

**BANCO DE ESPAÑA, BANK OF CANADA, BANK OF ENGLAND, BOARD OF GOVERNORS
OF THE FEDERAL RESERVE SYSTEM, AND EUROPEAN CENTRAL BANK**

**CONFERENCE ON DIVERSITY, EQUITY AND INCLUSION IN ECONOMICS, FINANCE,
AND CENTRAL BANKING**

Madrid, March 7th 2024

Banco de España, Alcalá 48, Madrid. Room: Hemiciclo II

* indicates the presenter

8:30 – 9:00 | Registration

9:00 – 9:10 | OPENING REMARKS BY PABLO HERNÁNDEZ DE COS (GOVERNOR OF THE BANCO DE ESPAÑA)

9:10 – 10:15 | CHAIR: ANA LAMO (EUROPEAN CENTRAL BANK)

Keynote speech

Ghazala Azmat* (Sciences Po and CEPR)

10:15 – 11:45 | SESSION 1: MONETARY POLICY AND HETEROGENEITY

CHAIR: JULIA GIESE (BANK OF ENGLAND)

The effect of monetary policy on inflation heterogeneity along the income distribution

Miguel Ampudia (ECB), **Michael Ehrmann*** (ECB and CEPR), and **Georg Strasser** (ECB)

Discussant: Klodiana Istrefi (Banque de France and CEPR)

Redistributive Inflation and Optimal Monetary Policy

Yucheng Yang* (University of Zurich and SFI)

Discussant: Kurt Mitman (CEMFI)

Geospatial Heterogeneity in Inflation: A Market Concentration Story

Seula Kim (Princeton University), and **Michael A. Navarrete*** (University of Maryland, Brookings Institution)

Discussant: Miguel Ampudia (European Central Bank)

11:45 – 12:15 | Coffee break

12:15 – 13:45 | SESSION 2: DIVERSITY IN THE ECONOMICS PROFESSION AND CENTRAL BANKING

CHAIR: CAROLYN ROGERS (BANK OF CANADA)

Remote Talks: Changes to Economic Seminars during COVID-1

Marcus Biermann* (Bielefeld University)

Discussant: **Sarah Smith** (University of Bristol)

Board of Directors' Networks, Gender, and Firm Performance in a Male-Dominated Industry: Evidence from U.S. Banking

Ann L. Owen* (Hamilton College), **Judit Temesvary** (Federal Reserve Board), and **Andrew Wei** (Cornell University)

Discussant: **Lisa Dettling** (Federal Reserve Board)

The child penalty in a central bank: the case of the Bank of Italy

Tiziana Abete, **Claudio Margarita**, **Clair. L. Moscatelli**, **Sabrina Quaresima**, **Alessio Scerbo**, and **Eliana Viviano*** (Bank of Italy)

Discussant: **Carlos Sanz** (Banco de España)

13:45 – 15:30 Buffet lunch with posters

Who are Central Banks? Gender, Human Resources, and Central Banking

Mariarosaria Comunale* (IMF), **Petra de Bruxelles** (IMF), **Kalpana Kochhar** (Gates Foundation), **Juliette Raskauskas** (IMF), and **Filiz Unsal** (OECD)

Gender and Productivity in the Federal Reserve System

Deepa D. Datta* (Federal Reserve Board of Governors) and **Nitzan Tzur-Ilan** (Federal Reserve Bank of Dallas)

Who Studies Economics? An Analysis of Diversity in the UK Economics Pipeline

Stefania Paredes Fuentes*, **Tim Burnett**, **Gabriella Cagliesi**, **Parama Chaudhury**, and **Denise Hawkes** (Royal Economic Society)

Don't Stop Me Now: Gender Attitudes in Academic Seminars Through Machine Learning

Mateo Seré* (University College London)

15:30 – 17:00 SESSION 3: FINANCIAL INCLUSION

CHAIR: STEPHANIE R. AARONSON (FEDERAL RESERVE BOARD)

Inequity in Equities: What explains the black-white gap in equity market participation?

John D. Burger* (Loyola University Maryland) and **Jeremy S. Schwartz** (Loyola University of Maryland)

Discussant: **Ruth Badru** (University of Bristol)

Gender gaps in financial literacy: a multi-arm RCT to break the response bias in surveys

Laura Hospido (Banco de España, CEMFI and IZA), **Nagore Iriberry*** (University of the Basque Country UPV/EHU and Ikerbasque) and **Margarita Machelett** (Banco de España)

Discussant: **Angelika Welte** (Bank of Canada)

The Effect of Minority Bank Ownership on Minority Credit

Agustin Hurtado (University of Maryland) and **Jung Sakong*** (Federal Reserve Bank of Chicago)

Discussant: **Seula Kim** (Princeton University)

17:00 – 17:30 CHAIR: MARGARITA DELGADO (DEPUTY GOVERNOR OF THE BANCO DE ESPAÑA)

CLOSING REMARKS BY OLIVIER GARNIER (DIRECTOR GENERAL STATISTICS, ECONOMICS AND INTERNATIONAL OF THE BANQUE DE FRANCE)

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**CONFERENCE ON DIVERSITY, EQUITY AND INCLUSION IN ECONOMICS, FINANCE,
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Madrid, March 8th 2024

Banco de España, Alcalá 48, Madrid. Room: Hemiciclo II

9:00-9:45	Registration
9:45-10:00	Opening remarks by Margarita Delgado, Deputy Governor, Banco de España.
10:00-10:45	Session 1: Roundtable. Attraction & engagement: unconscious Bias and Cultural Assumptions in Talent Acquisition and Promotion: Mitigating Barriers <ul style="list-style-type: none">• Meghan Brooks, Assistant Director Equity, Diversity and Inclusion, Bank of Canada• Micheal O’Leary, Diversity & Inclusion Lead, Central Bank of Ireland• <u>Sheila Clark</u>, Chief Diversity Officer, The Federal Reserve Board <i>Moderator: Cat Hines, People Strategy Partner/Diversity Lead, Bank of England</i>
10:45-11:30	Session 2: Roundtable. Institutional aspects and barriers: getting diversity into the top of our organizations <ul style="list-style-type: none">• Eva Murciano, Director General Human Resources, European Central Bank• Sarah Guerra, Head of Culture, Diversity, Equity and Inclusion, Bank of England• Juan Manuel Delgado, Human Resources Department Director, Banco de España• <u>Seána Cunningham</u>, Director of Enforcement & Anti-Money Laundering and Executive Sponsor of D&I, Central Bank of Ireland <i>Moderator: Rocío Fernández Formica, Head of Division Training, Development and Internal Communication, Banco de España</i>
11:30-12:00	Coffee Break
12:00-12:45	Session 3: MasterClass. Artificial Intelligence and Diversity. <u>Nuria Oliver</u> – Ph.D. in Artificial Intelligence from MIT and computer scientist with over 25 years of research experience in AI, Human Computer Interaction and Mobile Computing.
12:45-13:00	Closing Remarks by Alejandro Álvarez, Directorate General Services, Banco de España.
13:00-14:30	Buffet lunch End of day 2