin, and in 2022 the congress will be in Cancun. One of the key roles of the WIN Committee is to assist in the WIN branch representative with WIN programming for the congresses. In 2020, Fabiola Diaz Prado Diaz developed a number of innovative and interesting activities which hopefully we will be able to enjoy in 2022. For 2021 Dr. Gabriele Rautenstrauch will take the lead for the Berlin Congress.

For 2021, the following changes are proposed to the WIN Committee:

- APAC - Cher Hui Lim of Singapore is nominated to replace Miranda Stewart as Reporter for APAC
- Europe - Odile Courjon of France is nominated to replace Antonella Magliocco as Reporter for Europe
- Europe - Delphine Bessot of France is nominated to the WIN Committee as liaison to French speaking countries
- Europe – Gabriele Rautenstrauch is nominated to the WIN Committee as liaison for the Berlin Congress
- North America - Tonya James is nominated to replace Carol Tello as Reporter for North America
- North America - Fabiola Diaz Prado is nominated to the WIN Committee as liaison for the Cancun Congress

**THE TEAM**

	IFA WIN Committee	Name	Email	Role
Global	USA	Jeanne Goulet	jeanne@byramriverconsulting.com	Chair
APAC	Australia	Miranda Stewart TBD	m.stewart@unimelb.edu.au	Reporter for Asia Pacific - Resigning
	Singapore	Cher Hui Lim	cher.lim@gmail.com	Reporter for Asia Pacific - Proposed
AFRICA	Nigeria	Lolade Ososami	Lolade.Ososami@uubo.org	Reporter for Africa
EUROPE	Italy	Antonella Magliocco	Antonella.Magliocco@bancaditalia.it	Reporter for Europe - Resigned
	France	Odile Courjon	ocourjon@taj.fr	Reporter for Europe - Proposed
	France	Delphine Bessot	delphine.bessot@yrnet.com	Liaison for French Speaking Countries - Proposed
	Germany	Birgit Fassbender	Birgit.Fassbender@bftax.de	Liaison in Central and Northern Europe
	Germany	Dr. Gabriele Rautenstrauch	Gabriele.Rautenstrauch@wts.de	Congress Berlin
	Turkey	Billur Yalti	byalti@ku.edu.tr	Liaison Eastern Europe
	UK	Renata Ardous	Renata.Ardous@mazars.co.uk	Congress London
	UK	Rhiannon Kinghall Were	Rhiannon.KinghallWere@macfarlanes.com	Congress London
	UK	Sarah Blakelock	sblakelockuk@gmail.com	Congress London
	LA	Brazil	Anna Claudia Akie Utumi	ana.utumi@utumilaw.com
NA	USA	Carol Tello	caroltello@eversheds-sutherland.com	Reporter for North America - Deceased
	USA	Tonya James	TJames@vacovec.com	Reporter for North America - Proposed
	Mexico	Fabiola Diaz Prado	fabiola.diaz@anaya-abogados.com	Congress Cancun
Global	Central IFA	Cecile Riphagen	cr.gensecr@ifa.nl	ex-officio

**MISSION OF THE WIN BRANCH REPRESENTATIVE**

- 1. FORM A LOCAL WIN COMMITTEE**
  
- 2. DETERMINE THE NEEDS OF THE LOCAL COMMUNITY**
  
- 3. ORGANIZE PROGRAMMING OF A SOCIAL, EDUCATIONAL AND TECHNICAL NATURE IN LOCAL COUNTRIES TO FACILITATE NETWORKING AND TO PROVIDE TECHNICAL AND LEADERSHIP OPPORTUNITIES FOR WOMEN**
  
- 4. PARTNER WITH THE REGIONAL REPRESENTATIVE AND MEMBERS OF THE GLOBAL WIN COMMITTEE TO PARTICIPATE IN CROSS-BORDER ACTIVITIES**
  
- 5. STRENGTHEN THE WORLDWIDE COMMUNITY OF IFA OVERALL.**

## WIN ACTIVITIES IN APAC

Miranda Stewart  
*WIN Global Committee Member*  
*WIN APAC Representative*

### THE EVENTS

*WIN Online APAC Zoom meeting:* On 29 April 2020, WIN APAC held a regional zoom get-together, and thanks to representatives of the WIN Committee from the USA (Jeanne Goulet) and European branches who joined and shared their knowledge and experience.

