

HILARY TERM 2022

# INSIGHT

# DISRUPT



**OxWIB**  
OXFORD WOMEN IN BUSINESS

INSIGHT MAGAZINE ISSUE NO. 11

# PRESIDENT'S WELCOME

On behalf of Oxford Women in Business I would like to extend a warm welcome to Hilary term 2022 and thank you for reading our new Insight Magazine. I hope that you enjoy this collection of articles and that it will help you to navigate the term ahead. From all of us at Oxford Women in Business good luck in all of your endeavours in 2022!

OxWIB is a community that aims to empower young women to become value driven leaders and entrepreneurs. Our purpose is to ensure that you will leave Oxford equipped with the tools to navigate the professional world with financial literacy, a professional network and unshakable confidence. We aim to increase accessibility to industries that are notoriously difficult to break into. Our mentorship scheme always works to provide support to break through these industries, defeating stigma and exclusivity.

I am thrilled to announce that this term's theme for Insight is 'Disrupt'. To 'disrupt' is to 'drastically alter or destroy the structure of' something. We are aware of the lack of representation that still persists in so many areas of the business world. There are still more CEOs named John leading Fortune 500 firms than women CEOs. We believe young women can approach their next step in life looking to disrupt the status-quo. Whether that be via sustainability, innovation in tech or sport we encourage you to use the articles below to ignite a passion for topics that will fuel you to disrupt and innovate!

Hilary term is one that we have been looking forward to! Michaelmas allowed us to get settled into Oxford again. We were able to host in person events again, including our president's drinks, networking events and skills workshops. Although we face a term where we are uncertain about restrictions- we are hopeful and positive about the events we have planned. I am excited to announce the continuation of our Inspirational Women Series. This term we will welcome Alison Rose, CEO of Natwest, and Tilly Rose, Founder of That Oxford Girl. We will also be hosting panels on digital health, sport and impact investing. To combat the stress of Oxford during term time we will also be hosting yoga classes, self defense lessons and social drop ins at various locations around Oxford. Make sure you watch out for the tickets for President's Drinks- all of our events are open to everyone and would love to see some new faces! We will be working with Cambridge WIB, Durham WIB, OxFID and OxWEST to deliver a host of other events that we hope will excite and entertain! All of these opportunities and events will be displayed on our term card.

Finally, I would like to thank the Hilary term committee for their ongoing, tireless work. The dedication and drive of this team of incredible young women is demonstrated by the range of events and articles available to our members. Thank you to our Events team, Marketing team, Investment Operations team, Membership team, Mentorship team and Sponsorship team for all that you have achieved. It is an honour to be a member of such an amazing community and I would encourage any reader of this magazine to get more involved in OxWIB.

I wish every reader of this magazine a successful and enjoyable term. I look forward to meeting you at our events!

With my warmest wishes,

Mackenzie Mully  
President, Hilary Term 2022



## MACKENZIE MULLY

PRESIDENT, HILARY  
TERM 2022



'OXWIB IS A  
COMMUNITY  
THAT AIMS TO  
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TO BECOME  
VALUE DRIVEN  
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ENTREPRENEURS'



**OxWIB**  
OXFORD WOMEN IN BUSINESS

INSIGHT MAGAZINE

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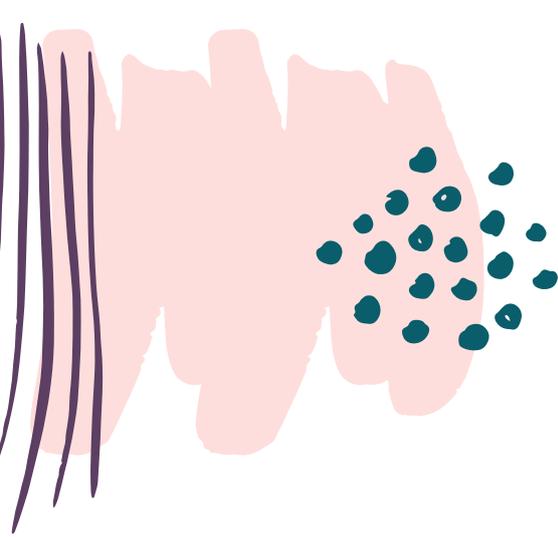
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TABLE OF

# CONTENTS



1	EDITOR'S NOTES
2	CHERWELL COMPETITION: COULD ARTIFICIAL INTELLIGENCE DISRUPT OUR WORLD?
6	IN CONVERSATION WITH PINKY LILANI
8	EXPLORING THE INTERSECTION OF PSYCHOLOGY AND BUSINESS WITH JANINA STEINMETZ
10	DISRUPTING THE APPROACH TO PUBERTY
12	WEAPONIZING LAÏCITÉ; HOW SECULARISM FAILS FRANCE'S MUSLIM WOMEN
14	OXFORD FORUM FOR INTERNATIONAL DEVELOPMENT
15	WHY TRY CRYPTO
16	THE ULTIMATE CRYPTO GLOSSARY
18	FEMINIST START-UP: 9 THINGS I WISH I'D KNOWN
19	MILLENNIALS VS. THE BUZZKILL: IT WON'T EVER BE NIL-NIL
22	A PIECE BY BY NAOMI FINAPIRTI
23	COPING WITH DISRUPTIONS
24	PHOTOGRAPHY COMPETITION
26	DISRUPT READING LIST
28	BUILDING A CAREER AS A POET-INVESTOR
30	WRITING A WINNING CV
32	HOW POLYMATHY CAN YIELD CAREER BENEFITS
34	UK INTERNSHIPS THROUGH THE LENS OF AN INTERNATIONAL STUDENT
35	A GUIDE TO UK INTERNSHIPS FOR INTERNATIONAL STUDENTS
36	INTRO TO ASSET MANAGEMENT
38	SPONSOR PEICE: HERE'S TO THE (COVID) CRAZY ONES
40	MENTORSHIP
41	OXWIB PEER SUPPORT GROUP
42	JOINING OXWIB
43	OXWIB HILARY 2022 TERMCARD



# EDITORS' NOTES



A new year, a new opportunity to make a difference and *disrupt*.

Following our theme *disrupt*, this term's Insight magazine showcases talent, drive and ambition and encapsulates all that OxWIB stand for. Insight continues to be an exceptional medium for students to share their experiences and opinions, and I am grateful to have been able to contribute to its growth.

Thank you to everyone who submitted to this term's edition of Insight, and to our incredible team for all of your hard work in making this possible.

Grace Ramsey  
Marketing Co-Director



This term, Insight brings you some powerful, status-quo shattering pieces on the theme of 'Disrupt'. It's been a pleasure to contribute to the compilation of a magazine which echoes the core values of OxWIB. From interviews to poetry, this term's Insight magazine covers a broad range of pieces, all of which show a different way in which the theme of 'disrupt' can unfold.

Thank you to everyone who contributed to Insight and to our wonderful team who brought it all to life.

Beth Ranasinghe  
Marketing Co-Director



The word disruption most often connotes images of disturbance, confusion and interference. However, members, friends, and supporters of OxWIB have made it their task to demonstrate just how disruption is not only necessary, but also beneficial to us as women\* in business.

We hope to have succeeded in our mission and present to you this term's edition of Insight. We aim to inspire, motivate, and, obviously, *disrupt* through presenting to you the work of many talented contributors. Thank you to everyone who submitted a piece and thank you to committee members who, together, have made this magazine something to be proud of.

Frankie Stott  
Marketing Representative



We are very excited to present our latest issue of Insight. Our theme of 'Disrupt' has turned out to be such an incredible way for people to express their creativity from heartfelt articles, interviews and helpful guides to poetry and photography. Insight is an amazing space for women\* to share their own experiences and ideas making it a true asset to OxWIB and its community.

I hope you all enjoy reading this edition as much as we did within the team whilst bringing it altogether!

Rose Gnanaprasam  
Marketing Representative

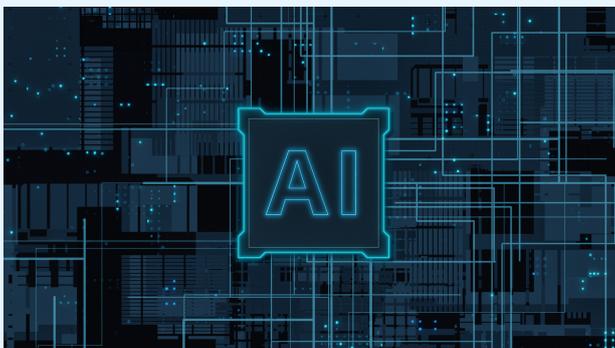
# COULD ARTIFICIAL INTELLIGENCE DISRUPT OUR WORLD?

WHY YOU SHOULD WORK ON AI SAFETY.

BY LUISA GULLINO

Every time that Netflix recommends you a movie, or you ask Alexa for today's weather, you are using an artificial intelligence (AI) designed to perform a specific function. These so-called "narrow" AIs have become increasingly more advanced, from complex language processing software to self-driving cars, however they are only capable of outperforming humans in a relatively narrow number of tasks.

Following the intense technological race of the last few decades, experts state that there is a significant chance that machines more intelligent than humans will be developed in the 21st century. Whilst it is difficult to forecast if or when this kind of "general" AI will arise, we cannot take lightly the possibility of a technology that could surpass human abilities in nearly every cognitive task.



AI has great potential for human welfare, holding the promise of countless scientific and medical advantages, as well as cheaper high-quality services, but involves a plethora of risks. There is no lack of examples of failures of narrow AI systems, such as AIs showing systematic biases, as it was the case for Amazon's recruiting engine which in 2018 was found to hire less women than men.

AI systems can only learn from the information they are presented with, hence if the Amazon workforce has historically been dominated by men, this is the pattern the AI will learn, and indeed amplify.

Science fiction reflects that our greatest concerns around AI involve AI turning evil or conscious, nonetheless in reality the main risk arises from the possibility that the goal of an advanced AI could be un-aligned with ours.

This is the core of the alignment problem: even if AIs are designed with beneficial goals, it remains challenging to ensure that highly intelligent machines will pursue them accurately, in a safe and predictable manner.

For example, Professor Nick Bostrom (University of Oxford) explains how an advanced AI with a limited, well-defined purpose, could seek and employ a disproportionate amount of physical resources to intensely pursue its goal, unintentionally harming humans in the process. It is unclear how AI can be taught to weight different options and make decisions that take into account potential risks.

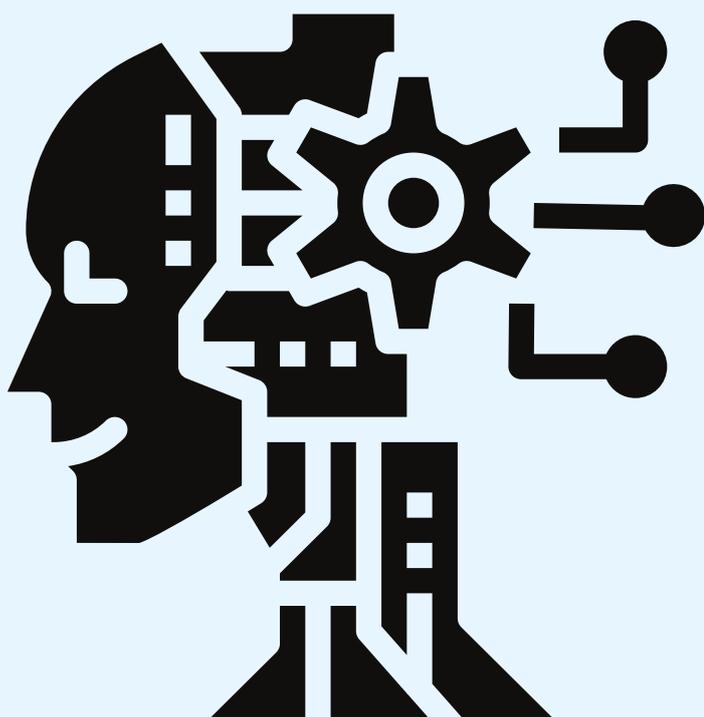
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This adds on to the general worry about losing control to machines more advanced than us, that once deployed might not be easy to switch off. In fact, highly intelligent systems might eventually learn to resist our effort to shut them down, not for any biological notion of self-preservation, but solely because they can't achieve their goal if their turned off.

One solution would be to teach AI human values and program it with the sole purpose of maximizing the realization of those values (whilst having no drive to protect itself), but achieving this could prove to be quite challenging. For example, a common way to teach AI is by reinforcement learning, a paradigm in which an agent is "rewarded" for performing a set of actions, such as maximising points in a game, so that it can learn from repeated experience. Reinforcement learning can also involve watching a human perform a task, such as flying a drone, with the AI being "rewarded" as it learns to execute the task successfully. However, human values and norms are extremely complex and cannot be simply inferred and understood by observing human behaviour, hence further research into frameworks for AI value learning is required.

Whilst AI research has been getting increased media attention thanks to the engagement of public figures such as Elon Musk, Stephen Hawking, and Bill Gates, working on the safety of AI remains a quite neglected field. Additionally, the solvability of the problem, as well as the great scale and seriousness of the risks, make this a very impactful area to work on. Here, we discussed problems such as alignment and loss of control, but we have merely scratched the surface of the risks that could arise and should be addressed. For example, there are additional concerns associated with the use of AI systems with malicious intent, such as for military and economic purposes, which could include large-scale data collection and surveillance, cyberattacks and automated military operations.

In Oxford, the Future of Humanity Institute, has been founded with the specific purpose of working "on big picture questions for human civilisation" and safeguarding humanity from future risks, such as those resulting from advanced AI systems. Further research into AI safety is needed, however you don't necessarily need to be a computer scientist to be able to contribute to this exciting field, as contributions to AI governance and policy are equally important. There is a lot of uncertainty associated with how to best transition into a world in which increasingly advanced AI systems exist, hence governance structures, scientists, economists, ethics and policymakers alike can contribute towards positively shaping the development of artificial intelligence.



# IN CONVERSATION WITH PINKY LILANI CBE DL

Pinky Lilani CBE DL is a food guru, author, motivational speaker and internationally acclaimed champion for women. She is the force behind the Women of the Future Programme, a portfolio of global events and networks that for over 20 years have supported the female leadership pipeline. She is also the Founder of the 50 Leading Lights Campaign both in the UK and Southeast Asia, celebrating phenomenal, kind leaders and radically shifting the global leadership conversation. Pinky is a Fellow of the GSA and an Associate Fellow of Saïd Business School. She is an Ambassador for the Tiffany Circle of the Red Cross and serves on the board of trustees of the Royal Commonwealth Society.

