JOANNA & CHIP GAINES

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BA, Business Administration & Management, University of Pernambuco, Brazil

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We believe in you and all that you do

As proud supporters of women owned businesses, join us by going to officedepot.com/diversity
Positive + Positive = Success

I have so much to say about this issue, as it relates to me and my readers on so many different levels. This is the first issue in which we are discussing work-life balance, and I wanted to feature someone that people can relate to and respect. So, I hope you enjoy this issue featuring the beautiful, talented, intelligent, witty, and creative working mother, the ultimate work-life balance master, Joanna Gaines!

As a publisher with two children, I know firsthand the challenges working moms experience. Here are a few things I’ve learned over the years that I hope can help you.

1. Focus on yourself, not your neighbor, co-worker, friend, or family member. Each person has a different life and challenges.
2. Set realistic goals for each day, week, or month.
3. Be organized! Shop early, and make dinner for the entire week. Go to the grocery store once that whole week for weekly meals. Precook meals and keep them in the freezer. Pack school lunches the night before. Sneak in errands when you can. The laundry mat is next to the grocery store. Kill two birds with one stone. Have your list ready. Pick out your clothes the day before.
4. Get children to assist whenever they can help. Set up a point or reward system for helping out. Get them motivated to assist you.
5. Create and organize a personal and family calendar.
6. Work backwards. Think of the accomplishment you want to make. Imagine it completed, believe it will be completed, and see yourself content that it’s completed. Recognize your success no matter the size. Cross it off your list. Feel good about getting anything done.
7. Now that you have your list for personal, work, and home, prioritize your tasks to achieve those goals.
8. Which duties should you take on yourself versus hiring someone to do it for you? Your time is valuable. You can’t do everything. If you’re a working woman and need the additional help, find quality childcare and ways to help you ease your load. Remember, some things can be written off your taxes.
9. As a working mom, let go of the guilt. A study at Harvard Business School found that employed mothers are more likely to raise daughters with greater professional success and sons who are more caring than children with stay-at-home moms.
10. Surround yourself with positive, supportive like-minded individuals.
11. It takes a village. Make allies, ask for support. Learn the art of delegation. And remember to reciprocate! Make tradeoffs.
12. Make time for yourself and your family. If you need and like to exercise, find the time. For me, 4:30 a.m. works best. On Fridays, for example, our family is busy all day. I schedule a dinner out with the family so I don’t have to cook and we can reconnect. Dinner in Dana Point and a walk around the harbor at night—what a great way to end the week!
13. Enjoy weekends and vacations. Make time for having fun and seeing friends. Book that vacation, even if you’re not in the mood to go! You will be in the mood later, and you need time off. Something to look forward to! On weekends, see that movie you want to see, take a walk, garden, or cook your favorite meal.
14. Limit distractions. Don’t waste your time. Don’t get caught up in work and family drama, gossip, and screen time. Don’t waste your time on your phone, play games, or drive and text! Had to include that in there!
15. Spend time with your partner. Don’t neglect the most important relationships in your life.
16. Sleep. Eat. Take vitamins. Love and love yourself. If you don’t have time for a meal, shake it up and have a shake! They come in to-go packets.
17. Remember what you are doing for yourself. Create moments for yourself like sipping a good cup of coffee, working out, and in the middle of it all, talk positively to yourself, pat yourself on the back, and appreciate what you are doing for yourself.

Be grateful. Put out good energy; good energy comes back. No negatives. Remember, ladies, a positive plus a positive equals success!
Building a future to smile about

Colgate-Palmolive is a $15.2 billion global company. Since 1806, we’ve been creating products that build brighter futures for everyone – our consumers, employees, partners and the communities we call home.

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Colgate is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, disability status, protected veteran status, or any other characteristic protected by law.
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Each year, DiversityComm, Inc. (DCI) and its six diversity magazines conduct select evaluations of the nation’s Employers, Supplier Diversity Programs, Industry Leaders, Law Enforcement & Government Agencies and Schools. The evaluations also integrate findings by each magazine independently to identify the “Best of the Best” in relation to outreach and accessibility to the minority, veteran, female, people with disabilities and LGBTQ+ population. These non-biased studies are a valuable resource for the publication’s readers, jobseekers, business owners, students, senior management, and consumers. The goal of the annual evaluations is not only to bring the latest information and guidance to our readers, but also encourage active outreach and diversity policies among corporations and government agencies. The studies are further designed to assist corporate and government leaders in evaluating their ranking by comparing and contrasting to their peers the success achieved within their industries and their measurement in diversity.