*WIN APAC Webinar:* “Covid-19 Tax Measures, International Tax Issues and Responses in Asia Pacific”, organized by incoming WIN APAC Cher Hui Lim (Singapore) and retiring WIN APAC representative Miranda Stewart (Australia).

Date: Tuesday 27 October

Topic: COVID-19 tax measures, international tax issues and responses in the APAC region

Details: <https://new.events.unimelb.edu.au/Tax/event/8690-covid-19-tax-measures-international-tax-issues-and>

Chair: Cher Hui Lim (Singapore) and Miranda Stewart (Australia)

Speakers: Judge (Dr) Eui Young Lee (Korea); Ms. Rachel Saw (IBFD Asia Pacific) and Ms .Irene Yong (Partner, Shearn Delamore) (Malaysia); Ms. Emma Grigg (Director, Tax Policy, New Zealand Revenue Authority); Ms. Patricia Hart (Managing Director, Intertrust) and Ms. Sunita Juma (Global Tax Director, Aramex) (United Arab Emirates)

*WIN Australia:* WIN representatives Amanda Kazacos and Denise Honey organised a webinar kindly hosted by King & Wood Mallesons.

Date: Monday 12 October

Topic: “Financing in a CVID World (and Beyond)”

Details: <https://ifa-australia.com.au/events/financing-in-a-covid-world-and-beyond/>

Chair: Amanda Kazakos, King & Wood Mallesons (Sydney)

Speakers: Ms. Fiona Dillon, Chief Tax Counsel (Australian Taxation Office); Ms Aileen O’Carroll (Partner, Pitcher Partners); Ms Premila Roe (Group Tax Officer, BHP)

*WIN Malaysia:* WIN network will hold a technical Webinar scheduled for December 2020, with leading women tax professionals from government and private practice.

## THE TEAM

The primary effort in APAC for 2020 was to build the team in the APAC region. Many thanks to Miranda Stewart for her leadership in launching WIN in APAC. Ms. Cher Hui Lim, formerly Senior Lecturer at the National University of Singapore, has graciously accepted our nomination for representative of the WIN APAC, region, replacing Miranda Stewart.

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## WIN ACTIVITIES IN ASIA/AFRICA

Lolade Ososami  
*WIN Global Committee Member*  
*WIN Asia/Africa Representative*

### THE EVENTS

*Nigeria* - The Nigerian branch of WIN led by Lolade Ososami assisted with the organization of an International Tax webinar on digital taxation held by the IFA (Nigerian branch) in July 2020.

The branch is scheduled to hold an International Tax Webinar in November 2020. The proposed topics for the Webinar include the following:

- Liquidity Focus for MNE's: Assessing Transfer Pricing Risks in Nigeria
- Reformation of International Corporate Taxation: Taxation of MNE's as Unitary Firms
- Addressing the challenges of taxing the digital economy: The Significant Economic Presence Order 2020

### THE TEAM

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## WIN ACTIVITIES IN EUROPE

Odile Courjon  
*WIN Global Committee Member (acting)*  
*WIN Europe Representative*

### THE EVENTS

On regional European level WIN has had two video conferences. Those calls included WIN representatives from many IFA branches in Europe as well as from some of the other regions.

- The first video conference was focused on tax measures in European countries on the occasion of Covid. Of particular interest was the comparison of national measures reported by Odile Courjon, Fabienne Sorin, Ottavia Orlandoni, Birgit Fassbender, Tamara Tormen, Marta Villar Ezcurra and Rhiannon Kinghall-Were and Sarah Blakelock from their countries.
- The second video conference dealt with the Whirlpool structure reported by Christine Ntumba and Fabiola Diaz Prado, Environmental tax projects reported by Marta Villar Ezcurra and the EU Fair and Simple Package reported by Odile Courjon.