In this interview Pinky spoke to me about disruption, leadership and kindness, giving brilliant, intimate insight into the lessons learnt across her life and career.



BY CLARA  
MARKS

Clara: *The OxWIB Insight magazine theme this term is DISRUPT. Do you feel that you've had to disrupt male-dominated spaces throughout your life and in your work?*

Pinky: To be quite honest I never felt I had to disrupt any model. I just knew where I wanted to go in many ways and that kept refining itself as I started doing things. I just followed my own path. I never saw any reason to disrupt, it's only when I look back that I see that I disrupted some models. Like when I came to the UK from India, after being married to my husband for three weeks in India, I had no idea what to expect of life here but I just had certain beliefs and things I wanted to do. I didn't really work for the first ten years of my life. When I had my children I was a stay at home mother and I really enjoyed that. I had no ambitions of working because I was following my mother who never worked. I never thought that I was disrupting anything. The first time that I really thought of doing something that was going to start a journey was setting up the Asian Women of Achievement Award which was not to disrupt the male-dominated world but just to give women a platform. While disrupting is very important because the status quo is there, I never saw it as disruption, I just saw it as following what I wanted to do.

Clara: *That's an excellent point. I think that sometimes the things that women do to just make a space for themselves are seen as disruptive when we are just taking back space that should have always belonged to us.*

Pinky: Absolutely. It's twenty-two years since I set up the Asian Women of Achievement Awards and I know people question why do you need a platform for asian women. At that time there were so many stereotypes and we didn't see asian women in several professions. We saw them in the charity sector, in the arts and some others but not in the mainstream professions in the way they should have been. For me it was just that they needed to be there so we're going to put them there. Part of it is that nobody can make you feel inferior without your consent. So, if you want to be there you have to stand your ground. It was just about, I want this to happen, I want to give women a voice. I wouldn't have thought that there'd be a need for these awards 22 years later. I thought we'd all be equal,

but it's not equal for asian women. It's not even equal for women. That's something that we will have to keep fighting for and stay out there, because it's very easy to get sidetracked by other people. As women, there's a real juggling that comes in because they are the main caregivers. During the pandemic, women have taken the brunt of losing out on their jobs. So many women have told me that when their husbands are working at home and have a meeting at the same time as them, the man would say 'Well, my meeting is much more important than yours'. I think it's absolutely shameful that we should be doing that twenty years after I began my crusade for asian women.

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Clara: *As you mentioned the pandemic has brought about old challenges in a new form for women. How do you think we can address those imbalances and make sure that women aren't being left behind again in the workplace?*

Pinky: I think it's a huge challenge. For one thing, if you go into the childcare area, almost every company I speak to, be it a law firm, an accountancy firm etc. they say that at entry level it's 50:50. It's that pyramid that happens as women go through a company and get to the level of becoming a partner which coincides with childbearing years. So you have to make a choice, do I want to give that a miss for a little while and have children? I think companies and governments have become much more understanding of this choice but it's still not not enough. I have someone who works for me who has no family here so childcare for her is going to be a huge expense. She's going to have to decide: is it worth it for me to work or not? I do not think women should be in that position, I think they should be able to have both, if they want to. A lot of people say that we should have 50% of women on boards, there must be women of colour etc. It should never be a box-ticking exercise. There are women who simply don't want to be CEO. They don't want to be on the board. They just want to be the best version of themselves. We need to be very aware of

blanketing everyone in the same way. Trying to get all women on boards isn't the way to look at it.

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Clara: *You run the Women of the Future Awards, Network and Summit as well as the Asian Women of Achievement Award. You encounter amazing leaders in all fields, every day. Are there qualities of leadership which stand out to you?*

Pinky: There's an academic at Oxford, Tom Fletcher, who spoke at our summit last year, and he ended with three pieces of advice which are the best I've ever heard. He said: be curious; and I think curiosity is really important especially as you get older; be courageous; and I think that's important because women, and even men, lack the confidence to take risks; and be kind. I love that, because as you know, kindness lies at the heart of everything we do. There was another amazing guy who spoke too, Nitin Paranjpe, the COO of Unilever. He said that the one question he always asks his team is: when was the last time you did something for the first time? When you're a student you're doing that all the time but as you grow up, even in your 30s and you're working for a big organisation, you just carry on without learning. If you want to better yourself, you have to keep learning new things because that gives you new energy and new skills. I've been in the leadership space for many years and the people who really stand out are people who are super smart, but they don't constantly let you know they're super smart.

There's a wonderful story, Churchill's mother was sitting at dinner next to Disraeli and Gladstone, two candidates for PM. When the journalist asked her what she thought of them she said "When I left the dining room after sitting next to Gladstone, I thought he was the cleverest man in England. But when I sat next to Disraeli, I left feeling that I was the cleverest woman." The people that make you feel that you're really good, even when they are, are the people that always stand out to me.

Clara: *The world can be a pessimistic place, but you are an advocate for hope. What reasons do we have to be hopeful in the leadership of the future?*

Pinky: We've got so much to be hopeful about. We have a whole new generation coming up. There's so many new inventions. We've seen in the span of the last 3-4 years the improvement in technology. We're talking about artificial intelligence, things I don't even understand! New people bring new ideas and new skills that are going to change the world. During the pandemic the quality that really shone out, and for me that was music to my ears, was kindness. At the time people needed compassion, kindness and understanding. Therefore those qualities which were never seen as needed in leadership, were shining. When we launched Kindness and Leadership 50 Leading Lights four years ago it was because I relentlessly pursued the idea of kindness in leadership. Everyone was coming back to us saying that being on that list was the best accolade they'd ever received: being a kind leader. There's another famous academic who said that when you are kind you go from being a successful leader to a significant one. That's what most leaders want to be. It's about Maslow's Hierarchy of Needs, you've got all the money but then you want recognition or acceptance or to feel you've actually made a difference. Kindness has become so important and I think there is so much to hope for. If you don't have hope, you have nothing. If you don't hope for anything you might as well pack your bags and put them outside. You have to get up and think of something new.

Also, you have to relook at old things. There's a very old book written years ago by Dale Carnegie, written in the 1940s. I went back and read it and the way it was written was different, it was hard reading, but it had exactly the kinds of things leadership is saying right now. Certain things never, never change: being honest, having gratitude, having humility. I don't think a successful leader can succeed without those qualities found in religion. I am a Muslim who went to a Catholic convent, my daughter-in-law is of Chinese origin, my sister-in-law is Jewish but I think what we all share, are values. Going back to leadership, what gives me hope is that these values stay the same.

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***If you don't have hope, you have nothing.***

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Clara: *How do you think young leaders will disrupt existing hierarchies?*

Pinky: I think they will because there will be new challenges. It's not about discovering new land, it's about seeing it with new eyes. That's what strikes me as important. For example, things like ageism. When I was growing up, age was really important. You just respected somebody because they were older, even if they spoke nonsense. Young people are not going to stand up for things like that. More than ever before I've seen how women and so many people, just look at what happened in Afghanistan and Syria, are standing up for other people. Look at the Me Too movement. Young leaders coming up are going to follow their own principles, heart and beliefs. More than ever before they have the freedom to do that. On the one hand, in some areas they have freedom but in other areas, there's very little freedom. Yet, even then you have incredible underground movements. What's really going to help young leaders is the huge capacity that social media has to connect with people all over the world. When we were growing up we had none of that. It wasn't until I was 13 that India got television, so the radio and books were our only way of finding out what other people thought. There's huge capacity because of the advancement in technology. What you take for granted was a real battle for so many people.

Clara: *Who has been the most inspirational woman in your life?*

Pinky: It's very hard to just say one first. My mother was hugely inspirational because of the qualities she embedded. She was the most content and kind person I've met in my life. She only passed away six months ago and she was active until the end. It was only in the last ten years when I was reflecting on what made her so special that I realised that I've never in my life heard her raise her voice. As a child growing up, I never heard her get angry or shout. She had contentment. I think that is such a good quality. The philosopher Rumi said 'If you are content then you are a king already'. Most of us pursue so much in the hope of finding something more, another mountain to climb, but she was content.

There's been so many people who have opened doors for me. Madeleine Albright said that there's a special place in hell for women who don't help other women,

but I've found in my career that so many have opened the door for me without me even asking. Cherie Blair was one, and Susan Greenfield. One of the younger ones who has really been inspirational is Miriam Durantez, whose husband is Nick Clegg. She's a lawyer and what I like about her is she really speaks her mind. She speaks from the heart, she's Spanish, she's fiery, she's absolutely unafraid. She has a strong moral compass and I admire that greatly. For me, I look for people who are themselves and are not trying to be something different.

My favourite historical figure is Rosa Parks. I just love the fact that she wouldn't give up her seat. At that time it must have been monumental to have the courage to say no. She really shines as a historical inspirational woman.

Clara: *If you could give all young women just one piece of advice, what would it be?*

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***I'm torn between 'believe in yourself' and 'never be afraid of asking'. I think a lot of women are very afraid to ask. I always say, the only thing you get for without asking is an infectious disease. Everything else you have to ask for. When you ask for something it opens doors, so never be afraid to ask.***

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# Exploring the Intersection of Psychology and Business with Janina Steinmetz

Interviewed by Dora Marshall

**Can you give me a brief history of your background and how you got to where you are now?**



My training and PhD are in experimental social psychology and then I moved to The University of Chicago Booth Business School for a postdoc where I applied my social psychology training to business questions and marketing more generally. After that, I moved to Utrecht University in the Netherlands as an Assistant Professor where I taught the intersection between business and psychology again. Since 2018 I have been a Senior Lecturer at Bayes Business School in Marketing with my work still at the junction of consumer psychology, consumer research and research on person perception. I have been the Director of the Global Women's Leadership Programme (GWLP) since August where we strive to create a community of women leaders at Bayes Business School and beyond.

**Tell us a bit more about your research?**

My research in general is on motivation and how people pursue their goals. What has typically been understood is that people weigh up between long- and short-term benefits, with an entrenched view of motivation and self-control. So, an example is a long-term goal of losing weight and the short-term benefit of having more food. My research shows this trade-off happens in a social environment and other people affect how we do this and evaluate our goals. One line of my work shows when people are in the presence of others everything they do seems magnified. For example, it seems like they eat more or work harder when others are there. So even when they eat the same amount this feels like more in the presence of others. This shows that motivation is influenced by our social environment and other people affect our behaviour around motivation and self-control

My gender work takes a more cross cultural angle on gender stereotypes. Stereotyping can occur based on person perception, so how people perceive others is based on group membership. It is relevant to bring social psychology into business questions as lots of person perception decisions can be quite biased, whether that is in hiring or performance evaluations. My research showed that people judge women and men stereotypically, for example, a woman is typically seen as caring and nurturing, but when you tell people about a nurse this person is seen as caring and nurturing regardless of their gender, this role information overrides the gender information. This holds across western countries, but in Japan social roles are different. It is important to be part of a group in Japan, so they expect everyone to be somewhat caring and nurturing, meaning you don't see this female gender stereotyping in the same way. This shows gender stereotyping is much more complex than just judging men and women.

**What is the Global Women's Leadership Programme?**

We strive to create a community of female leaders among our students, staff, and alumni at Bayes Business School. One of our main powers is to award scholarships to female students. We also organise a series of events each year open to the public on questions relevant to women, such as the results of the Hampton-Alexander Review and how the percentage of women in leadership roles has advanced in FTSE 350 countries, or how women can use their privilege to support and uplift others.

We have upcoming events on how public policy can support women and what is the experience of women sitting on boards. We host a series of skills workshops and equip women with skills that they typically struggle with within the workplace due to the female roles they have been assigned. One such recent workshop was how to speak with confidence, assertiveness and how to show executive presence in the workplace.



## **You mentioned struggles that women might face in the workplace, can you tell me more about what these might be and do you have any advice on how young women may overcome them?**

Research has often shown that women are taught to be nice and agreeable, not assertive and demanding as is often needed in the workplace, which can create a double bind situation where women are penalised when they are too assertive or when they are too nice and accommodating, as they may have a hard time advancing their career.

It can be challenging to know how to overcome this as on the one hand it is tricky to give women advice to just 'play the game'. Women could be advised to emphasise their nice traits and then be assertive when needed to avoid this double bind. On the other hand, if we advise women to play the game and work with the environment, maybe social change will be much slower because women adapt to the situation we currently have. My advice would be to create allies in the workplace and be an ally by promoting others' work and cooperating with others, especially around tricky situations, and to focus on objective measures of performance. Research has shown when hiring is subjective then these stereotypes, not just about gender, come more into play as there is uncertainty. Women could demand to know in promotion conversations what are the exact benchmarks they need to reach to get that promotion, for example, the exact sales numbers they need to hit. What we see in research is 'she is not ready yet' vs. a man who shows the same behaviour 'let's give him a chance'. Therefore, as a woman, if we agree on very specific characteristics that need to be shown then these stereotypes can come into play much less.



### **What can we gain from male allies?**

Male allies are important as we see them as different to women making demands as this may seem self-interested. The message is seen as much more powerful coming from people who truly care about diversity and have no self-interest in the matter. So, this can be senior women promoting junior women or male allies. Studies have shown that the more diverse a company's board is the more success they have in terms of business numbers, greater diversity of opinions, and diversity is not just about what is ethical. The same impact comes from the GWLP having male executive board members, we embrace diversity on our board but still reserve our scholarships for females.

### **Why is peer mentoring so important?**



It allows women to get together and systematically discuss the challenges they might face, and it is important to take the time to discuss specific issues which I think is different to typical networking. We all have the same challenges so we can help each other by talking through these in a structured way rather than waiting for them to come up. We were delighted to launch our peer mentoring scheme 'Partnering for Personal Best' during the pandemic and will be continuing to run the programme for its second cohort next year.

### **How do you feel the theme of disruption fits into what you have talked about?**

Disruption is slow-paced which is why we might not see it as disruptive, but women have significantly progressed and caused disruption to the current system. We need to keep doing what we are doing and use the amazing body of knowledge that we have on gender and on how women can progress, and diversity can be fostered and apply this knowledge in the workplace, equipping young people to speed up this disruption.

# INTERVIEW:

## Disrupting the Approach to Puberty

Where can a young girl find information and answers for all things related to puberty – periods, skin, and body changes? School? Google? Wikipedia? TikTok? **Jas and Jo, two MBA graduates from Oxford**, are envisioning another solution called Luna. Through the start-up that offers accurate answers in a fun way, they are hoping to disrupt the approach of young girls and non-binary people to puberty.