An invitation to participate in the annual review surveys is available online at blackeejournal.com, hnmagazine.com, professionalwomanmag.com, usveteransmagazine.com, diversityinstead.com, and diverseabilitymagazine.com. Invitations are also sent out annually via email directly to Chief Diversity Officers, Human Resource Directors, Talent & Acquisition Managers, Supplier Diversity Directors, Deputy Council, PR/Advertising Agencies and Corporate Affairs Personnel within or on behalf of each organization. Approximately 1,000 selected emails are sent by invitation for this survey. Each company is given approximately three months to complete each 15- to 30-question survey (depending on the category). Questions are specific for each category: Employer, Supplier Programs, Corporation by Industry, etc. Because the answers were inspiring and informative, this year’s survey will include a release authorization to publish selected responses. Many of the programs being offered to women and minorities are worthy of recognition and may be helpful in guiding others to implement or expand on their own initiatives. Each year the survey results are remarkable and growing in strides. By sharing these unique responses, we hope to not only increase quality candidates but also encourage other companies to follow the lead and ultimately create a more diverse workforce. Completion of our annual survey is highly recommended, but not required as part of the evaluation process.

The DCI Research Division reviews surveys and compiles its own independent data. This data includes public records such as 10-K Annual Reports, reader responses, market research, interviews, community, and conference participation. Also considered are the unique efforts made by human resource and supplier managers to actively seek diverse applicants and certified disadvantaged business owners. An analysis is performed that scores policies that support equal access, advancement and inclusion of all individuals regardless of race, color, creed, religion, national origin, age, marital status, disability, public assistance status, veteran status, or sexual orientation. Creating or joining a non-profit diversity group is one method of actively seeking diverse candidates that is also scored. Sponsorships and/or participation at non-profit diversity conferences also demonstrate commitment to diversity and EEO. DCI participates and distributes its diversity-focused magazines to more than 300 conferences. The DCI Research Division vehemently reviews and records those who attend events and the extent of participation and sponsorship. Because DCI personnel physically attend conferences, we are able to see firsthand how corporations are participating and how eager they are to support global diversity. Conference participation provides the best visibility and exposure to these targeted groups. Some companies go beyond the call of duty and not only present career and business opportunities, but also hold workshops, sponsor luncheons, provide keynote speakers, offer career counseling, financial aid, valuable tools, and information to advance the communities. These are examples of companies who deserve recognition. As the magazine of choice for conference exposure and community outreach, we are in a unique position to evaluate those who regularly participate and support diversity as a whole.

At the conclusion of the evaluations, the “Best of the Best!” results are announced and published. Vehicles through which results are made public include the print magazines, digital editions, bi-weekly eNewsletters and press releases. The honorees are listed in alphabetical order and not ranked by number.

If you would like your company or agency to receive a survey invitation via email for the next evaluation, please send your request to surveys@diversitycomm.net.
# Top Government & Law Enforcement Agencies

<table>
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<th>Agency</th>
<th>Department</th>
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<tr>
<td>Air Force Civilian Service (AFCS)</td>
<td>Strategic Systems Programs</td>
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<td>Air Force Research Laboratory (AFRL)</td>
<td>Transportation Security Agency (TSA)</td>
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<tr>
<td>Argonne National Laboratory</td>
<td>U.S. Air Force</td>
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<tr>
<td>Centers for Disease Control and Prevention (CDC)</td>
<td>U.S. Army Corps of Engineers</td>
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<tr>
<td>Central Intelligence Agency (CIA)</td>
<td>U.S. Coast Guard (USCG)</td>
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<tr>
<td>Defense Intelligence Agency (DIA)</td>
<td>U.S. Coast Guard and Civilian Careers</td>
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<td>Defense Logistics Agency (DLA)</td>
<td>U.S. Department of Agriculture</td>
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<td>Drug Enforcement Agency (DEA)</td>
<td>U.S. Department of Commerce</td>
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<td>Environmental Protection Agency (EPA)</td>
<td>U.S. Department of Defense (DoD)</td>
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<td>Federal Aviation Administration (FAA)</td>
<td>U.S. Department of Education (ED)</td>
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<td>Federal Bureau of Investigation (FBI)</td>
<td>U.S. Department of Health and Human Services</td>
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<tr>
<td>Federal Reserve System</td>
<td>U.S. Department of Homeland Security</td>
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<tr>
<td>Idaho National Laboratory</td>
<td>U.S. Department of Justice (DOJ)</td>
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<tr>
<td>Institute of Defense Analysis (IDA)</td>
<td>U.S. Department of Labor (DOL)</td>
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<tr>
<td>Internal Revenue Service (IRS)</td>
<td>U.S. Department of State (DOS)</td>
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<tr>
<td>Lawrence Livermore National Laboratory</td>
<td>U.S. Department of the Army</td>
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<tr>
<td>Los Alamos National Laboratory</td>
<td>U.S. Department of the Interior</td>
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<tr>
<td>Military Sealift Command</td>
<td>U.S. Department of the Treasury</td>
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<tr>
<td>National Aeronautics and Space Administration (NASA)</td>
<td>U.S. Department of Transportation (DOT)</td>
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<tr>
<td>National Credit Union Administration (NCUA)</td>
<td>U.S. Department of Veterans Affairs (VA)</td>
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<tr>
<td>National Geospatial-Intelligence Agency (NGA)</td>
<td>U.S. Marine Corps</td>
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<td>National Institutes of Health (NIH)</td>
<td>U.S. Navy</td>
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<td>National Security Agency (NSA)</td>
<td>U.S. Nuclear Regulatory Commission (NRC)</td>
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<tr>
<td>Naval Air Systems Command (NAVAIR)</td>
<td>U.S. Patent and Trademark Office (USPTO)</td>
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<tr>
<td>Naval Sea Systems Command (NAVSEA)</td>
<td>U.S. Secret Service (USSS)</td>
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<tr>
<td>Sandia National Laboratories</td>
<td>U.S. Securities &amp; Exchange Commission (SEC)</td>
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<td>Social Security Administration (SSA)</td>
<td>United States Postal Service (USPS)</td>
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# Top Insurance Companies