WIN members from Germany, Austria, Switzerland and Liechtenstein (Roxana Leske, Steffi Balzerkiewicz, Birgit Fassbender, Julia von Ah and Annika Streicher amongst others) are organizing a WIN DACHLI conference. Unfortunately, due to the Covid epidemic the conference will not take place in person but will occur at noon on Tuesday for 4 weeks in November/December. Each session will include a discussion on a current topic with excellent chairs and speakers from the participating countries. These presentations will be followed by breakout sessions consisting of smaller groups. The event series will include the following topics:

- "Private Wealth Management", moderated by Dr. Tanja Schienke-Ohletz.
- The second event will be led by Susanne Schreiber and will be dedicated to "Experiences in Tax Controversy Management in the Post-BEPS-World".
- In the third round of discussions, Alexandra Platzer and her speakers will debate on the topic "Home Office - Site Risks and Skills Conflicts".
- In the fourth event, Annette Linau will exchange views with her guests from the businesses on "Creating the Tax function of the future".

To increase the visibility of women in IFA, some European WIN groups developed proposals for the nomination of female experts as chairs and speakers for IFA Congresses and prepared a list of female speakers, including their bio as well as

professional status and expertise. This list was prepared to assist organizers of future scientific events by introducing them to talented women speakers.

The activities of local WIN groups in Europe in 2020 were many and varied. Besides networking events for interested ladies several national WIN groups organized seminars, either in cooperation with local IFA Branches or on their own initiative. Topics included technical matters, as well as soft skills, examples follow.

*WIN France* was established in May 2020, in the middle of the Covid-19 pandemic. Despite the restrictions due to this situation, WIN nevertheless started its activities in order to increase the visibility of women within the French branch. The objectives were as follows:

- Building a committee and network of IFA women in France  
In the beginning of September, 7 virtual meetings were organized in order to introduce women to WIN and to each other and to discuss needs, goals and potential activities. 25% of the women in the IFA French branch attended the first round of meetings. Many ideas, concerns and experiences were shared.
- Increase leadership opportunities for women  
A French woman was appointed as the new president of YIN. In addition, WIN will be represented in the Scientific Committee of the French branch. This will facilitate the participation of women in technical activities.
- Visibility  
We are working to get a separate section on the French branch on the French IFA website. Further, we are planning to create a Linked in profile.
- Technical  
We have scheduled a seminar on “Implementation of DAC6 Directive” for December 2020.

*WIN German* planned a WIN conference in 2020 with current topics and top-class speakers under the motto "Tax Follows Innovation". One week before the start of the event, the conference had to be cancelled due to Covid. The team decided to convert the panels to online events as follows:

- “Practice cases on withholding taxes”, moderated by Dr. Christina Kasten and Tae Hee Felicitas Mehlan
- “DAC 6 Challenge for business, consultancy and financial management” moderated by Dr. Gabriele Rautenstrauch)
- “Updated Foreign Tax Act – How innovative is the German Foreign Tax Act” moderated by Dr. Susanne Koelbl and Dr. Katharina Schluecke
- “International matrix organizations” moderated by Dr. Pia Dorfmueller .

In addition to the WIN events on a national level, WIN Germany also has five active regional WIN groups that organize both Seminars and regular WIN round tables. In addition, a working group of WIN Germany organizes monthly telephone conferences and video conferences on current topics, which are presented by a speaker and discussed afterwards.

*IFA Netherlands* held in January 2020 the fourth WIN Seminar on the subject of "Facets of tax transparency". A fifth seminar is scheduled in January 2021.

*WIN Switzerland* organizes a yearly national WIN Event after regular IFA meetings. In addition, they organized quarterly WIN meetings both in the French-speaking and in the German-speaking part of Switzerland. In the past 12 months the Swiss WIN groups discussed topics such as:

- Pitfalls VAT/Customs,
- EU DAC 6,
- Covid and taxes,
- Revaluation of real estate assets,
- Developments in the source tax-Payroll withholding tax and
- Recent developments in employee participation plans as well as
- Social topics.

*WIN UK* hosts monthly "WIN in Conversation" where they invite influential tax people to talk about latest developments. In recent months they have hosted

- Angela Simons from HMT who talked through the architecture of Pillar 2;
- Kelly Ann Shaw from Hogan Lovells discussed the interaction of tax and trade in relation to the US s103 investigations on DSTs;
- Irem Guceri from Oxford Said Business School spoke on the role of tax incentives.