**Q1: Could you share a little about your background and how you got to where you are today?**

**A :** (Jas) Jo and I both started our careers as consultants at Deloitte. Our paths didn't cross until we came to Oxford for our MBA when we were both considering something entrepreneurial. During an entrepreneurship project as part of our degree, we teamed up with a few other women and found that we all had a lot that we had just discovered about our bodies. After checking out the latest changes in the school curriculum, we realised that puberty education remains heavily reliant on schools and is still as limited as what we received, 15 years ago. Beyond school, teenagers have little choice but to resort to Google and Social Media, which are often filled with misinformation. That was how we came to design the app Luna to educate and support young girls and non-binary people through puberty. At the end of the project, we pitched the idea to investors, who turned out to really like it. After we graduated in September, I decided to join Jo to take this idea further. We tested it in schools among young people beyond our original desk-top research. There was such an overwhelming demand for the app that we would be silly not to do it! It was not only a business opportunity but also an opportunity to make a huge impact. We've spent the past three months getting to know our users and now we are starting to make the app a reality!

**Q2. What is Luna and how will it disrupt the approach to puberty? What is special about Luna's business model?**

**A :** (Jo) Luna is an app to support young girls and non-binary people during puberty. It aims to answer all the questions they might have about the changes in their

bodies, from skin hormones to periods. Although there is a standard curriculum in schools, the current approach to puberty is so varied depending on the school you attend. We want Luna to supplement school education and give young people what they need in a fun and engaging way. Luna will also reflect the changing topics in the society that the school curriculum may not cover in detail, such as fluid sexuality.



The second feature that differentiates Luna is that it is designed by women and non-binary people for women and non-binary people. We have spoken with many female medical students and GPs who are very keen to help with our small pilot next year. Luna will be a closed app where only experts in psychology or medicine create the content. The content will be free to all app users as we believe that everyone should have access to accurate information about puberty. We are hoping to generate revenue in the shop feature of the app, where young people can buy and try products. They can either make the purchases from their own bank accounts or get topped up by their parents or guardians. We think young people will welcome the opportunity to see products and reviews by fellow teenagers, as there are simply too many choices on the market today. There are also various exciting ways to expand our app in the future, from conversation starters for parents to telemedicine with the best adolescent professionals.

### Q3. What does your typical day look like?

**A:** *(Jas)* It's daunting at first to be an entrepreneur. On the first day, I felt lost about where to start – there was no manager to tell me! Since it's just Jo and me for now, we have had to complete many administrative tasks, most of which are totally new for us. But this does help us to understand every part of business and make decisions. Also, there is always more work than you could do – much like your work at Oxford – and it's important to prioritise! Thanks to our consulting background, we have learned to approach problems in a structured way. Another helpful strategy is to set up goals every few months and then split them into smaller milestones.

### Q4. Could you share your most memorable moment since you started working on Luna?

**A:** *(Jo)* When other people believe in us and our idea! At the start of our entrepreneurship journey, we applied for a sizeable grant that had over 200 applications for 7 awards and won. When the actual money dropped into our account, it felt so good to have someone in the business world believe that we are worth a shot so early on. It was just as exciting when the business school nominated us as one of the top 10 MBA entrepreneurs to watch out for in 2022 for a worldwide business magazine!

*(Jas)* It was a Christmas dinner two or three weeks ago. When I talked about Luna, a lady I was sat with actually told me that her daughter came home with a goody bag from the Luna shop trial at her school the other day. She went on to tell me about how they loved the concept and wanted to write a testimonial! It's particularly memorable as genuine support from outside our friend or family circle.



If you would like to follow Luna updates or get involved and support the team, feel free to contact them on their website at [www.weareluna.app](http://www.weareluna.app) or follow them on Instagram [@weareluna.app](https://www.instagram.com/weareluna.app)

### Q5. You both started your career in consulting. What motivated you to move into the start-up space and has the consulting experience helped you along the way?

**A:** *(Jas)* Admittedly, the consulting experience gave me a great foundation. But it also brought about a hierarchical mindset, and I found that the layers of approval that we had to go through really slowed down work and creativity. I was always coming up with cool ideas that half died after they went through the hierarchy. I also wanted to do something with more purpose!

*(Jo)* I did enjoy consulting. It gave me a lot of grounding and practical experience compared with university education, like how to make slides and how to present them – trust me, I can now spot if something is not aligned instantly – this is actually important as first impressions matter. However, as Jas said, there were too many rigid rules to go through in consulting, particularly when you are further up the ladder. When I switched to working for an entrepreneur, I enjoyed my work much more and learned a lot from watching him. It was then that I knew I wanted to be an entrepreneur as well, but I didn't have an idea until I did my MBA project!

### Q6. Do you have any advice for young women, particularly undergraduates, aspiring to become entrepreneurs?

**A:** *(Jo)* Keep a notebook of your ideas. If you come up with a better way of doing something, research that and it might turn into a business! If, like myself, you don't have a specific idea, connect with other people. Oxford is a great place for this. Who knows – the person sitting next to you at dinner may have a wonderful idea that they don't want to carry out! A lot of successes are just about being at the right place at the right time.

*(Jas)* I completely echo that. Also, it's important to have complementary skillsets in your co-founders or team members. And I can't stress the significance of mentors enough! They can help to fill your gaps, keep you on track, and connect you to people with advice. So when you connect with someone, say during a dinner, don't be afraid to follow up. A 15-minute call may work wonders!

# Weaponizing laïcité; how secularism fails France's Muslim women:



Last November, after the terrorist beheading of Samuel Paty, a French teacher who had shown his class cartoons of the Prophet Muhammad during a lesson on freedom of expression, the discourse on laïcité and Islamic separatism was once again brought to the forefront of French politics. Paty had used a caricature of the Prophet Muhammad from the satirical magazine Charlie Hebdo during the lesson, after warning his Muslim students and allowing them to excuse themselves from the room.

His decapitation by the Chechen-born attacker Abdulkh Anzorov ten days later became the catalysing event for French President Emmanuel Macron to introduce a new bill to tackle Islamic separatism and Islamist organisations, stating that "France would not renounce caricatures" and that Paty had been murdered because "he taught freedom of expression".

The moral ground on freedom of expression in France is already extremely fraught, as the French press have long had anticlerical traditions and the right to blasphemy, having for decades mocked all religions, especially Christianity (1), and more recently, Islam. However, depictions of the Prophet are met with profound offense by many, if not most, Muslims due to religious prohibitions on idolatry and the belief that no imitations could truly express his qualities and beauty. Their use in the French media could be branded as intentionally inflammatory or Islamophobic. Nevertheless, violent extremist attacks in response to provocative free speech are still a disproportionate reaction, and one that has been widely condemned by French Imams (2).

Although some terrorism experts have praised Macron's new bill, stating its power to dismantle political Islamist organisations which provide networks and ideological ecosystems for radicalisation, there are strong concerns that new legislation could further denigrate innocent Muslims, forcing them to pay the price for the actions of terrorists. The draft law calls for more transparency on the provenance of foreign funding for religious organisations, makes it more difficult to allow children to be home-schooled, and extends laïcité beyond public sector employees to all private contractors of public services (3).

Laïcité was born out of a 1905 law to separate the state from the growing influence of the Catholic church, and today guarantees liberty of opinion, the equality of all citizens before the law, and the right to choose whether to adhere to religious belief (4).

It prohibits ostentatious signs of religious worship in parts of the public sphere, notably in government, hospital and school administrations. This allows the government to be free from any religious affiliation and to not subject French citizens to any religious influence. In this way, laïcité at its origin is the freedom to believe or not believe, without any influence from the state or those in power.

However, with a rise in extremist terrorist acts in the country over the last 30 years, many critics argue that laïcité has strayed from its original intent and has been at times used as a political tool to justify Islamophobic comments and acts, using secularism as a shield for discrimination.

For example, in October 2019 French far-right politician Julien Odoul asked a mother accompanying her child's class on a school trip to remove her headscarf before entering a government building, claiming that he was acting on behalf of "secular principles in the wake of killings by a radicalised extremist" (5). Odoul, a member of the Rassemblement National and its leader in the Bourgogne-Franche-Comté regional assembly posted a video of the event on Twitter, further stating that he had "no regrets in defending the values of the republic" (6). However at the time there was nothing in French law that stipulated that women were not allowed to wear the hijab in or outside of school gates while accompanying classes on outings (7). RN politicians later released a statement that the woman's wearing of a veil was an "Islamist provocation"; failing to distinguish an individual's choice to adhere to their religion within a legal framework that allowed them to do so from an individual making a politically motivated choice in order to undermine French values.

Many supporters of laïcité have argued that France's secularist ideal is applied equally to all religions, and does not just target Muslim women. However what this fails to take into account is that laïcité itself is partly incompatible with the way in which many Muslims currently practice their religion, while it is not with the large majority of practices in Judaism or Christianity. While the incompatibility of laïcité with Islam may not be reason enough to abolish a concept so central to the republic, the government's failure to acknowledge this disparity is telling, considering much of Islam's history in France is rooted in labour immigration from French North African colonies in the 1960s (8).

Regardless of the potential incompatibility of laïcité with Islam, it is important to note that there have been examples of cases where Muslim women adhering to their faith in public have been treated differently to Christian women. Most notably the police forced a Muslim woman to strip from her burkini on a Nice beach in August 2016 after the Nice terrorist attack in July of the same year (9). In response to this many people took to Twitter to share pictures of nuns wearing their habits on French beaches (10); and it wasn't until the ban on the burkini that nuns were no longer permitted to do so, under the same legislation. Although many seaside resorts have since lifted their bans on the burkini due to their breaching of fundamental freedoms (11), the message was still clear: there was no issue with Christian women exercising their right to modesty on beaches until Muslim women were reprimanded for it.

A number of laws in the last 20 years have specifically targeted Muslim religious symbols in the public sphere; including the 2004 ban on the headscarf and other visible religious symbols in schools and the 2011 ban on full-face veils in public (12). Additionally, although Macron's new bill targets Islamism, also known as 'political Islam' or 'Islamic fundamentalism', due to its potential for providing a framework through which radicalisation could flourish, the proposition in his new bill of extending the ban on "ostentatious religious symbols" (13) targets the average Muslim woman – not Islamism as a political ideology.

Laws such as these indicate that France has slowly fallen from freedom of religion to freedom from religion. By definition, laïcité is "the possibility to have different religions in the public space" (14). Instead, the increasing number of laws on laïcité could be taking away the freedom of being able to manifest one's religion- a vital part of many Muslim women's identity. The UN condemned France's ban on the niqab, stating that "rather than protecting fully veiled women [it] could have the opposite effect of confining them to their homes, impeding their access to public services and marginalising them" (15).

Extending legislation on ostentatious religious symbols is likely to have a similar effect. Most recently, as of the 31st March 2021, the French Senate voted to ban ostentatious religious symbols for mothers accompanying their children's classes on school outings (16), the wearing of any non-religiously neutral clothing in public pools and the wearing of a veil for minors (17). France, knowing that Islam is a religion often expressed in a public setting, is effectively asking Muslim women to give up an integral part of their religion in order to adhere to the country's 'republican values', as Odoul put it, or to give up their freedom in order to practice their religion. Instead of allowing them the freedom to believe or not to believe, the fundamental principle of laïcité, this forces them to choose – between country and religion – and could lead to further divisions and an increased sense of marginalisation for Muslims in France.

However, it is not only law that deepens divisions over laïcité in France. Jean Michel Blanquer, the French Minister of Education defended Odoul's actions towards the unnamed woman. He stated that although "the law does not prohibit women wearing headscarves to accompany children", headscarves were not desirable in French society because of what they say "about the status of women". Blanquer's comments are indicative of a deeper issue in how the West still perceives Islam. By saying that the headscarf is not desirable in France because of what it says about the status of women, Blanquer shifts the blame of the oppression of Muslim women and the restriction of their freedoms in France from laïcité to Islam. The western perceptions of Muslim women as being inherently oppressed reinforce a western superiority complex; they indicate societal opinions of western liberalism as the ideal to strive to; expose their views of feminism as the right to show skin rather than to hide it; and apply the white saviour complex upon Muslim women, undermining their agency and their voice by assuming they never had one in the first place.

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# Oxford Forum for International Development



**My name is Nina Skrzypczak and I serve as co-president of the Oxford Forum for International Development (OxFID) 2022. Since 2008, OxFID has been facilitating conversation and collaboration between actors in international development, inspiring attendees to engage with global issues, and providing opportunities for networking and dialogue across a range of sectors and disciplines. My international development interest began in high-school and I am very grateful for the opportunity to continue work in this area.**

Our theme this year is Aurora: Redefining Progress and Navigating Transition. OxFID 2022 aims to shed light on how the international community now has a unique opportunity to rethink, to reshape and rebuild. Globally, everyone has experienced considerable disturbance and this has disproportionately affected many communities. For the 15th edition of OxFID, we see now as a transitional period with global opportunity to advance development efforts.

The OxFID 2022 committee comprises of members across universities in the U.K, all working together to create a space for impassioned change. With the bulk of the team centred in Oxford, we also stretch to UCL, Bristol and have ambassadors in Europe. I want to take the opportunity to thank them all for being the foundation of this conference and for the drive with which they are creating an amazing space for speaking about topics which matter. I am very proud of what we have achieved as a team and it is a privilege to be working with them all this year.



Thus, in this edition of the OxFID conference, we wish to focus not only on what international development is, but what it could be, by moving away from the status quo into further inclusivity and sustainable change. With a host of 15 panels, keynote speeches and workshop events, OxFID 2022 is set to be more exciting than ever. Some of the discussions I want to highlight include the following panels:

**"Women in International Leadership"** – in the words of one of our amazing Directors of Speakers: 'International Development has, in the past, been a male dominated field. This panel aims amplify the stories of inspirational women as they speak about how they got to where they are today, their challenges and struggles they've encountered with including female voices in their work'. This panel is there to empower all young wom\*n in the audience to be part of the discussion and find their own space in this field.

**"Creative Approaches to Accountability for Genocide"** – Dr Ewelina U. Ochab, Co-founder of the Coalition for Genocide Response, has collaborated with us to create this panel. As one of the largest student-led conferences in Europe, we want to make the most of our responsibility for creating a global forum, and critically examine how the international community deals with cases of atrocity crimes. Panellists, including Baroness Helena Kennedy QC, will explain creative steps towards justice and accountability and how they could be used in the future. Having recently attended a webinar hosted by Baroness Kennedy and learned about her amazing effort as part of the #EvacuateHer campaign I would encourage all to attend.