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<tr>
<th>Aetna</th>
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<tr>
<td>Aflac</td>
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<td>Allianz</td>
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<td>Allstate Insurance Company</td>
<td>Nationwide</td>
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<tr>
<td>American Family Insurance</td>
<td>New York Life</td>
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<td>Anthem</td>
<td>Northwestern Mutual</td>
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<tr>
<td>Auto-Owners Insurance</td>
<td>Old Republic International</td>
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<tr>
<td>Blue Cross Blue Shield of Michigan</td>
<td>Progressive</td>
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<tr>
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<td>The Hartford</td>
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<td>CNA Financial</td>
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<td>Unum</td>
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<td>Humana</td>
<td>VSP Global</td>
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<td>Independence Blue Cross</td>
<td>Zurich Insurance Group</td>
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### Top Financial and Banking Companies

<table>
<thead>
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<th>Company</th>
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<td>American Express</td>
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<td>Quicken Loans</td>
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<td>Capital One Financial</td>
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<td>Citigroup Inc.</td>
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<td>MassMutual Finance Group</td>
<td>T. Rowe Price</td>
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<td>Comerica</td>
<td>Mastercard Incorporated</td>
<td>The Huntington National Bank</td>
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<td>MetLife, Inc.</td>
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<td>Morgan Stanley</td>
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<td>Federal Reserve System</td>
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<td>First Horizon National</td>
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<td>FIS</td>
<td>People’s United Bank</td>
<td>World Bank Group</td>
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<td>FM Global</td>
<td>PNC Financial Services Group</td>
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# Top Healthcare, Pharmaceutical & Biotech Companies

<table>
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<th>Company Name</th>
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<td>Abbott</td>
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<td>Amgen</td>
<td>Johnson &amp; Johnson</td>
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<td>Astellas Pharma US, Inc.</td>
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<td>AstraZeneca Pharmaceuticals</td>
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<td>Baxter International</td>
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<td>Bayer</td>
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<td>Roche</td>
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<td>Roche Diagnostics</td>
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<td>Gilead Sciences</td>
<td>Takeda Pharmaceutical</td>
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<td>GSK – GlaxoSmithKline</td>
<td>Teva Pharmaceutical</td>
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<td>Hospira</td>
<td>Thermo Fisher Scientific</td>
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Why We Invent

AT MERCK, WE ARE INVENTING FOR LIFE.

We are taking on many of the world’s most challenging diseases because the world still needs cures for cancer, Alzheimer’s disease, HIV, and so many other causes of widespread suffering in people and animals.

We invent to help people go on, unburdened, to experience, create and live their best lives.
<table>
<thead>
<tr>
<th>Top Utilities, Energy, Gas &amp; Oil Companies</th>
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<tbody>
<tr>
<td>Alabama Power</td>
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<td>American Electric Power</td>
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<td>Arizona Public Service (APS)</td>
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<td>Baker Hughes</td>
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<td>Berkshire Hathaway Energy</td>
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<td>CenterPoint Energy, Inc.</td>
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<td>Chevron</td>
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<td>Con Edison</td>
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<td>ConocoPhillips</td>
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<td>Consumers Energy</td>
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<td>Dominion Resource</td>
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<td>Duke Energy</td>
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<td>Edison International</td>
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<td>Entergy Corporation</td>
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<td>Eversource Energy</td>
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<td>Exelon</td>
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<td>ExxonMobil Corporation</td>
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In 1923, we hired our first female engineer, Maria Whitson, who was also the first female engineering graduate in the state. Today, through our iCAN program, female engineers are inspiring the next generation of young women interested in science, technology, engineering or math. Our continuing commitment to education is one more way we’re helping elevate Alabama. Learn more at AlabamaPower.com.
Niki Green’s values match those of T. Rowe Price: put clients first, act with integrity and accountability, cultivate intellectual curiosity and innovation, embrace diversity and collaboration, and, finally, pursue excellence with passion and humility.