These sessions are open to the entire IFA UK Membership.

Furthermore, to foster greater collaboration between senior women with more than 10 years' experience in international tax *WIN UK* has formed a Boardroom Roundtable discussion group to promote in depth discussion of issues and enriched sharing of knowledge and experiences. The first session focused on the overarching OECD Pillar 2 proposals with Angela Simons from UK HMT who walked us through the architecture. Five additional sessions during the OECD Blueprint Public Consultation period are already scheduled:

- Roundtable 1 – Working Lunch: Observations and Themes at 12:30pm Thursday, October 22, 2020
- Roundtable 2 – Pillar One: Deep dive (with Sophie Chatel, OECD) at 10am Thursday, October 29<sup>th</sup>,2020
- Roundtable 3 – Pillar Two: Deep dive at 4pm Thursday, November 5<sup>th</sup>,2020.
- Roundtable 4 – Administrability, tax certainty, design and implementation and dispute resolution at 2pm Tuesday, November 10<sup>th</sup>, 2020
- Roundtable 5 – Open forum with key policy makers – Q & A (where we will be joined by representatives from Her Majesty’s Treasury) at 2pm Tuesday, December 1<sup>st</sup>, 2020

The London IFA Congress marked 100 years of women being allowed to practice in law and accountancy in many countries around the world and therefore in tax. WIN UK has celebrated the achievements of women of the past who have contributed to and shaped the future of women working in international tax across the profession. To mark this occasion, a wonderful profile book containing more than 70 profiles of women in tax from all over the world was put together recognizing 100 years of Women in Tax.

## **THE TEAM**

In 2019, Antonella Magliocco, of Italy was appointed as regional representative for the European region for WIN. Antonella has moved ahead to pursue a career opportunity within Banca d’Italia and has resigned from IFA. Odile Courjon, of Deloitte Taj in France has been proposed to fill the post of WIN represented for Europe. In addition, Delphine Bessot of France has been proposed to join the WIN Committee.

The focus of this year's development was the expansion of the WIN network in Europe to include all countries where the IFA is represented. In some countries there are already established WIN groups with a wide range of activities (e.g. in the UK, the Netherlands, Switzerland and Germany), in other countries the WIN groups continued to develop (e.g. in Norway, Poland, Portugal, Turkey, Ukraine, Sweden, Ireland) or have been newly launched in the course of 2020 (e.g. in France, Spain, Bulgaria, Czech Republic, Estonia, Greece, Slovakia). Overall coverage in Europe is almost achieved, only Israel, and Hungary have not yet appointed a female WIN representative.

The European WIN now has a strong and well-established team, and this will help develop greater interactions between its members over the European region in 2021.

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## WIN ACTIVITIES IN LATIN AMERICA

Ana Claudia Utumi  
*WIN Global Committee Member*  
*WIN Latam Representative*

### THE EVENTS

As part of developing WIN Branches in LATAM Region, Jeanne Goulet, Carol Tello and Ana Claudia Utumi organized a meeting with LATAM WIN representatives to exchange views and experiences in developing WIN activities in each of the Branches, with the presence of representatives from Argentina, Bolivia, Brazil, Chile, Colombia, Guatemala, Mexico, Panama and Peru.

This year, due to the pandemic, we had the cancellation of IFA LATAM Meeting, postponed to 2021 in Quito. During this Meeting, there will be a WIN social gathering.

Some of the Branches have been very active in the last 12 months, with meetings and events. It is interesting to illustrate with some examples below.

In November 2019, motivated by the WIN graphic panel and chats in London about “100 years of women in tax”, IFA Argentina organized a lecture on “Equality in Tax Law –After 100 years of women in tax”, hosted equally by men and women. Speakers, also equally men and women, were judges and professors, who addressed history of Argentinean women in tax law and accounting, remembered our late Chairwoman Beatriz Gonzalez, and analyzed how women participation evolved since our branch was established.

Speaking about IFA London, WIN Argentina also formed a group to explore London nights during the past Congress and enjoyed a WIN luncheon in December, with 30 of our branch most participating women colleagues.