Other panels encompass topics such as sustainable development into outer-space, moving away from westernised conceptions of development and exploring a paperless future with blockchain and smart contracts. The latter particularly has use-case potential for microfinance, ending poverty and empowering women – OxFID 2021 in fact hosted Muhammad Yunus who was awarded the Nobel Peace Prize for his contribution to this.

Our purpose is to begin a discussion that includes all intelligent, young voices and voices from experts in the field to redefine what progress is and navigate through what we believe to be a transitional period. With the upcoming release of our agenda, we have truly thought about the different kinds of development and innovative approaches to ensure that progress is not just the privilege of a few but a realistic and attainable target for all. I sincerely welcome everyone interested to attend, or get involved with the conference itself for which information can be found on our social media and website.

# CryptOx/OxWIB

## Why try Crypto?

**CryptOx**, Oxford University's Crypto Hub, are helping students and young people to learn more about this exciting new industry and the range of opportunities that it can offer.

### Why get exposure to the world of crypto?

Before discussing the varied benefits to careers and professional lives that any level of crypto-expertise can bring, I think it is important to emphasise that, on a more fundamental level, it is always intellectually enriching to be aware of new and potentially revolutionary technologies that can change our perception of the world and give rise to philosophical and practical questions on how society currently functions, as opposed to how it should, or could, function. It can be easy to lose sight of the incredibly liberating effects that technological developments have had throughout history, and being able to glimpse what the future may look like as the ripple effects of a new invention or innovation begin to take place is often very exciting, especially for those at the forefront of such progress.

### The practical case for crypto

Don't take our word for it – in the world of finance, Steve Cohen, one of the most famous hedge fund managers in the world, recently opened a crypto venture fund, whilst crypto exchange Coinbase count 10% of the world's top 100 hedge funds (by assets under management) as clients, and Vikram Pandit, former CEO of Citigroup, predicts serious institutional interest in the space.

Budding lawyers with hopes of increasing their commercial awareness also need look no further – every magic circle firm is now offering advice and expertise in these fields, with demand rapidly outpacing supply. To quote Allen & Overy, 'we are now seeing our clients move from proof of concept to live applications of the technology'; Linklaters are pondering how different jurisdictions and regulators will deal with this explosive new asset class; Freshfields emphasise a multidisciplinary approach and consider the implications for 'financial regulation, capital markets, tax, intellectual property and litigation', amongst others; and of course Clifford Chance boast crypto icons the Winklevoss Twins and their exchange Gemini as clients.



As regards the industry more broadly, El Salvador's recent adoption of Bitcoin as legal tender, as well as its inclusion on the balance sheets of publicly traded companies, and the growth of decentralised finance, NFTs and the so-called 'metaverse' are all strong suggestions that mass adoption is on the horizon. Experience working in this fast-growing sector is invaluable for those looking to boost their career prospects and progression.

One final thing to be aware of is that, notwithstanding certain negative perceptions of the space, crypto is absolutely not a 'boys club' or in any way exclusive – the founding principles of blockchain and its earliest communities are distinctively egalitarian and non-discriminatory, and this is reflected in the open and welcoming spirit that is found in the vast majority of crypto companies and communities. For more on this and how more and more women are becoming crypto-literate, keep an eye out for our future events with OXWIB.

### Learn more about crypto

We have partnered with a range of crypto companies, from start-ups trying to revolutionise the entertainment industry to incumbents with multi-billion-dollar valuations. They are all hoping to hire ambitious, driven young people. As in every industry, there is demand for people from all academic backgrounds and disciplines – whether you're a lawyer or an economist, a linguist or a computer scientist, the most important thing is enthusiasm and a willingness to learn.

To stay up to date with all of the opportunities that CryptOx can offer you, sign up as a member here. For any specific queries, please don't hesitate to reach out to [secretary@cryptox.me](mailto:secretary@cryptox.me) or any of the other committee members via LinkedIn or Facebook.

# THE ULTIMATE CRYPTO GLOSSARY

## INVESTOPS FEATURE

## A GUIDE FOR BEGINNERS

*The world of cryptocurrencies and blockchain can sound and feel intimidating. That's why OxWIB's Investment Operations team wants to help you understand the basics so you can explore this new and exciting space. Whether you want to work in music or traditional finance, fashion or law, a basic understanding of crypto will be a great asset in your career, especially as its use cases begin to make ripples across a whole range of industries. We have also included additional and reliable resources so you can dive into the crypto rabbit hole. Enjoy the journey!*

*The Investment Operations team was created in Michaelmas 2021 with a goal to address the unmet demand for accessible and interactive education pertaining to investing. The team intends to provide a holistic and hands-on education to interested and ambitious young members, and we hope you enjoy our events this term!*



**Blockchain:** A blockchain is a digital ledger of transactions that is duplicated and distributed across a peer-to-peer network of computer systems connected to the blockchain. The network then checks and secures the validity of transactions that have taken place using cryptography. This system of recording data makes it mathematically difficult or impossible to change or hack the system.

**Cryptocurrency:** A digital currency in which transactions are verified and records maintained by a decentralized system using cryptography, rather than by a centralized authority. If a blockchain records data in a cryptographically secured way, then it can also store information regarding the ownership of said data. If that database were to represent something valuable, say a currency (or another asset), then the distributed ledger can record all transactions pertaining to the ownership of the currency. This makes the currency, decentralized from a central authority and cryptographically immutable.

**Web 3.0:** Web 3.0 denotes the next phase in the evolution of the internet. There is no standardized definition but there have emerged a few defining features: decentralization of systems, permissionless and trustless (no authorities and intermediaries), AI and ML and, ubiquity (access from anywhere).

**DeFi:** Decentralized finance. An ecosystem of financial applications that use decentralized peer-to-peer network infrastructure. The creation, management and evolution of such tools are generally governed by the participants of these decentralized applications (dApp).

**Ethereum:** decentralized platform that enables the creation of "smart contracts". It operates on its own blockchain and was originally conceived as an improved version, to surpass the programming limits of Bitcoin. In contrast to Bitcoin which records the transaction of static data tracking the ownership of the data, Ethereum records the transaction of programmable data making it the first programmable blockchain.

**Smart contract:** piece of code that can a priori be executed automatically and in a deterministic way using blockchain infrastructure. The smart contract is stored on the blockchain and executed via a transaction with that contract. This makes the entire transaction trustless and secure as the code is available to audit by anyone. Smart contracts can also receive, store, send funds and even call other smart contracts.

**Gas Fees:** Gas is the payment made by users to compensate miners for using their computational energy in processing and validating their transactions.

**DAO:** Decentralized Autonomous Organization. An opt-in group of actors using blockchain technology to organize around a mission or shared values. This allows them to reach consensus and progress together in novel modes of organisational configurations.

**NFT:** Non-Fungible Token. A digital asset that is uniquely stamped by a blockchain hence, non-fungible. Usually art but also assets in video games, music, virtual land, and increasingly other options.



## FIND OUT MORE

- **A beginner's guide to Ethereum**, <https://blog.coinbase.com/a-beginners-guide-to-ethereum-46dd486ceecf>
- **What is decentralised finance**, <https://coinmarketcap.com/alexandria/article/what-is-decentralized-finance>
- **Finematics Guide to Decentralised Finance**: <https://bit.ly/3J3p2cs>
- **Whiteboardcrypto: Crypto Education Page on YouTube**: <https://www.youtube.com/channel/UCsYYksPHiGqXHPoHI-fm5sg>
- **CryptOx learning resources page**: <https://www.cryptox.me/learning-resources>

# FEMINIST START-UP:

GRAD FEATURE

## 9 THINGS I WISH I'D KNOWN

*Graduate from Brasenose College in 2021 with a first in Philosophy, Politics and Economics, Lauren Levine is the Director of Marketing and Partnerships for Where You At (WYA) – a new nightclub safety app launching in early 2022. WYA allows you to find, message and alert your friends in clubs, even without signal. WYA uses this data to allow clubs to make effective changes to improve nightclub safety. WYA has been featured in the Guardian, We Rave You and TimeOut, amongst other publications. Here, Lauren shares what she has learnt along the way.*

**1** Maintaining relationships is crucial. There's never any harm with following up from an Instagram message or DM – even if you last spoke months ago. Following up with a contact from 6 months ago led to a meeting with the CEO of the top CSR media company, a collaboration with a dating app, contacts at Google, and various investors. It's so much easier to get in touch with someone you have contacted in the past than to cold call or DM someone.

**2** But... this comes at a cost. Equally, it's worth recognising that building up relationships and contacts isn't a zero-sum game. People need to be kept on board and engaged, and each of these meetings, calls or co-ordination does take up time. One of the things we found at Where You At was an overwhelming amount of enthusiasm, and people who shared in our vision. But we had to work out how to use this energy most effectively.

**3** Know what you want from our social media. Organic social media – the idea of building your following by creating good content – is increasingly ineffective. We worked out early on that we were unlikely to spread the word about Where You At through our Instagram page. You probably use Depop, or Facebook or Twitter almost every day. Yet despite those apps having a marketing budget of hundreds of thousands of pounds, I doubt that you follow them on Instagram. Our Instagram became a tool for engaging a closer community – people we could rely on to message us about potential partners, give us honest feedback, and share their thoughts on WYA – rather than a promotional tool.

**4** Be a lateral thinker when considering what you can offer. One of the things I developed at WYA was the WYA Circle. I noticed that we had an ever-expanding network of festivals, clubs and concerts (including the Night Time Industries Association). I saw that this could be an opportunity for artists – they can tap into our network, and in return, we expect a commitment to tackling sexual harassment at gigs, and promotion of the app on social media.

**5** LinkedIn can be your best friend and your worst enemy. Sometimes LinkedIn can be a really effective tool – we secured contacts at the Mail+, the BBC and the Metro through using it. Sometimes it can be a nightmare. Everyone is – in principle – accessible. You can find the CEO's, the top reporters, who seem achingly proximate. Yet the flipside is that a LinkedIn cold call is orders of magnitude less effective than people you've had a prior contact with, and it can easily be a vortex in which hours of time disappear.

**6** Impressions are everything. We tended to have two sentences to establish that we were a proper business, with 6 figure sums invested, rather than a student society. Establishing this legitimacy – whether mentioning the newspapers we'd featured in, or the organisations we'd partnered with – became something that had to be mentioned within the first sentence of speaking.

**7** There's no external barometer. I'd spent a lot of time in school compensating for how well I'd done quantitatively – the bevy of A\*'s, the scholarships etc. – by downplaying myself qualitatively – presenting as disorganised, or an airy-fairy creative. This qualitative downplaying hadn't done me any harm when I moved on to university – because I'd always had the quantitative aspect to back it up (degree results, exams). WYA was different. I had to get rid of this legacy behaviour; if you present as scatty, people just think of you as scatty or minimise your role as a 'creative'. I got into the habit of saying (wryly(!)) 'Yes, but I'm really smart'. It was amazing how much more respect I got, and how many more doors opened. Check to see if you've also inculcated this habit – and get into the habit of vocalising your achievements and abilities. Very few people you meet are going to look up your academic transcript; you cannot rely on quantitative achievements speaking for themselves, and don't do yourself a disservice by presenting in a way that is less 'threatening'.

**8** Things get disrupted. In our case, there were multiple delays in the development of the technology and the Bluetooth beacons. You have to have contingency plans - things that you can work on if something goes wrong. We can't be locked into a single track.

**9** Be willing to disrupt. WYA is a new space - we're not reinventing something that has been done before, so much as creating an entirely new product. As women particularly, it is so important that we have the confidence to challenge, to change and to take on the established way of doing things.

*Where You At will launch in early 2022. Sign up to have early access to a closed beta at [wya.world](http://wya.world), and keep updated by following @whereyouatwya. Please email [lauren@whereyouat.co.uk](mailto:lauren@whereyouat.co.uk) if this sounds like something you would like to be involved in.*

# millennials vs. the buzzkill: it won't ever be nil-nil

by eulalia marie

IG @greetingsextraterrestrials

my cousins are much older than me  
when we reunite at the pub for christmas  
they think i speak in hyperbole  
if i dip my toes in the discourse of psychology or sociology  
or name drop my oxford degree (i read theology)  
if i ever talk to them about politics, mental illness, or community  
or use terminology characterised by 'ist's and 'ism's purposefully

i can turn a party into a funeral  
with poetry and abduction  
so if my prose is the sum of my existence  
then my voice is a displeasing disruption  
cuz respect and equality are unconventional  
in the realm of tranquil corruption

and i can subjugate fun conversations  
with my subjective observations  
cuz i come from the generation  
of enlightenment  
unafraid to check our privilege  
and entitlement  
we protest, sign petitions  
and stone colonial monuments

my generation, we've reignited philosophical exploration  
on a quest for explanation for the state of humanity (and its degradation)  
we pursue unlearning through uncomfortable conversations  
and understanding through exchanges of our psychiatric consultations  
we're reexamining our reflections for redefinitions of our relations  
with racism, sexism, ableism

cuz white cis straight men get away with murder  
on a stage, in the street, in an arena  
itv, bbc, on the radio  
piers morgan i'm looking at you  
and i'll still find ricky gervais funny  
but i'll wonder why the hell i do  
journalism, comedy,  
they're all the same things to me  
in fact i'm starting to see

the content as trauma appropriation  
when i pause in hesitation  
cuz they sit at the top of the tall tower of ivory  
drinking high tea, raking in currency off hierarchies  
agitated by any amplification of marginalised testimony  
offended and threatened by the idea of intersectionality  
hot takes attract attention, they don't resolve the tension  
i'd get detention if i mimicked morgan in school  
i call out intentions, get called a cynic, but it's cool

making the most money has always been the attitude  
and 'in the name of free speech', an empty platitude  
what's the difference between free speech and hate speech?  
cuz they seem interchangeable, the hot takes are sensational  
composed of hate speech and masqueraded as free speech  
the reality hides in plain sight, what a real delight  
to realise that the people get off on their own plight  
that humanity is at its core a pick me  
entertained by the torment of their bullies  
given up on finding the real keys to be free  
cuz would a fat joke still be funny if we weren't fatphobic?  
would slurs still be derogatory if our cruelty weren't aerobic?