Green is the Vice President, Senior Retirement Sales Executive at T. Rowe Price (TRP), one of the top-rated investment firms.

At age 50, Green has worked in the industry for 28 years, with specialties in 401(k), defined contribution, mentoring, and relationship building.

Green works in the Pacific Northwest and engages with passion, commitment, integrity, and a sense of humor, helping employees and employers manage their retirement plans. “I consider it an honor to partner with many of the best financial advisors throughout the Northwest to share my expertise and turn those business relationships into lifetime friendships,” she says.

Even with all of her years’ experience in the investment industry, Green says that T. Rowe Price stands out in that the company focuses on the long-term picture. “I think that’s what is really different about T. Rowe,” she says. “The fact that we are all salaried in a sales position is really unique. At this stage in my career, I wanted to be with an organization that let me have autonomy, run my territory, and maintain my relationships.”

And that she has. “I feel like T. Rowe Price helped me draw on all my strengths and put me in the position where I can succeed in an area that best suits who I am as an individual and what I can bring as far as strengths and building relationships,” she says.

Green also applauds the firm’s effort to bring in diverse talent. “I’m a woman. I’m over 50. I’m Asian. I’m a lesbian. I don’t know that you could find much more diversity than me in checking multiple boxes. The culture of the firm goes beyond celebrating gender diversity—it is the diversity of thought and sharing of perspectives, which creates an inclusive environment,” she says.

T. Rowe Price also contributes to Green’s positive interactions with her colleagues, opens the doors to other opportunities, and helps her maintain relationships. “With TRP, I’ve been able to get into doors way easier than I have with other organizations because of the reputation of the firm, the quality of the people, and the quality of what we produce, which is essentially investment management.”

And what does she consider her greatest accomplishment? Watching people she’s hired, coached, and mentored build successful careers. “In the end, no one’s success occurs by accident. It’s the result of being surrounded by good people, an intentional focus, and dedication to work, family, and community,” she says.
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7 TIPS to Help You Find a Better Work-Life Balance

By Deanna Hartley
Overworked and underpaid? Instead of trying to switch careers or companies, perhaps the solution to avoid burnout is to be proactive about trying to achieve and maintain a healthy work-life balance. These tips can help.
CAREERS

Leave the office by a certain time each day. If you have a regular train to catch or a time you need to be home to pick up your child or pet from daycare, you will be more inclined to stick to a routine and clock off by a specific time of day. Whatever that time may be for you, try to stick to it as much as possible so that you’re home by a certain time.

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Switch off your work email during certain hours each night. The technology that allows you to check your work email from home was at one time revolutionary but has increasingly put pressure on workers to be chained to their desks, in a manner of speaking. Tempting as it can be to constantly check and refresh your inbox, exercise discipline by turning off your work email notifications during a specific window each day (say 8 p.m. to 6 a.m.).
Rest up. One thing you should never compromise on is your sleep. In fact, Arianna Huffington in a famous TED Talk talks about the power of a good night’s sleep and the wonders it can do to stimulate creativity and idea generation. Getting adequate sleep is essential to becoming more productive, which in turn allows you to be more alert, complete your work faster and clock out earlier.

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Practice time management by prioritizing your work. Your daily to-do list may seem endless, but it helps to take a few minutes each morning to prioritize your workload. Knowing what you need to accomplish that day and setting goals or checklists for yourself will help keep you on track so you can leave at a reasonable time.
Block off your calendar outside of work hours. Ever have a 7 a.m. meeting pop up on a Monday morning? That won’t happen if you block off non-work hours on your calendar, indicating that you’re unavailable during those times. If you work with international teams, or even ones in different time zones, you may have a harder time doing this—but you can set expectations up front nonetheless. For instance, if you need to be on a 7 a.m. or 7 p.m. conference call, have everything you need to do it from home.

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7 Schedule activities on weeknights. Whether it’s a soul cycle session, bocce ball tournament, yoga class or game night, scheduling activities on weeknights can provide an escape from the demands of your job and give you something to look forward to. As an added bonus, you won’t wind up working past 7 p.m. if you have someplace else to be.

Need more inspiration? Contrary to popular opinion, a vacation may actually help you recharge and excel at work.