*WIN Argentina* activities included:

- Joint Argentina-Ecuador WIN webinar (June 2020 – ‘BEPS Interest and other Financial Payments Deduction in Developing Countries’) and
- IFA Argentina statement to all active members involved in organizing activities, reminding them the importance of minding about balancing men and women panelists when planning events.

*WIN Brazil* had a fruitful year with activities such as webinars about technical issues, and virtual networking meetings. *WIN Brazil* organized

- “The Voices of Female CARF Judges” – April/May/June 2020 – which included three webinars with Administrative Court of Tax Appeals CARF female judges to discuss hot topics in Brazilian taxation currently under discussion in the Court;
- A virtual “Happy Hour” having as subject “Adaptability and resilience in times of pandemic: overcoming professional challenges” (August 2020);
- A webinar in honor of US Supreme Court Justice Ruth Ginsburg (Oct. 2020).

IFA Brazil joined a partnership with JOTA, a respected legal news company, to publish articles on monthly basis. During 2020, IFA Brazil published articles of 5 *WIN* members.

In addition, when the IFA branch plans new events, one of the *WIN Brazil* Co-Chairs prepares a list of suggested female speakers to include in the event.

*WIN Colombia* had its first webinar in September 2020 to discuss Taxation of Digital Economy, with Carolina Rozo (*WIN Colombia* representative), Catalina Hoyos (former IFA Colombia president), Mariana Eguiarte Morett (*WIN Mexico* member and *WIN Mexico* Chair) and Mariajosé Satizáball. In addition, *WIN Colombia* actively collaborated with the program of IFA Colombia Annual Meeting (Oct 2020) with suggestions of female speakers.

It is great to see that *WIN* in Latin America has significantly evolved, and we expect to continue fostering *WIN* activities within the region not only locally, but with joint branches programs as well as *WIN* regional meeting in order to exchange ideas and experiences, among other initiatives.



**THE TEAM**

2020 has been a very active and important year for the consolidation of WIN within the IFA Branches located in Latin America. We started the year with significant efforts to have LATAM IFA Branches appointing WIN country representatives and incentivizing such Branches to include those representatives in their leadership in cases that the WIN representative was not part of the local branch board. As a result, we now have most of the Branches with WIN representatives

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Chile	Sandra Benedetto	Sandra.benedetto@pwc.com	Confirmed
Colombia	Carolina Roza	carolina.rozo@ppulegal.com	Confirmed
Costa Rica	<i>Diego Salto van der Laat (Male)</i>	dsalto@consortiumlegal.com	<i>Acting</i>
Curacao and Aruba (not LATAM)	<i>Harry Canters (Male)</i>	Canters.Harry@gmail.com	<i>Acting</i>
Dominican Republic	<i>Eunice Arias</i>	eunice@atrird.com	<i>Acting</i>
Ecuador	<i>Paola Gachet</i>	pgachet@ferrere.com	Confirmed
Guatemala	Ximena Tercero	Ximena.tercero@ariaslaw.com	Confirmed
Honduras (not in LATAM)	Jorge Brizuela Pavon (Male)	jbrizuela@blplegal.com	<i>Acting</i>
Panama	Lilia Lee	llee@bdo.com.pa	Confirmed
Peru	Luciana Yanez Salgado	luciana.yanez@zyaabogados.com	Confirmed
Uruguay	Patricia Marques	patricia.marques@pwc.com	Confirmed
Venezuela	Valentina Cabrera Medina	vcabrera@tpa.com.ve	Confirmed

## WIN ACTIVITIES IN NORTH AMERICA

Jeanne Goulet  
*WIN Global Committee Member*  
*WIN North America Representative (acting)*

### EVENTS

In 2019, Carol Tello was appointed as WIN representative for the newly formed North American Region of WIN. It is with great sadness that we report Carol's untimely passing. Tonya James of the firm of Vacovec, Mayotte & Singer LLP, will be proposed to succeed Carol as North American regional representative.

*WIN Canada* is organizing a joint technical session on "Transfer Pricing Developments" with WIN United States and WIN Mexico to take place in Q4 2020 or Q1 2021. In addition, Anu Nijhawan is planning a Canada-wide virtual social/networking event to take place in Q1 2021. Currently there is strong female representation on the IFA Canada Council (35%), including the Executive committee (50%), as well as the YIN Steering Committee (67%). There is also strong female representation as speakers for IFA Canada events (40%).