then they'll call us snowflakes  
tell us not to be such bad dates  
so when i try to educate  
it only feels like an attempt to indoctrinate  
cuz how am i supposed to invite people to listen  
without causing disruptive debate  
how am i supposed to be welcoming  
without building a divisive golden gate  
i'm a radical if i label an experience as traumatic  
and i'm a radical if i label the word's ironic use as dramatic  
cuz who am i to decide what is true and what are theatrics  
i'm not a scholar or a player in the field of pragmatics  
so who am i to gatekeep expression and gaslight populations  
when the reality is, language is simply a pop quiz and experience,  
all relative

to my cousins, education feels like indoctrination  
jumping on the liberal bandwagon and too much consideration  
of every single human's self-esteem, to them, i'm a pick me  
for refusing to be a bystander to cruelty  
for refusing to swallow the harsh reality  
that however activist i am i'll never do enough  
whatever change i make this world will be forever tough

if my utopia is void of suffering  
then what really is recovering?  
i know something:  
ignorance really is bliss  
the more i learn the further  
i float into the dark abyss  
i can't enjoy anything anymore  
without commenting on it  
and really i think it would be arrogant  
to conclude this crude poem  
by calling my cousins ignorant  
just cuz they've found their place  
in this crazy space  
after thirty years of exploring  
they're the furthest from boring  
they've lived lives worth storytelling  
filled archives with tales i find compelling

they approach life like a sunburst  
dive in to other cultures heartfirst  
they've got the confidence to traverse continents  
asia, africa, north america, europe, they take cognizance  
of earth's beauty, hiked with locals like it was their duty  
learned the natives' dialects so they could really connect,  
really respect and nurture the shared perspectives and histories  
tasted new -- and authentic -- cuisines  
they've got a lust for life, it's bottle green  
worked 9-5s from the moment they were sixteen, they've been  
waiters and worked for caterers,  
now one helps clinicians help patients  
he kinda makes healthcare more efficient  
and the other volunteered for a couple of ngo's  
now she leads a team allocating housing to who it's owed  
and sometimes i'll spend my time browsing  
the meal deal section of tesco  
to feed the unhoused guy shivering outside  
so are we really that different?  
before activism became mainstream  
they were making a difference  
making this crazy space a better place  
all along had they found deliverance?

the most adventurous thing i've ever done  
is posted an opinion on twitter  
and turned up to the pride parade  
covered head to toe in glitter  
so call me a flat earther cuz i live in my bed  
call me narrow minded cuz i live in my head  
while i've curled into myself  
and my volatile mental health crying  
they've furlled into the world flying  
like light but mystifying heena incense  
make it make sense  
see, generation z still cherry picks from the tree  
of life, advocating human rights  
but comfortably addicted to fast fashion  
has compassion for others just become another instagram trend?  
next to photo dumps and unfiltered selfies, has it got an expiration date to end?

but i'll still wonder with curiosity:  
when my cousins question reality  
do they accept it or accept that  
there's only so much one person can do  
to change what's fact?  
either way it feels like something bigger  
like an expression of a belief about human nature  
will we always be an oppressive force?  
will we always be so hungry for more?  
does optimism paint an empty vision?  
does activism make for a stupid career decision?  
and if i find peace,  
will i suddenly stop interrupting their rhythm?

one day they'll see, that they do  
have things to learn from me  
new ways to express themselves  
and new ways to relate to the world  
but i don't know everything, it's also true  
that i do have things to learn from them too

## By Naomi Finapirti

Is my creativity a farce? To write with the objective of my work to be sold and thus commodified, is it not to render my art itself a mere commodity? My writing is to be bartered and sold, traded and exchanged to the extent where I begin to wonder; am I an artist or a merchant? A writer of a tradesman? Mindless scrawls give way to overly contrived etchings, artifice riddles my work to the point where I soon question it being my own. I was a seamstress, deaf and dumb, I spewed and sputtered over words like they were food scraps caught in the throat of a drainage pipe. But I could thread and weave and sew and I did so until the stench of rancid food waste could no longer be smelt on my tongue. My clothes brought me praise and exaltation and so my weaving turned obsessive and flawless, the few frayed threads and slightly slanted lines that were once there faded until soon I could no longer distinguish between my own gowns and those of the tailors one door over. My work had grown mechanical and mechanistic. I set down my needle and thread and haven't sewn since. Now my sewing machine is veiled with dust and grime, some half sewn garment sits in the fold of the machine unfinished. My pen sits unfamiliar in the cuckold of my fingers, the ink chokes and splurts in sudden waves. The tip touches the yellowed parchment just as the old sewing machine splutters to life. Time stamps its foot at the disruption as I interrupt its slow feast on the embers of my artistry as I begin to write. Time finishes his tantrum and begins to feed again but only much slower. He feeds on the wrinkled, yellowed parchment, the blunt needle of the machine, the vitality of my bones, the softness of my skin. Time feeds and feeds and he will finish his feast. But I've rattled the serving table, knocked the knife and fork out of his hands, stolen his favourite wine. I have interrupted Time's feast, and so I will write.

# Coping with Disruptions

By Nisha Gokuldas

What a year 2021 has been, I think this is the most apt theme for the Insight magazine– Disrupt. If Covid-19 has taught us anything it would be the fact that change is inevitable, from being a generation that would thrive on travel and visiting events we became a generation that was trapped indoors and had to quickly adapt to life within four walls. Students had to learn from their rooms, Office 9am catch ups soon became Beer Friday - Zoom catchups, relationships had to survive long-distance calls although in the same country ... but was it all that bad?

I realised that we were given a chance to introspect which led to beautiful moments, we started taking longer walks, we enquired about our neighbours and discovered the power of community, we read about heart-warming stories from around the world about heroes without capes – our doctors, nurses, delivery drivers, essential workers who helped keep us functioning. Friends started side-businesses, hobbies, Instagram accounts, blog sites something that was forgotten due to hustle culture was slowly embraced. As Oprah Winfrey once said, 'The greatest discovery of all time is that a person can change his future by merely changing his attitude'

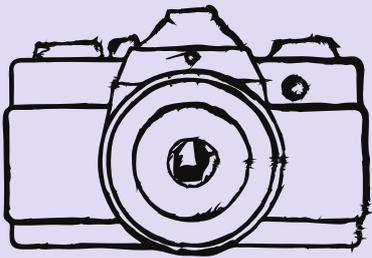
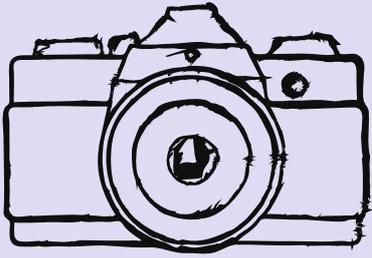
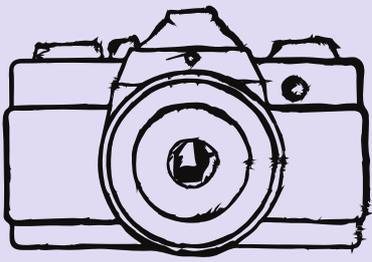
This is one of the ways in which we can deal with the constant disruptions caused by Covid-19, by merely changing our attitude we give ourselves the power to accept what comes our way. My personal experience with Covid was quite stressful in the beginning, 4761 miles away from home and being trapped in student accommodation as other students were driven away by their parents, I felt extremely lonely and had constant fear. There were days wherein I wouldn't step out of my accommodation, I quickly experienced that my mind was exhausted, and I was negatively associating my decision of staying back in Oxford.

That is when I discovered the potential Mindfulness has on our body, just using five minutes of your time to positively think about your future and map out your activities can make you feel that you're accomplishing tasks every day! Something as simple as cooking a recipe I had never tried before was uplifting; I started going for longer walks and admiring nature, colours I'd never seen on a rose petal, buds on a cherry blossom tree, noticing different spires and the architectural brilliance of Oxford which went unnoticed earlier. I started getting confident in connecting with people by building my network on LinkedIn and updating my knowledge through webinars.

As employees have realised that their work-life balance is important I'm glad to see how companies have decided to adapt to this change by introducing flexible working hours, 4- day work week, mental health support groups, and access to additional training and this has changed the way I view my career progression and the companies I want to associate with in future.

Isn't it surprising? How one small shift in our attitude can lead to a domino effect where you discover elements about yourself and your community?

There is positivity in every disruption, it depends on what you decide to make of it. Through my experience I hope I'm able to bring to light the beauty in everyday tasks! As we have entered 2022 there still is a lot of ambiguity on the disruptions that Covid-19 can have on all of us, but I would like to end this article with a thought I recently heard on a podcast by Glennon Doyle that gives me hope - The point is to just keep painting!



*Trinity College*



*Christ Church College*



**PHOTOGRAPHY**

*Rowing on the River Thames*



*The Radcliffe Camera*



*The Bridge of Sighs*

# COMPETITION

# DISRUPT

## Reading List

In collaboration with BLACKWELL'S

### *Lean In* Women, Work, and the Will to Lead Sheryl Sandberg



Warm, wise, and revelatory, *Becoming* is the deeply personal reckoning of a woman of soul and substance who has steadily defied expectations -- and whose story inspires us to do the same.



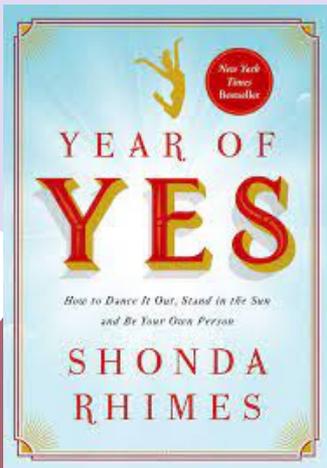
### *Becoming* Michelle Obama

In *Lean In*, Sheryl Sandberg - Facebook COO and one of Fortune magazine's Most Powerful Women in Business - draws on her own experience of working in some of the world's most successful businesses and looks at what women can do to help themselves, and make the small changes in their life that can effect change on a more universal scale.

### *Bossypants* Tina Fey

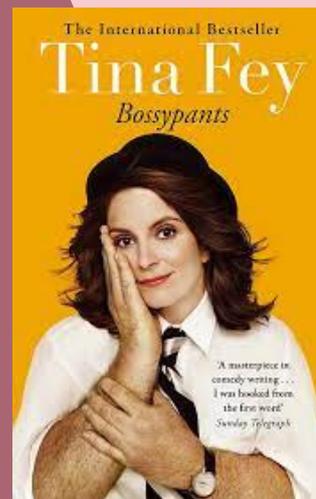
At last, Tina Fey's story can be told. From her youthful days as a vicious nerd to her tour of duty on Saturday Night Live; from her passionately halfhearted pursuit of physical beauty to her life as a mother eating things off the floor; from her one-sided college romance to her nearly fatal honeymoon - from the beginning of this paragraph to this final sentence.

Tina Fey reveals all, and proves what we've all suspected: you're no one until someone calls you bossy.



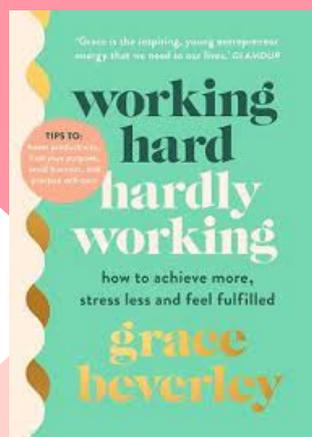
### *Year of Yes* Shonda Rhimes

Profound, impassioned and laugh-out-loud funny, in *Year of Yes* Shonda Rhimes reveals how saying YES changed - and saved - her life. And inspires readers everywhere to change their own lives with one little word: Yes.

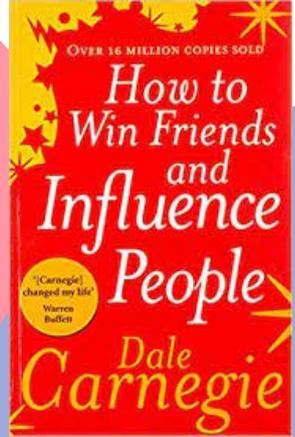


In *Working Hard, Hardly Working*, entrepreneur and self-proclaimed 'lazy workaholic' Grace Beverley challenges this unrealistic and unnecessary split, and offers a fresh take on how to create your own balance, be more productive and feel fulfilled.

Insightful, curious and refreshingly honest, *Working Hard, Hardly Working* will make you reflect on what you want from your life and work - and then help you chart your path to get there.



*Working Hard, Hardly Working*  
Grace Beverley

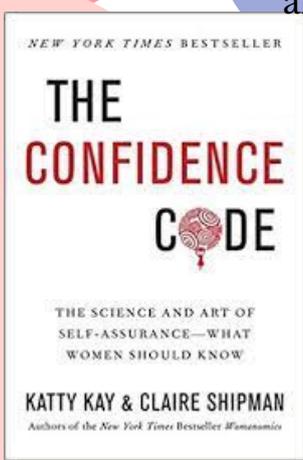


*How to Win Friends and Influence People*  
Dale Carnegie

Millions of people around the world have improved their lives based on the teachings of Dale Carnegie. In *How to Win Friends and Influence People*, he offers practical advice and techniques, in his exuberant and conversational style, for how to get out of a mental rut and make life more rewarding.

This classic book will turn your relationships around and improve your interactions with everyone in your life.

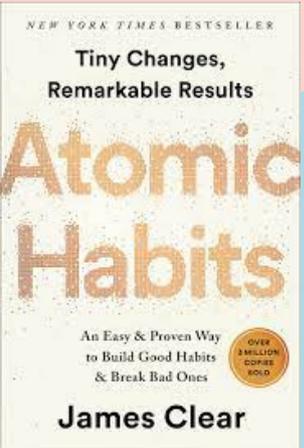
*The Confidence Code: The Science and Art of Self-Assurance*  
Katty Kay, Claire Shipman



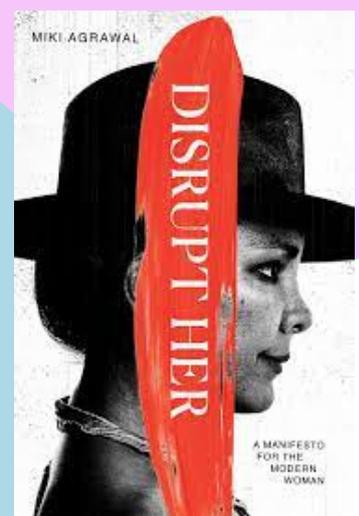
*Disrupt-Her: A Manifesto for the Modern Woman*  
Miki Agrawal

Why follow an inauthentic, suppressed life to live inside someone else's truth? *Disrupt-Her* reminds us that we can create the most disruptive, vibrant, joyful, self-expressed TRUTHFUL life, filled with love, purpose, abundance, and intention. This book is that roadmap to your highest self.

Inspiring, insightful, and persuasive, *The Confidence Code* shows that by acting on our best instincts and by daring to be authentic, women can feel the transformative power of a life on confidence.