Source: careerbuilder.com

30 Huge Diversity Career Fairs Nationwide

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January 23 • Bay Area I
February 13 • Portland I
February 20 • Denver I
March 6 • Los Angeles I
March 20 • Dallas I
April 3 • DC / Virginia
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May 8 • Boston
May 15 • Phoenix
May 22 • New York
June 5 • Atlanta
June 12 • Sacramento
June 19 • Silicon Valley
June 28 • West Hollywood
July 17 • Seattle II
July 31 • Orange County
August 7 • Denver II
August 21 • Portland II
August 28 • Inland Empire/Ontario
September 4 • Bay Area II
September 11 • Chicago II
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What You Wear Matters

How to dress for your interview

By Mary Lorenz

As if job interviews weren’t stressful enough, what with trying to remember the right things to say and do, you also have to think about what you’re going to wear. After all, interviews are all about showing yourself in the best possible light, and your interview outfit is part of that, says Heather Tranen, founder of Schtick, which offers career coaching and personal branding.

“Showing up to an interview polished and dressed appropriately for the role you are interviewing for shows that you put effort into yourself and into understanding the organization’s culture,” Tranen says. She adds that a good interview outfit can help with your confidence going into the interview. “If you feel great on the outside, it will calm the inner crazy person shrieking insecurities inside your head.”

Deciding What to Wear, When

You’ve likely heard the saying, “Dress for the job you want,” but it’s also important to dress for the company for which you want to work. While a suit used to be the universal standard, that’s not necessarily the case anymore.

“Lately it seems like hoodie culture of the Silicon Valley start-up world has replaced the boxy pantsuits of the Wall Street glory days,” Tranen says. “However, many industries still remain fairly traditional. While many companies are relaxing their dress codes, a lot of industries, such as finance and law, expect you to be on your suit A-game when you come in for an interview.”

Because there are no hard and fast rules anymore, your best bet is to do your homework ahead of time to figure out what the standard dress code would be for the role and company at which you’re interviewing.

6 Tips for Dressing for Job Interview Success

Because every company is different in what they consider appropriate workplace attire, here are some tips to ensure you dress for success every time.

1. Do your homework. Don’t know much about the company? Tranen suggests engaging in “a little light Internet stalking” to find out what the dress code is. Go on the company’s website, for example, to see if there are photos and videos
In a disaster, we come together.

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of employees. “This can give you insight into the company’s overall vibe,” Tranen says. “Model yourself accordingly.” It’s also OK to ask a friend at the company, or seek out alumni from your college who may work there to gain insight.

2. Err on the side of overdressing. “A good rule of thumb is to dress one level above what folks at the company wear on a day-to-day basis. For example, if they are business casual then it’s best to break out that suit collecting dust in the back of your closet,” Tranen says.

3. Pay attention to details. Make sure you always look polished. In other words, don’t show up in wrinkled, stained, ripped or ill-fitting clothing. Comb your hair, and check to make sure none of this morning’s spinach omelet ended up in your teeth. Consider keeping a small grooming kit with you for any last-minute touch-ups you may need.

4. Keep it simple. You want the interviewer to focus on you, not your attire. “Avoid distracting an interviewer by embracing a simple approach to interview attire,” Tranen says. That means going easy on the jewelry, makeup, hair and clothing. Stay away from “outrageous” colors and patterns, as well as pieces that show off too much skin. “Let your awesomeness speak for itself through the answers you give throughout the interview.” That doesn’t mean you have to be boring, however. Tranen says investing in “a good, classic handbag or briefcase that can fit your interview materials comfortably...will make you feel both organized and stylish.”

5. Put the perfume away. Once you’ve showered, shaved and applied deodorant, avoid the urge to “bathe yourself in cologne or perfume,” Tranen says. She recalls interviewing a job candidate whose scent was so powerful, it nearly made her sick. “Needed to say, he didn’t get the job.” In an interview, you want to be remembered for your skills, not your scent.

6. Have a dress rehearsal. Tranen recommends always trying on your interview clothes before the day of the interview to prevent any possible wardrobe malfunctions. “If things don’t fit right anymore, if your go-to jacket is missing a button, or if the shirt you love is wrinkled, it gives you time to troubleshoot,” she says.

Decoding Dress Codes

Sometimes even asking about the dress code can still leave you confused. For instance, you might hear that a company is “business professional.” But what’s the difference between that and business casual? Or if a company describes its dress code as “casual,” how do you know what’s too casual? Here’s a cheat sheet to deciphering some of the most common office dress codes:

- **Business professional.** In a business professional atmosphere, suits are the norm. Women might wear a skirt or pant suit with heels, while men may wear a blazer or suit jacket, button down shirt, suit pants, a tie and dress shoes.