*WIN Colombia* held its first webinar in September 2020 to discuss Taxation of Digital Economy, with Carolina Rozo (WIN Colombia representative), Catalina Hoyos (former IFA Colombia president), Mariana Eguiarte Morett (WIN Mexico member and YIN Mexico Chair) and Mariajosé Satizáball. In addition, WIN Colombia actively collaborated with the program for the IFA Colombia Annual Meeting (Oct 2020) with suggestions of female speakers. WIN Colombia presented one of the panels, which was entitled "Updates in application of Double Tax Conventions signed by Colombia". More than 200 people attending remotely.

*WIN Mexico* is a very active branch and plays a dual role as part of the NA region as well as part of LATAM. Under the leadership of Fabiola Diaz Prado, the Mexican branch organized various webinars, including:

- "Some Important Aspects of the US Tax Law for Mexican Companies", presented by our dear and missed Carol Tello (June 2020),
- "Anti-Hybrid Rules and Transparent Entities" with Mindy Herzfeld (July 2020),
- "Professional Growth" with Professional Coach Beatriz Peña (July 2020),
- "The Whirlpool structure in the US, Luxembourg and Mexico" with Rita Julien (August 2020),
- "Tax evidences in criminal lawsuit" with Diana Bernal and Alejandro Ramirez Verdugo (September 2020), and

- “Human Rights and Taxation” with former Mexican Supreme Court Justice Margarita Luna Ramos (October 2020). In addition, WIN Mexico is endeavoring to increase the presence of female speakers in general IFA Mexico events.

*WIN USA* has been led by Candice Turner who was succeeded by Larissa Neumann in late 2020. Larissa focused on institutionalizing U.S. IFA WIN with policies, a newsletter and a process for appointing WIN leaders and speakers. Larissa is creating a mission statement and is establishing a bi-annual WIN newsletter to start Jan 2021. The newsletter will cover events and spotlight members. The first edition will feature a special on Carol Tello.

In addition, Larissa organized a successful Virtual WIN Tea on Sept 22, 2020 with the objective of introducing IFA women to each other to socialize/network. Due to the size of the country, many IFA women do not know each other and therefore by utilizing small breakout sessions women had the opportunity to introduce each other and chat.

WIN US is also working with the newly formed IFA US Diversity and Inclusion Committee (D&I) led by Sahel Assar. D&I is establishing policy guidelines on program speakers that promote diversity, including gender diversity and representation.

In addition, Candice Turner created WIN regional leaders that are in charge of creating and facilitating local events. She also organized a WIN cocktail party which was held in February at the annual USA branch meeting.

## THE TEAM

In 2020, Canada established a WIN Subcommittee of the Canadian Branch. Council and subcommittee are considering ways to provide more networking, learning and profile-building opportunities for Canadian women in international tax. Currently there is strong female representation on the IFA Canada Council (35%), including the Executive committee (50%) and WIN Subcommittee (67%). There is also strong female representation as speakers for IFA Canada events (40%). With this stellar record.

In Mexico, Fabiola, Diaz Prado has led WIN and developed an exceptional program for the Cancun Congress, unfortunately cancelled in 2020 but hopefully back on the schedule for 2022. Fabiola has been proposed to join the Global WIN committee.

Canada	Anu Nijhawan	NijhawanA@bennettjones.com	Confirmed
Mexico	Fabiola Diaz Prado	fabiola.diaz@anaya-abogados.com	Confirmed
USA	Larissa Neumann	LNeumann@fenwick.com	Confirmed

## IN CONCLUSION

Although 2020 has been a challenging year for any new initiative, we have nevertheless managed to build a global team who are now in position to support the objectives of WIN as well as the goals of the IFA organization.

We would like to thank our WIN representatives for their hard work and for the substantial programming which has taken place in 2020.

Many thanks as well to all IFA members for their encouragement and for their support for the WIN initiative.

Sincerely Yours,

A handwritten signature in cursive script that reads "Jeanne P. Goulet".

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*Jeanne P. Goulet, CPA  
Chair, WIN Global Committee*