People think that when you want to change your life, you need to think big. But world-renowned habits expert James Clear has discovered another way. He knows that real change comes from the compound effect of hundreds of small decisions: doing two push-ups a day, waking up five minutes early, or holding a single short phone call. He calls them atomic habits. In this ground-breaking book, Clear reveals exactly how these minuscule changes can grow into such life-altering outcomes.



*Atomic Habits*  
James Clear

# Building a Career as a Poet-Investor

By Anna Seidel

## Discovering the Power of Language

Canadian-American businessman, entrepreneur and *Newsweek* publisher Sidney Harman once stated in a *New York Times* interview: “I used to tell my senior staff to get me poets as managers”. Though, capital structures and yield on cost calculations may not seem especially congenial with poetry, the likes of T.S. Eliot, Dana Gioia, Ted Kooser, and Wallace Stevens famously found success in both disciplines. Most successful business leaders have a unique way of deploying language as a tool, not merely a medium. I remember my great-grandfather, an entrepreneur himself, quoting German poet and writer Kurt Tucholsky, stating that language may not only be a tool, but a weapon and that one shall keep it honed. This message of the power of language remained with me throughout the years as I began to publish short stories and poetry in high school. However, throughout my undergraduate studies in business, economics and philosophy at the University of St. Gallen and Harvard, I had abandoned poetry for a while in favor of “specialization”. After working for leading European VC fund Global Founders Capital throughout college, I continued to gain experience in the field of private equity at Bain and worked several years for leading US private equity investor Blackstone, before joining Brazilian long-short equity fund Dynamo Capital LLP.

But while my business background could teach me what stage an idea was in, how to determine its viability and scalability, only writing and particular poetry had provided me with an insight into how ideas even come into existence: being imaginative rather

than deductive, encouraging a sense of radical skepticism and thinking multidimensionally, allowed me to detect different modes of meaning, that would form the ground for innovative thinking.

In fact, if one takes the word *poesis* in its original Greek meaning of “made thing”, what entrepreneurs and poets have in common is that their thought brings something into reality. It was this fascination with building narratives and using language to create impactful projects that continued to motivate my passion for literature and that I was not willing to give up. But how could poetry become a relevant asset in my journey that I had begun in the world of investing?

## Why Poetry Matters

Only once I had started working fulltime in the world of investing, did I realize the enormous advantage investment professionals and executives held, who had a background in “imagination”, “language” and “literature”. In fact, most senior executives leading large teams and representing the firm to various stakeholders held degrees across English Literature, Classics, among other forms of engaging with creative writing. As senior business executive and renowned US poet Dana Gioia stated in his famed *The Atlantic* essay: “Poetry is the art of using words charged with their utmost meaning. A society whose intellectual leaders lose the skill to shape, appreciate, and understand the power of language will become the slaves of those who retain it”.

Yet, beyond the mere power of language itself evident in poetry, daily tasks in my role as investment professional made evident how nurturing a cross-disciplinary library of mental frameworks allows an investor to weigh up, reflect on, and reframe a given situation. Only then can we become sensitive to the world in all its complexity. Consequently, after my first full time year in investing, I began an MSt in Creative Writing at Oxford to help me

hone both creative and analytical writing skills that would allow me to think about investment questions from various angles and to better control my own biases.

As famous investor Charlie Munger outlines in *The Art of Stock Picking*, “the nature of human psychology is such that you’ll torture reality so that it fits your model, or at least you think it does”. Beyond the multitude of models accessible to an investor in the decision-making process, Munger also highlights that these should draw on various disciplines because “all the wisdom of the world is not to be found in one little academic department”, which we will now explore. Literary scholar Wolfgang Iser confirms, what differentiates people’s abilities is the breadth and subtlety, not of the facts at their fingertips, but of the skills and tools they can bring to the process of interpretation. The differentiating powers an individual brings to bear on a given situation are the crucial factor in determining how successfully that respective situation is analyzed and handled.

### **How Poetry Helped me in the Investment World**

Applying this to the investment context, a wider range of tools and skills of interpretation allow an investor to better dissect information, cut through the noise, and deal with the ambiguity of any given economic environment when identifying and analyzing a novel target. The core link to be made between poetry and improved decision-making leads back to concepts psychologists call “sharpening” and “leveling”. Introduced by early Gestalt psychologists as memory distortion mechanisms, sharpening and leveling refer to the process of selective memory recollection in which our brains engage in cognitive control to manage information such that it aligns with our cognitive assumptions and goals rather than reality. Therefore, if one is not trained to handle ambiguity, one tends to adopt strategies whereby one minimizes differences,

omits details judged as “minor,” and “levels out” nuance.

As investment banker and poet T.S. Eliot accurately concluded, “Poetry keeps clean the tools of thought.” While factual rigor, up to a point, is extremely important in the investment process, there comes a moment when the investor’s task is arguably more about managing ambiguity and one’s mental biases than having absolute accuracy about the current business environment. Poetry, despite being unconventional, is exactly that invaluable tool that allows me to frame and reframe my thinking over and over, thereby becoming a better investor.

Creativity is likely the main pillar of success for the future, and it’s essential to train our brains to stay alert. The exponential growth of automation and computerization make it clear that some forms of expertise will have a shorter shelf-life in the coming decades. Therefore, cognitive flexibility is not just a high-performance craze. As my journey thus far between poetry and investing proved to me, seemingly avocational pursuits across the arts, culture and humanities can become indispensable tools in navigating the realities of change and complexity. Poetry now not only is a creative outlet, space for innovative thinking and reflection, but has also become a tool of team building exercises in my work as an investor and led to workshops around lateral thinking, ideation and investment theses development.

The passions you might downplay as “just a hobby” today, may be the foundation of what can get you ahead in the future.



# WRITING A WINNING CV

We know just how hard it is to craft a *winning* CV that lands you that internship or graduate job that you're hoping to get. Employers may initially spend a very short time scanning your CV (perhaps as little as 2 seconds), so it must be engaging, conveying the most relevant points about you in a clear, accessible way. Through a collaboration with the Oxford University Career's Service, we're here to help you improve your CV so that you have the best chance possible.

## Be concise.

- Keep it to one or two full pages (only academic CVs can be longer)
- Use bullet points to package information succinctly
- Avoid too much context, excessive detail or unfocused material that will dilute the impact of your most relevant messages

## BE EVIDENCE BASED.

- Provide clear evidence of your contribution and impact
- Focus on responsibilities, to showcase your skills ...
- ... and achievements by using numbers, percentages, and values to quantify your impact and give a sense of scale to your actions

## Remember the purpose.

Your CV is to get you the interview or meeting, NOT the job itself – highlight three key elements:

- What you were responsible for
- What you achieved
- And how you would be a great team member

so that the reader wants to learn more by meeting you

## Target your CV.

Target your CV to each position applied for – it should not be a list of everything that you have done

## BE CLEAR.

- A well laid out CV is inviting to read and easy to scan quickly; clear font of 10pt or 11pt; some blank spaces; not too narrow a margin
- We'd recommend putting the dates on the right hand side, so the first thing people read is down the left hand side and is the organisation name and your role
- Use simple language – avoid jargon, generalisations, 'management speak', and acronyms
- Do not write in prose or paragraphs – space is limited
- CVs are (mostly) a record of what you have done, so completed tasks and activities are written in the past tense

## Layout.

Set it out like a business letter. Brevity adds power; aim for no longer than side of A4 in length. An exception is if the job has a person specification consisting of a detailed list of skills, and selection is based on applicants demonstrating in this letter that they have them all. In that case you can exceed one page – but remember that being concise and relevant is still important!

## Style.

Try to sound professional yet conversational, rather than wordy or too formal. Write in clear, concise English – take care not to drown the reader with your detail and avoid jargon they may not understand.

## WHY YOU?

Explain why you are well-suited to the position. Refer to the relevant skills, experience and knowledge you have and match what you say to the requirements outlined in the job description. Tell your story and highlight key evidence so that you are building on your CV, but not using exactly the same phrases.

Even if you think that this position is out of reach, your job is to convince the recruiter that you are qualified enough and able to do the job. Focus on your accomplishments and the transferable skills that are relevant to the role. State explicitly how you match the job criteria – don't expect the person reading your letter to infer your skills or experiences for themselves. In other words, show don't tell!

Support your claims by referring to examples that are already detailed in your CV. You can make a stronger, more credible case by linking different experiences that highlight similar skills or competences.

## Introduction.

Introduce yourself and explain why you are writing. You need to think about how you would like to introduce yourself; it could be that you mention the course you are studying and when you plan to finish it along with your place of study.

## WHY THIS JOB?

Explain why you are interested in the job and the organisation. Tailor the letter to the organisation and job description and make it implicit that you have not sent out multiple copies of the same letter to different employers. Try to say something original about the organisation: don't just repeat the text from their publicity material.

Draw on your research, especially what you have learnt from speaking with their staff (e.g. while meeting them at a fair or event, or during work shadowing/experience) as this will demonstrate an awareness and understanding of them that goes beyond the corporate website. Be specific about why the position is particularly attractive for you, and back this up with evidence from your past, or by linking this to your overall career plans, and what you find exciting about this sector.

## 25 WRITING A CONVINCING COVERING LETTER

The second hardest part of completing a job application is writing the cover letter. A cover letter introduces and markets you effectively by complementing your CV. It tells your story by highlighting your relevant strengths and motivation for the person and organisation you are writing to, rather than listing all the things that can already be seen on your CV. Always take the opportunity to use it as a great opportunity to showcase what interests and drives you, and your enthusiasm for an organisation and the role.

# Bridging Worlds: How Polymathy Can Yield Career Benefits

*Re-examining the “Career Portfolio” Thesis*

By Anna Seidel

At its core, creativity is problem solving, the synthesis of varied information, imparting one’s perspective and turning it into something different, potentially better. Polymathy is the lived translation of this synthesis process. Deeply associated with creativity and innovation, polymaths create important bridges between otherwise dispersed sets of knowledge. Bridging worlds to make more informed decisions has become pivotal in the exponential age we find ourselves in today – only then can we remain agile. Consequently, the power of polymathy is experiencing an unparalleled renaissance, and with it one can observe a rising appreciation for the journey of developing new skills. As American educator Ernest Boyer stated, “the future belongs to the integrators”, yet what does modern day polymathy look like and what benefits does a polymathic career yield? How can one approach their career as a portfolio rather than a ladder?

We were missing the language needed to design our careers in ways that veer from the traditional script. Turning back to the 1990s, philosopher and organizational behavior expert Charles Handy may provide an answer with a term he originally coined as a “career portfolio”. Handy realized that individuals would be required to develop portable skill sets to meet the needs of a fast-moving future workplace. In a world

of uncertainty, professional talent that can expand their thinking beyond boxes, silos, or sectors will succeed. Those who build a career portfolio will be more prepared to pitch themselves for and even create opportunities, being well-practiced at making creative connections between their various skills. In fact, curating one’s career portfolio is more than professional development: it’s part of designing your life and identity. But how can one approach this seemingly monumental task and begin to dissect one’s skills and various identities in today’s business world?

## 1) Defining the assets of your “career portfolio”

One might initially think of a portfolio in terms of finance and investing: investors build investment portfolios to diversify their holdings and mitigate risk. A career portfolio is different in the sense that it does not represent a physical entity, organizational units or ownership stakes, but one can think of it as the source of discovery and curiosity that shapes one’s diverse professional journey with all various experiences collected over time. A career portfolio may include mentor, speaker, tutor, investor, consultant, poet or actor, encompassing all different and often simultaneous roles we inhabit throughout our school, university and vocational journeys.

The first thing to remember in defining your personal career portfolio is that you already have one. Note down all the different and unique combinations of skills, experiences, and talents you have gathered over the years. Whether that may be that you helped care for a family member, led teams, contributed to local community and charity projects or held a part-time role throughout your school or college years; include any

role or activity in which you've created value. Your portfolio should also include experiences and capabilities that are usually left off your CV, but uniquely define your identity (i.e., having grown up across different cultures, being raised multilingual etc.). Create a mind map that shows all these "assets" on one page.

## **2) Understanding and Mapping Skill-Networks**

Think about the individual assets you've labeled on the page, meaning your roles, skills, unique personal experiences, as nodes in a network. How do they stand in context with each other? How does your combination of skills give you an edge? Begin to draw connecting lines between these assets and write the connecting qualities on each line. Over time, the value of your portfolio will increase by your ability to cross-pollinate: To combine and weave together skills from your different experiences in order to gain new insights, tackle new problems, and serve in new ways. This network map gives you a visual representation of your career portfolio, it is your unique professional identity that evolves alongside you. This network map is naturally aligned with the idea of lifelong learning and helps visualize your development over time. The benefit of thinking about your career actively in the form of a career portfolio vs pursuing a "job" or "career path" is that it typically leads to greater ownership of your professional journey. Unlike a job that someone gives to you, determines the scope of and decides upon (i.e., your promotions), a career portfolio cannot be taken away. It's a unique collection of assets that makes you stand out from other candidates.

## **3) Building your "career portfolio" Narrative**

Employers are eager to hire talent with non-traditional backgrounds, but it remains your job to exemplify how your portfolio enables you to be proactive, to learn, and

to contribute in ways that a traditional career path would not – this can be understood as your career portfolio narrative. It is the story that will elucidate the different connections between the skills an employer is hiring for and the skills you have developed through the breadth of your experience. Most importantly in building a narrative, you are tasked with filling in the gaps for others, which means it is essential to be able to explain why certain experiences were valuable and in what way. Telling a good portfolio narrative requires understanding how the different things in your portfolio enhance one another – having your visualized and prepared career portfolio mind map will allow you to confidently explain your narrative in an interview setting. For example, when interviewing for an investment role at a leading US private equity firm, I was able to illustrate how my passion for creative writing and therefore storytelling has been the connecting fiber of success in various settings and roles throughout my university years. Whether developing pitch decks working for one of Europe's largest VC funds, delivering a presentation to the CEO of an AI company applying deep learning algorithms for natural language processing or founding a think tank at university, promoting girls' education in Burkina Faso, the power of language to connect and translate visions had helped me create measurable community and commercial impact.

Our world is marked by constant disruption, most recently our daily reality has been sharply augmented by a global pandemic – the future of work is full of uncertainty and one cannot trust the idea of a straightforward career path any longer, however for all the things that remain outside of our control in today's business world, we can take ownership of building a risk-hedged personal career portfolio that will allow for a continued exploration of different passions and interests as well as crafting your own narrative beyond predefined roles.