- **Business casual.** Forget the suit when interviewing at a business casual company. Men might opt to wear dress slacks or chinos, a button down or polo shirt, a belt and dress shoes. Women might consider wearing a conservative dress, or a blouse (or sweater) with a skirt or dress pants and dress shoes or boots.

- **Casual.** When interviewing at a casual office, it’s still important to look polished and professional. (Save the jeans and flip-flops for when you actually have the job.) Men might consider wearing a long-sleeved dress shirt, khaki pants a belt, and dress shoes. Women might wear a collared shirt with pants or a pencil skirt, or a work dress.

Source: careerbuilder.com

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In her role as Amgen’s senior vice president, Corporate Affairs, Judy Brown has a seat at the CEO table. It isn’t her first time in a C-Suite, but she says, “this is the first time I’m not ‘the girl’ in the room.” In the almost two years she’s been at Amgen, Judy has been impressed by the organization’s commitment to mentoring and promoting women. “This is a place where intellectual horsepower and curiosity is valued regardless of race, gender or sexual orientation,” she says. “From the start I’ve seen our leadership team’s commitment to developing diverse leaders to help us better serve our diverse patient population.”

During her career in finance and her decade serving as a public company CFO, Judy heard many negative comments and assumptions about a woman’s place in business. “I’ve always taken the approach that finding humor and putting everything out on the table is the best way to handle those situations,” Judy reflects. “The only way you can move the needle is by talking about differences. My advice to women is: be human and allow yourself to be humorous.”

Judy believes that Diversity & Inclusion actually begins with inclusion, creating a place of trust and safety where people are free to speak up. “A diverse team encourages the widest perspective on issues, and you can get a lot of kudos for how diverse you look. But unless it’s coupled with inclusion, the best diversity on earth has no power,” says Judy. “An inclusive team is like a good friendship in that people are willing to say what others may not want to hear. One of my main management mantras is: we can only win when everyone feels comfortable speaking their mind and knows their opinion—even if it’s contrary—will be valued.”

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How to Survive Burnout
By Laurence Favier

The pressure of looming deadlines, a pile-up of urgent tasks, not to mention a toxic work environment, filled with competitiveness, incivility, and gossiping—this can leave anyone feeling exhausted, overwhelmed, and at risk of burnout. Having experienced burnout several times during my career, here are some tips to surviving burnout—and thriving.

Recognize the Warning Signs, Early

Burnout can build up slowly over time and may present itself not only with work pressures but social pressures, too. If you’re a people pleaser, you may find yourself becoming exhausted from making too many commitments, promises, and doing favors, to try and please everyone in your life, including family, friends, and even colleagues. And at work, you may find yourself being pushed and pulled in different directions, struggling to juggle an increasing to-do-list with ‘surprise’ urgent tasks that can pop up during the day.

Your body is probably showing you the warning signs of burnout, starting with tiredness and irritability, that can eventually lead to fatigue and even insomnia. It’s important to recognize and acknowledge these signs early. Don’t blame yourself—it is not worth the added pressure and can worsen your burnout symptoms.

By acknowledging these signs, you’ll be able to recognize whether you need to remove yourself from the situation that’s causing burnout. This could mean taking time off work, leaving your job entirely, simply saying ‘no’ to certain social commitments, or unplugging from social media.

Remove Judgments

Acknowledging the warning signs and physically removing yourself from the situation causing burnout are the first steps in taking care of...
yourself and bringing you back to joy and fulfillment. Once you’ve done this, tackle the struggles and judgments that are bubbling to the surface, internally.

Focus on seeking help, whether it’s by visiting a psychologist, or talking to a friend or colleague. You may find that just talking about the situation can make you feel better.

Seeking professional help can provide different tools and techniques that can help you through those moments of stress, pressure, and even burnout. Practicing mindfulness and meditation, doing yoga, or other tools and exercises that focus on clearing your mind and breathing may be beneficial for you. Or, perhaps medications may be prescribed to you to help. Keep an open mind and do what works for you, without self-judgment or taking on the opinions and judgments of others. This can help you move beyond the burnout and even prevent it in the future.

Thriving Beyond Burnout

If you took time off work to focus on getting out of burnout, the return to work can be a deliberate process, one that must be carefully planned and prepared for. A question you can ask yourself is, “What do I have or what do I want to change in my work and in my day-to-day life, so this burnout situation doesn’t happen again?” Flexible hours, shifting from full time to part time, weekly check-ins with your manager, or taking more frequent breaks during the day are all possibilities to consider when returning to work and can easily be discussed with your superiors and HR team. Don’t be afraid to ask for these changes and acknowledge and talk about what isn’t working for you anymore. If your workplace values your contribution to the company and has your best interest in mind, they will be willing to make accommodations, especially those that prevent future burnout situations. Ask this question in other areas of your life, where you know that change is needed, as it is often a combination of more or less important factors that lead to burnout. Keep doing things you like and that work for you in your work and social life.

What kind of invitation can you be for people in your situation who do not dare to change? What if your experience could be useful for someone else? It is time to lower the barriers and walls you may put up to protect yourself and to show you as you are, in total vulnerability. Vulnerability is not a sign of weakness. On the contrary, it is a great strength. The strength to be who you really are, with no role to play, without judgment of yourself or others, without seeking to be perfect, just being you. What are you going to change today for more ease in your life, move out of burnout and prevent burnout in the future?

About the Author

Laurence Favier is a Joy of Business facilitator and highly experienced corporate executive. After more than 30 years in senior IT roles, particularly in project management and operations, Laurence made a conscious decision to adopt a more fulfilling and nurturing approach to work and impending retirement. After discovering Access Consciousness, Laurence began to integrate these quick and effective tools into her own life and to teach them to others. She has swiftly become an Access Consciousness certified facilitator, a Being You facilitator and a Joy of Business facilitator. Her knowledge of the corporate world is an asset to her clients—Laurence offers relevant and effective training for businesses and business leaders, as well as valuable insights for the wellbeing of employees. She provides trainings, conferences, workshops and one-on-one sessions.
How Boundaries at Work Help at Home

By Suzanne Brown

You headed out from the office a few hours ago for a friend’s birthday happy hour, and the office has emailed, called, or texted three times already. Can’t they figure it out on their own?

It’s Wednesday and you’re at your son’s baseball game. Sure, it’s for a group of 10-year-olds, but it’s important to him, and that makes it important to you. Why has your boss called you four times already?

Your client keeps trying to contact you with a message saying, “I have a question,” but she won’t leave what the question is. Is it an emergency, or can it wait until you’re back in the office after the weekend is over?

Does this sound familiar? Don’t they understand you’re off the clock right now?

The Need for Boundaries at Work

Boundaries. It’s part of what’s missing in these scenarios. A consistent piece of advice from the more than 110 professional part-time working moms, whom I interviewed, was about the need to set and maintain boundaries at work.

Setting Boundaries Can Be Hard

Many of us want to be connected and not miss a thing. Setting boundaries means we might miss something. Deadlines don’t usually move for us. We move for them. A crisis might blow up or maybe we’ll miss a huge opportunity. And part of it is often simply trying to keep all parties happy. But, what’s the likelihood of these things coming up or a crisis happening in the hours after you leave the office? I’ll bet it’s generally low, especially if you schedule around deadlines and have an idea of whatever is coming up.

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Technology as an Enabler

Technology is a blessing and curse. It allows us to work from anywhere anytime, which we love. And it enables clients, colleagues, and managers to get a hold of us whenever they choose. If you combine that with people who don’t have their own boundaries or maybe you haven’t established yours, you’re in for a lot of interruptions from the office during your downtime each day or even on vacation. Remember that it’s OK to walk away from the office and turn off technology.

The Boundaries at Work Are Important for so Many Reasons

- You want to pay attention to your family and be present.
- You need a break each day to recharge to perform your best.
- Time away from the office each day helps manage stress.
- You look at things with a fresh perspective when you can put them down for a while.
- If you’re working part-time, it makes financial sense to work the time you get paid.

Want Some Ideas on Boundaries You Can Start to Implement?

- No phone or electronics time for X amount of time each day or for the time when you’re with family, unless it’s an emergency. I might check email or texts while I’m home with the boys, but I don’t usually respond to anything that isn’t urgent. And no phone at the breakfast or dinner table.
- Response to non-emergency communications (phone, email, text) within 24 hours or by end of day or whatever timeframe you’re comfortable with. You might be traveling, in an all-day meeting, sick, taking care of a sick child, or working on a major deadline. Give yourself some wiggle room, so that people don’t expect you to respond in minutes and then keep contacting you until you do finally respond.
- Real work emergencies can come up. Define what an emergency is to your team, clients, manager, etc. Everyone you’re interacting with needs to be on the same page, as they can vary from person to person or even project to project. If you get a rare call or text after hours, you’ll know something is going on that needs your attention.
- You can use boundaries to get your work done. Designate meeting or call days or times on your calendar, so that you have work time and time to get work done each day.

Boundaries Are Set—Now What?

The easiest option is to establish boundaries from the beginning of a relationship, either a new job or with a new client. If it’s an existing relationship, you need to create a plan and give time for people to re-adjust to new boundaries. Maybe you create a transition plan for yourself so that it’s not like a light switch between two sets of boundaries. It will take retraining a client, your boss or your team. You need to stick to your boundaries over time, though, even when things get iffy and pushback kicks in. You can do it!