# UK INTERNSHIPS THROUGH THE LENS OF AN INTERNATIONAL STUDENT

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*By Seraphine Borrie*

**I hope my experiences searching for an internship while balancing the responsibilities of a university student will help others through the process.**

As I attempt to find spring weeks on Targetjobs, Bright Network, and the Career Service, I can slowly feel my breathing pick up. Most internship deadlines closed long before I even thought about applying and all I can still do is wonder what went wrong. I find one deadline closing in two days but with an essay deadline for Practice of Politics and a new Mathematics problem sheet due in a couple of days, which already feels out of reach. I am usually very prepared when it comes to these things. No one would probably describe me as incredibly organized, but I know what I still have to do and when I have to do it. At least, I thought I did. See, as an underage international student from the Netherlands, I slowly start to think that I bit off a little more than I could chew. I ended up in this situation because I had no idea what to expect from my university experience. I have long imagined myself ending up in business, but did not care to think too much about how the journey would change by me going to the UK.

When I started the application process to Oxford, I quickly realized that this was going to be very different from anything I had previously done. While my friends were trying to figure out how to make a digital ID to then fill out one form and secure their spot at top universities, I was trying to figure out what a personal statement meant. There are certain courses in the Netherlands with a numerus fixus, meaning that there is a competitive application process, but the fact that there is only a Latin word to denote these types of courses probably already shows that these are the exception. Most courses have a 'normal' application process, so that, if you do not want to study anything related to medicine or art, you are almost certainly granted a spot. The process for Oxford, at first, excited me. It was an opportunity to show someone why I so desperately wanted to go to Oxford. The idea of discovering this new culture was exhilarating. It was not until week 4 in Michaelmas, looking for spring weeks, that I realized the great differences between the UK and my home country.

It was only this past year that I realized that many others can probably relate to this. Every country is different and as a student, it is easy to underestimate the differences one might encounter. For me, the biggest difference was the competition and the great pressure around career planning. There are barely any summer internships available in the Netherlands, simply because career planning starts a lot later. When I was asking my friends about whether they were going to attend the career days at their universities, they laughed and explained that there was absolutely no reason to be thinking about that yet. Why would they need an internship when they still had a whole Master's degree to achieve? I, slowly, started to feel a separation between the person I was in the UK and the person I was in the Netherlands. In the Netherlands, I got to be the person people looked up to for going to Oxford, but in the UK, I felt insufficient. Only when the Covid regulations started to ease up, I got the opportunity to bring these people slightly more together. I attended the Fresher's fair as a second-year student, I joined the Women in Business Society, I got in touch with the Dutch society and I slowly started to realize what things mattered to me. I realized that I still had ample time and opportunity to discover what I exactly wanted to do, but that I would still benefit from trying to find it. Most of all, I realized that there was a great support system in place to help me achieve my goals.

I reached out to my personal tutor who tried to figure out what type of an economist I was and put things into perspective by helping me to get a clearer timeline of my career path. I attended an internship event by OxWIB and realized what I would have to do to get an internship. I understood why I chose PPE as a mostly numerical student and realized that I wanted to do finance while also making a difference. I joined more societies and started working as the Finance Director for Oxford Student Publications Ltd., where I got the feeling that my analytical abilities actually mattered to the people around me. Recently, I got invited to the last stages in some of my internship applications and I feel much more comfortable knowing that I gave them my all.

# A GUIDE TO UK INTERNSHIPS FOR INTERNATIONAL STUDENTS

By Seraphine Borrie

*As an international student, the process of applying for an internship can seem slightly more daunting. Maybe you are not used to companies inviting students to work for them or you feel as though the fact that you are a non-native speaker will set you back in the application process. Perhaps you are worried about your right to work in the United Kingdom, or you are scared of being away from home for an entire summer. Hopefully, this guide will help you with some of these questions.*

## What types of internships are there?

First things first, it is important to realize what kind of an internship you are applying for. There are many different types of internships and, sometimes, it can be a little confusing to figure out which you are eligible for. The first type is the type that is targeted towards first-year students. These are called Spring Weeks, Spring Insight, or, simply, Insight programs. They are short, only a few days, and are simply an introduction to your field of interest. The application deadlines often close a little later than the second type of internships, Summer Internships. However, it is still smart to get applications in around October-December, simply because companies do review them on a rolling basis.

These Spring Weeks can help secure you a spot on a Summer Internship program. These are usually from around 6-12 weeks and the application deadlines for these are usually in January at the latest. Therefore, the same advice goes. These Summer Internships should be in a field that truly interests you, since it might be turned into a work opportunity and you will not have the chance to do more than one Summer Internship, unlike with the Spring Weeks.

The last type of internship are graduate or postgraduate internships. These take place after graduation from your undergraduate degree and with these it is really the hope that they will be turned into a job opportunity. Often, they require some form of previous experience or at least a clear demonstration of interest in your chosen field. They can be either over the summer or an off-cycle internship, which takes place throughout the year. The latter of these often has a slightly later deadline.

## What if you receive an offer?

You probably still have questions that come up after receiving an offer. These are more of a future concern, but it is still smart to briefly consider them. Where will you live, for example? This really depends on where your internship will be taking place. Chances are high that you know someone living in London if that is where your internship is and if you do not want to spend the money you have earned on an Airbnb, then this is probably your best bet. In London especially, these will be quite expensive, after all. Fortunately, most internships will take this into account and make your salary sufficiently high so that you can afford this. If this is not the case, there are also some financial aids available through the Careers Service (2.)

1. <https://www.gov.uk/student-visa/print>
2. <https://www.careers.ox.ac.uk/funding-scholarships>

## How do you gain the right to work in the UK?

But how do you gain the right to work in the UK as an international student? For EU students living in the UK since before the 31st of 2020, this is slightly easier than for other international students, since we do not require a visa, but simply need to get Pre-Settled or Settled status in the UK. This status will automatically give you the right to work.

If you are not an EU citizen who has applied for the settlement scheme, the right to work is slightly more complicated. Then, you will have to get a student visa. Under a student visa, however, you are not allowed to take on certain positions. These can be found on the website of the UK government (1). For example, you cannot become the director of a company. This should not be a problem when applying for internships but you still will most likely need to check the "might need sponsoring in the future" box. Some companies do take issue with this, so it is important to figure out whether you are applying for internships you are eligible for. The application process for a student visa is said to only take 3 weeks, but it often takes longer. This, however, will just like the pre-settled status have to be arranged before coming to Oxford and should, therefore, not be that big of a problem.

## What are the most important differences between UK applications and applications elsewhere?

The most important difference I have noticed is that most of the applications in the United Kingdom have a clear form you have to fill out. This has a couple of benefits but it might also create a couple of obstacles. Applications in the US are similar in this regard, but as internships in some other countries are less common, these will have less of a standardized form. Perhaps, they only ask for a transcript, a cover letter, and a CV. The benefit of these types of applications is that they are very quick, but there are also disadvantages. There is less space to, for example, explain gaps on your CV or notify the employer of any disabilities. The UK applications are slightly more helpful in this regard. However, as an international student with a different grading system, these might be difficult to navigate. I would recommend just taking a look at a couple of them. If you are coming from a system in which you followed more subjects than in the A-level system you should be able to add these by simply adding more qualifications. Simply filling out an application is the best practice.

# INTRO TO ASSET MANAGEMENT

## SIMRAN FROM GIRLS THAT INVEST

We are delighted to have interviewed Simran, one of the co-founders of the impactful and charming Girls That Invest podcast and online community. The values and mission Sim and Sonya hold at the core of Girls That Invest align perfectly with the purpose of OxWIB's investment operations. We hope to expose our community to the work of these inspiring young women. In this interview, Sim offers honest and motivating insights from her journey, general investing advice, and key information on asset management in a concise, friendly, and accessible manner. You do not want to miss this article!

### Can you tell us a bit about your background? What 3 key skills would you say have helped you reach where you are today?

My name is Simran Kaur, I was born in India and grew up in Auckland, New Zealand where I grew what is now known as Girls That Invest, the #1 podcast in NZ as well as the #1 Business podcast in the US and #2 in the UK.

Three skills that helped me reach where I am today are:

1. Being a lifelong student, I am always learning, and there is so much out there to learn. Learning doesn't stop once you leave university
2. I had to back myself, even when others didn't back me. Not everyone thought Girls That Invest was going to be a success, but deep down I knew my mission to help women around the world learn about stock market investing was going to succeed - and it did!
3. Having a lot of grit, I believe if there's a will there is always a way. You can find ways to do things, they might not always work, but keep chipping away at it, you'll always have a breakthrough.

### What do you think is the top thing everyone should know before investing?

The #1 piece of advice is that investing isn't as complicated as it's made out to be. It's come across as extremely out of reach for most people, especially women and BIPOC, however it doesn't need to be that way. The foundational aspects of investing are very simple once they're broken down. My co-host Sonya described investing as anticlimactic when she learned just how simple it is.

### What steps should people take if they are looking to start investing?

The first step when it comes to investing is a bit boring, you want to make sure your basic financial health is taken care of. This means no outstanding consumer debt, or credit card debt that is overdue. You also want

to see just how much income you're making e.g a side hustle and how much you're spending, so that you have a clear picture of how much money you have to invest.

The next step is looking at your risk profile, deciding what your goals for investing are (e.g a house deposit, or a retirement nest egg), and therefore determining what you want to invest in.



### How does it feel to be the founder of the world's biggest stock market podcast 'Girls That Invest'?

It feels surreal, I dealt with a lot of imposter syndrome at the very start, however coming into 2022 I've begun to allow myself to accept what has come to me. I still have pinch-me moments like when we got featured in Vogue or when we hit the 6 figure mark with the business. I think more than anything I value working in a role that creates impact, and therefore it's very satisfying to know that I am making a difference, in some way.

### What made you find 'Girls that Invest'? What steps did you take when you decided to set it up?

Like many great business ideas, mine came from noticing a gap in the market when I was a student myself. When I began learning about investing and personal finance in the university there were no spaces created for women, nor were there social

accounts, podcasts or books catered to young women learning about wealth creation. I felt very out of place and like I didn't belong. I essentially decided that since something like that still didn't exist, I would make it my life's mission to create a platform where investing education was not only jargon-free, but also inviting and inclusive to women and BIPOC.

### **Can you define these key terms: asset class, asset allocation, benchmark?**

Asset class: just a label of how we describe investments that we hope will grow our wealth. Like how housing can be an apartment, a townhouse or a standalone home, asset classes can be shares, cryptocurrency, bonds, cash and cash equivalents.

### **What is asset management?**

In simple terms, asset management (also known as financial advisors or portfolio management) is when a person or an organization gets the joy of helping others build on their wealth over time, by gaining, maintaining and trading investments. Some people may not have the time or the emotional discipline to invest, especially when it comes to large sums of money and would much rather pay a professional to take over this role.

### **How does corporate vs individual asset management differ in terms of impact to us personally?**

Individual asset management has never been easier due to many fintech companies joining the scene, along with the ability for retail investors (people like you and me) to be able to purchase fractional shares, where we can buy a small percentage of a stock, for as little as \$1. The benefit of individual asset management is that you get full control of your investing portfolio, which may be empowering to some but daunting to others.

### **What would you say is the most important thing about asset management our readers should take away?**

The most important strategy to take away is diversification. You don't want to be the person who only had airline and hotel stocks when covid hit, but you'd be much happier if you also owned microsoft and zoom stocks - the key is that diversification spreads your risk across. It's the equivalent of not putting all your eggs in one basket.

### **Any recommendations, websites or books, you would recommend to get a solid introduction into asset management?**

Our podcast is a good free way to begin, we cover the basics of investing and asset management, and allow our community to have the tools to learn how to invest.

### **What advice do you have for students who are interested in a career in Asset Management?**

Women make better investment decisions and bring more money in for both themselves and their clients, yet not enough women are entering this field. While we work on the education side, working in finance is a rewarding and exciting way to make a difference. Too many women in our community have told us about negative experiences they've had when speaking to male financial advisors/asset managers. We need more representation of both women, especially women of colour in this space. Good things happen when we put more money into the hands of women.

### **What is the difference between traditional and alternative asset classes?**

Traditional asset classes are like the stable partner your partners want you to date; sometimes you get a bit bored because they're pretty basic. Traditional asset classes include stocks, bonds and cash. Alternative asset classes are more interesting, but more out there. These include commodities (like precious metals), art, real estate, foreign currency (forex trading) and cryptocurrency!

### **What is your view on the use of rapid AI analysis in discovering short term investment opportunities v.s. value investing in the long term in the asset management industry?**

Research has shown that long-term passive investing outperforms short term investing carried out by fund managers. Not enough data has been collected to see the effects of AI analysis. The correct consensus is that long-term investments still outperform short term investments. Slow and steady still continues to win the race, however, this is a rapidly changing field and we love to see what disruptive technology can achieve.



# Representation Counts

## HERE'S TO THE [COVID] CRAZY ONES

by Shereen Anis

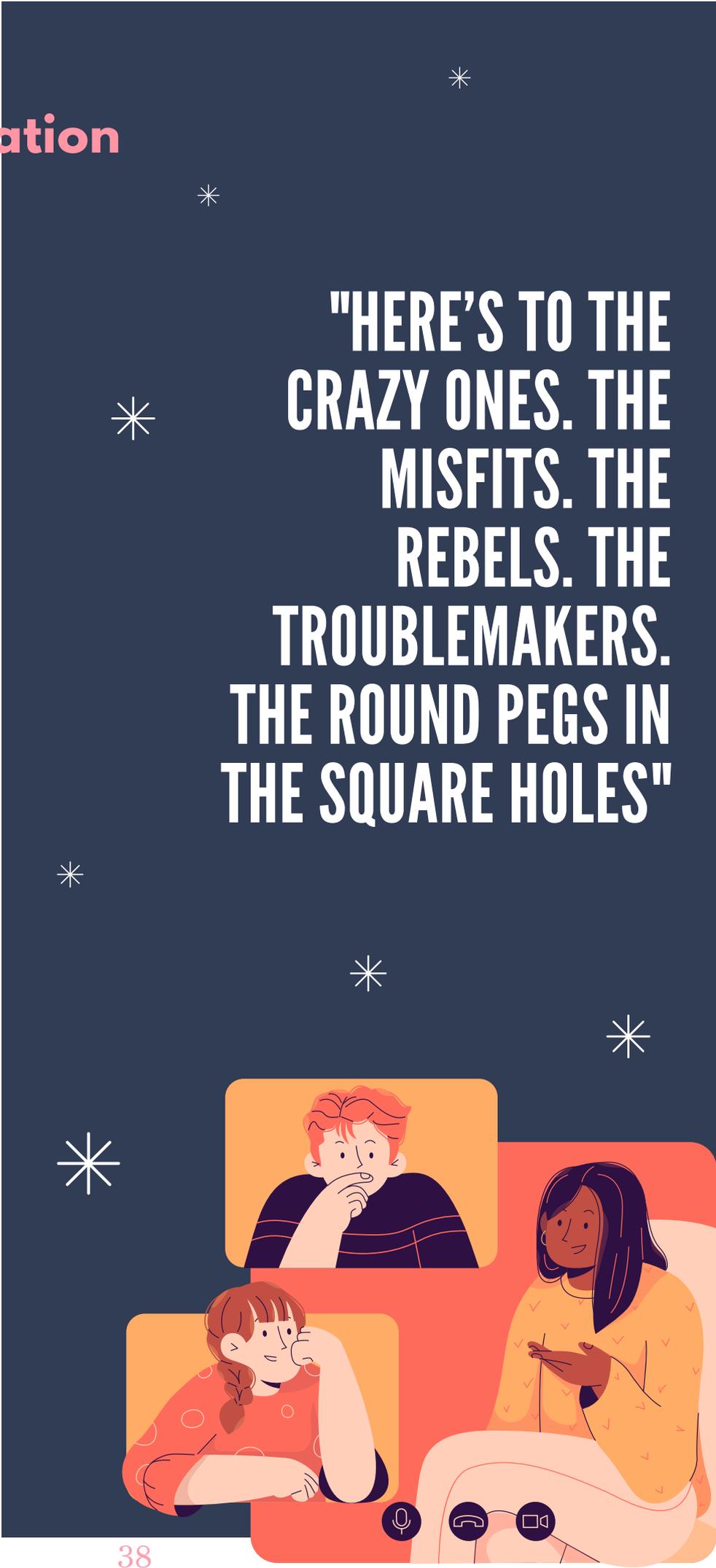
*"Here's to the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently. They're not fond of rules. And they have no respect for the status quo. You can quote them, disagree with them, glorify or vilify them. About the only thing you can't do is ignore them. Because they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world, are the ones who do."*

- Steve Jobs (disputed)

Now before I get into it, let me clarify. This article is dedicated to all the "crazy" disruptors that became well formed as a result of the COVID crisis. I'm referring specifically to the people who were crazy enough to raise their voices, the people who were crazy enough to invent when the world was silenced overnight. This article of encouragement is for all of you. And perhaps, for those who look for a lighthouse in the night, a source of confirmation or validation to finally participate with the same vigour, I hope this article impassioned you to finally start. After all, we the world need more of us to participate for a better future together.

### Here's to Disrupting the system

When it comes to change, people automatically assume that we need to bring about change by working on the current system or improving it. We come up with "innovative" solutions, or change government and written policies. Only to be



# "THE PEOPLE WHO ARE CRAZY ENOUGH TO THINK THEY CAN CHANGE THE WORLD, ARE THE ONES WHO DO"

disappointed to learn that the change we need and crave will take too long to make a meaningful impact on the average person's life. So what do we do? How do we disrupt the mould? How do we disrupt the society we live in? And, most importantly, how do we disrupt the current infrastructure to reflect better representation, fairness and equality? I argue it's possible, but we need to invent a new system. Below, I share with you two more general ways we can impact meaningful change.

## **Here's to Disrupting Social Change With Voice**

In my opinion, raising your voice is the most lethal and effective power we as individuals have. A single voice is like a drop into the ocean. Over time, and with enough droplets, you begin to drown out what isn't good for the system any more. The same can be applied to politics, business and education. What people need to understand is that it all starts with that first drop.

## **Here's to Disrupting Equality By Invention**

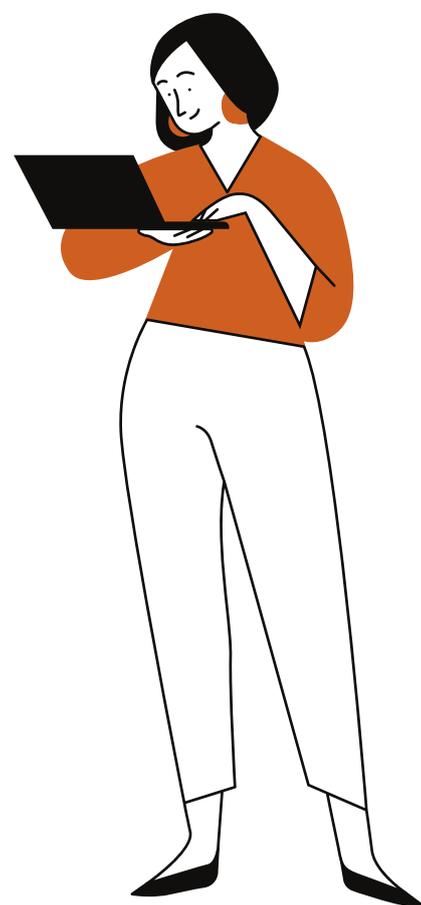
There's a difference between broken and obsolete. A difference between trying and realizing it's time for a new beginning. I believe we are at this presuppose of change in which we need to acknowledge and accept that we are facing a new beginning, and collectively unite to build this new system- through a collective partnership and with love. The old system is dead.

It starts with education... The root cause of our system not working for everyone is because of the quality of education we all aren't receiving. Access is a terrible issue, most predominantly in the United States, but also more broadly across the world. Schools, initially founded during the Prussian Revolution, were built and intended to make people not think, but follow. These models became fruitful ventures for capitalists, and today, we are leaving so many wonderful children and young adults behind or letting them fall through the cracks because the system is set up against them. Online learning and alternative learning isn't helping Google and YouTube University isn't rough. Hard skill, hardware and the innate human nature is being missed in all these innovations. To disrupt representation and disrupt the output impact, we need to stop trying to fix this now- old system, and start inventing a new one. We don't need college degrees, grades, or numbers to develop skills. We need access to opportunity, access to creativity and expression in a meaningful enough way, that quantifies our value accurately to employers or even to prove our skills to ourselves to lend us the confidence to kickstart our own dreams. Lastly, education leverages articulating our experiences effectively enough to have our voices heard and actions.

## **Finally...**

The women at Oxford are all intelligent. You are all influential, powerful, capable and

able to bring about these changes. I want to encourage you all to fearlessly not comply with unacceptable, archaic and outdated corporate cultures. Be brave, fight for change, demand your representations and most importantly stick up for those around you. We are responsible for policing and changing ourselves. Do it despite the odds. My little, degree-less voice has changed so much, can you imagine what you're capable of? Try.



# Mentorship:

By Meghana Pasupu

Mentorship has been the cornerstone of all my achievements in life. There were times when I needed nurturing support and others when I needed tough love. Sometimes, I just needed a sounding board to help clear my conundrums. I am a Product Strategy and Design Consultant who is currently pursuing an MBA at Said Business School. Here are some of the stages in my life through which mentorship from different people helped steer me towards my goals and some important learnings.

## ASK FOR HELP

During my undergrad, I was one of the youngest students in my state to get the license to organize a university level TEDx event. I was in a phase where I was trying to figure out what leadership meant to me and to my TEDx community. My mentor at the time was a life and leadership coach for corporate leaders. During our conversations, I would talk about the good things that were happening with my event and always feigned positivity and courage. He was an incredibly perceptive person and instead said: 'I'm happy to know your accomplishments but you need to tell me what is not going very well so that I can help you'. This was my first lesson in mentorship - Ask for help. Showing vulnerability might not come easily to many of us but the key is to know what you don't know and to discuss it with your mentor. Once I started talking about the various challenges, he adeptly helped me figure out my own style of leadership rather than impose his principles.

## Key takeaways:

- Be open to constructive feedback and to having your ideologies challenged.
- Rather than being a passive receiver of feedback, explain the rationale behind your actions. Discuss what would have been the ideal way to act given your context.
- Document your feedback and create an action plan with your mentor to help you learn from this failure. Include milestones in the action plan to measure progress.
- Periodically update your mentor on your progress/new challenges.

## CREATE VALUE

When I started my MBA, one of my goals was to create my career path based on my areas of interest and expertise. I have a vast pool of highly talented people from different walks of life in my class. This is a rare and unique opportunity for me to benefit from the wisdom of my colleagues to build my own career. Mentorship, in an MBA where time and energy are relatively more precious, takes a very different form. It is hence important to create relationships that are productive for both parties involved. More often than not, there will always be ways to create value for the other person such as connecting them with people in your network or giving them insights into your field of expertise. It is also important to know exactly what kind of insights you want from people so you can optimize the time they allocate to you. This would require you to do some prior research and use your time with your mentors to validate your hypothesis.

## Key takeaways:

- List out the various topics that you need information about and research them beforehand.
- Identify the people in your network that could potentially have answers to your questions based on their experience, education etc.
- Identify the various ways you can create value for these people
- Reach out to them. Try to make a genuine connection by getting to know them rather than being transactional.



**Mentorship can catapult you to great places on your career path. Unlocking such gains would require you to be deliberate in seeking the right mentors and asking the right questions.**

# OXWIB PEER SUPPORT GROUP

**For any women\* studying at Oxford University to join to seek support and a positive community, aimed at helping us think about our futures.**

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## **What is the OxWIB Peer Support Group?**

Our Peer Support Group offers students an opportunity to post questions about internships, job applications, common issues women\* might face in the workplace, or any other future-oriented decisions, and everyone is welcome to contribute answers. Students can also share their own experiences or simply message words of encouragement for others!

## **Who are the Peer Supporters?**

Our Peer Supporters are current students who are happy to chat about their experiences with internships and jobs and give you informal advice. Have a look through the pinned profiles to see who might be able to help! You are very welcome to reach out to them using the contact details provided. They come from a range of sectors, including finance, law, tech, science, and non-profits.

If you're also interested in helping out fellow women\* in business and adding a volunteer experience to your CV with minimal commitment, sign up as a Peer Supporter using the form in our Linktree on Instagram. We'll be in touch about the details!

## **How do I connect with the group?**

Join our OxWIB Peer Support Facebook group to keep up to date with all the latest advice from our peer supporters. Alternatively, submit an anonymous question using the form in our Linktree on Instagram. We'll post it in the group and try to get a relevant Peer Supporter to answer!

*Feel free to **DM OxWIB on Facebook** or **email [hello@oxwib.com](mailto:hello@oxwib.com)** if you have any questions or suggestions!*

*Please remember to respect the Peer Supporters' time and only post appropriate, relevant content. Admins are committee members of Oxford Women in Business, which founded this group, but the society cannot take responsibility for content posted.*

**Keep an eye out for our Peer Supporter Tuesdays where we will be introducing each of our mentors and their sector speciality/expert advice on Facebook & Instagram !**



*Thinking of joining us?*

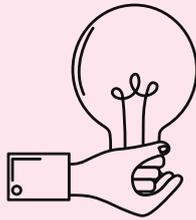
# MEMBERSHIP BENEFITS



Practical  
Workshops, Case  
Studies and  
Interview Help



A community  
of ambitious,  
talented  
members



Inspiring  
speakers  
and  
panellists



Access to  
great firms  
and  
opportunities



Best of all?  
Membership  
is completely  
free

## HOW DOES MEMBERSHIP WORK?

Simply sign up with your email address, full name and year of graduation.

By becoming an OxWIB member, you agree to receiving emails with our Termcard and society updates. You may also receive selected promotional updates from our sponsors and partners.

## WHY SHOULD I JOIN?

Members get access to our workshops, networking events and speaker series. Members also have priority for sales of our socials, including our termly Welcome Drinks.

## DO I NEED TO BE A STUDENT?

Any current or former student of the University of Oxford can join. If you have graduated, simply select 'Alumni' under 'Degree Type' and you will receive updates about what OxWIB is up to.

## DO I NEED TO BE A WOMAN?

Absolutely not! Members who do not identify as female are welcome to our socials and speaker series, which aim to highlight prominent women across a range of industries. You can also receive tailored career opportunities for which you are eligible.

## DOES MEMBERSHIP COST ANYTHING?

No, membership is completely free. All of our events are hosted with the generosity of our sponsors. You can read more about them here.

# JOIN OXFORD WOMEN IN BUSINESS

# OXWIB TERM CARD

## HILARY 2022

### WEEK 1

**Wednesday 19th January**

**2-3PM Drop In: Uniting Women\* in Oxford** - Venue TBC

**Friday 21st January**

**6-8.30PM Entrepreneurship Roundtable** - Venue TBC



### WEEK 2

**Monday 24th January**

**7-8PM Altman Solon: Strategy Consulting in TMT Workshop** - Application necessary to attend

**Thursday 27th January**

**6-7PM Inspirational Women Series: Tilly Rose, Founder, That Oxford Girl** - Venue TBC

**Friday 28th January**

**6-7PM OxWIB Leadership Workshop Series: Confidence in Leadership** - Online

### WEEK 3

**Wednesday 2nd February**

**5-7PM Impact Investing** with Sarah Gordon - Venue TBC

**Sunday 6th February**

**OxWIB x Pink Week Acapella Night** - Freud



### WEEK 4

**Tuesday 8th February**

**6-7PM Inspirational Women Series: Alison Rose, CEO, Natwest** with CamWIB & DUWIB - Online

**Friday 11th February**

**8PM Presidents Drinks** - The Varsity Club



### WEEK 5

**Monday 14th February**

**5-6PM Women in Digital Health Panel** - Online

**Tuesday 15th February**

**2-3PM Drop In: Yoga with OXWIB** - Venue TBC

**Wednesday 16th February**

**7-8.30PM OxWIB x Blackwells: Brita Schmidt 'Fears to Fierce:'** - Blackwells

### WEEK 6

**Wednesday 23rd February**

**2-3PM Drop In: Apply to the Committee** - Venue TBC

**Thursday 24th February**

**7-8PM Male Allies Panel** - Online

**Saturday 26th February - Sunday 27th February**

**OxWIB x Oxford International Development Conference Panel** - Online

### WEEK 7

**Wednesday 2nd March**

**5-6.30PM OxWIB Leadership Workshop Series: Acting in Power** Melissa Jones Briggs, Stanford Business School - Venue TBC

**Friday 4th March**

**5-6PM Women in Sport Panel** - Online



### WEEK 8

**Wednesday 9th March**

**5-6.30PM OxWIB Leadership Workshop Series: Storytelling** Melissa Jones Briggs, Stanford Business School - Venue TBC





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