I’ve focused on the consistent boundaries at work and how they impact you every day. If you’re interested in more on why vacation is important, since those are bigger boundaries, read my blog about the importance of vacation or time away (mompowerment.com).

About the Author

Suzanne Brown is a work-life balance speaker, strategist & author, and strategic marketing consultant.

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California Becomes First State to Mandate Women on Corporate Boards

California Gov. Jerry Brown signed Senate Bill 826 into law last October, which requires companies to add at least one woman to their boardrooms by the end of 2019 and a minimum of two by 2021. California is the first U.S. state to mandate publicly traded companies to add women to their boards.

“Given all the special privileges that corporations have enjoyed for so long, it’s high time corporate boards include the people who constitute more than half the ‘persons’ in America,” Gov. Brown wrote in a letter about his decision.

The reason for the legislation is something most directors have heard before. The bill states:

More women directors serving on boards of directors of publicly held corporations will boost the California economy, improve opportunities for women in the workplace, and protect California taxpayers, shareholders, and retirees, including retired California state employees and teachers whose pensions are managed by CalPERS and CalSTRS. Yet studies predict that it will take 40 or 50 years to achieve gender parity, if something is not done proactively.

“This move in California represents just one example of a broader and growing support of diversity on boards—a movement that Women-CorporateDirectors is leading both in the United States and around the world,” says Susan C. Keating, CEO of the organization at the forefront of gender diversity in the boardroom.

Indeed, many experts see the move as just part of an ongoing process and not a huge game changer, yet. But it points to how important this issue has become.

Companies can be fined $100,000 for the first violation and $300,000 for subsequent violations. The legislation also requires companies report their board compositions to the California secretary of state and will impose a $100,000 fine if the company breaks that rule.

Nationally, women on boards are dramatically underrepresented: According to Catalyst, women make up about 20 percent of S&P 500 board seats. There are 12 Fortune 500 companies with no women on their boards whatsoever, and the number of Fortune 500 CEOs dropped by 25 percent this year, from 32 to 24.

Evidence suggests that having more gender and racial diversity in the boardroom is good for business. A Peterson Institute study found that the presence of women on corporate boards and in the C-suite may contribute to firm performance, and that among profitable companies, a move from no women leaders to 30 percent representation was associated with a 15 percent jump in profit.

Sources: vox.com; foxbusiness.com
Tips to Promoting Diversity & Inclusion from Symantec’s Amy Cappellanti-Wolf

It’s not easy being a woman in the technology industry, and, most of the time, the only woman in the room. But Amy Cappellanti-Wolf does not let that stop her. “I don’t let it hold me back,” she says. And it shows.

Cappellanti-Wolf serves as Senior Vice President & Chief Human Resources Officer at Symantec, the world’s largest cybersecurity software company, in Mountain View, California. There, among many duties, she spearheads efforts to incorporate diversity and inclusion.

“It’s not only the right thing to do,” she says, “but it also really drives better performance in the company because you get better diversity of perspective, experience, and thought.”

Symantec conducts many strategies to promote diversity and inclusion and focuses on specific pillars to achieve it. “One is raising awareness about what we already have today,” Cappellanti-Wolf says. “We have a multitude of employee resource groups that are running pretty effectively. Our CEO has joined the CEO pledge with PwC and is clear about diversity being an important part of our priorities, and we’re doing a lot of communication and events on how people can contribute to that.”

“Diversity and inclusion drives better performance in the company because you get better diversity of perspective, experience, and thought.”

—Amy Cappellanti-Wolf

Another pillar focuses on inclusive leadership. “That’s everything from gender neutralizing job descriptions to diverse interviewing panels. We’re actually calling it conscious inclusion, not unconscious bias. It helps in our recruiting practices and managerial abilities.”

Businesses looking to reach, hire, and retain diverse talent can learn a lot from Cappellanti-Wolf:

“If you have the right culture where people can bring their best self or are open to different ideas and perspectives, then you have the condition to have people come out of the margins and begin to share their perspectives that may not look like the person’s sitting next to them. Diversity is the outcome; it’s the kind of condition and landscape you create internally.”

Managers can make the most of diversity by hiring different people who do not always have the same background, Cappellanti-Wolf says. “They’re going to fill gaps that you can’t because they have experiences that you don’t. With our managers, it’s really helping them with inclusive leadership.”

Symantec retains diverse employees by ensuring they all have a voice. “We’re looking through the culture umbrella and would like certain activities relayed on how you get diversity in the door and staying and thriving,” Cappellanti-Wolf continues. “We all want to get involved, and we all want to be part of a solution, so it’s a management practice to ensure that everyone has access. It’s really critical that leaders and managers play a proactive role about being that sponsor and advocate for them. It takes a village.”

In addition to her diversity and inclusion efforts, Cappellanti-Wolf has succeeded in the technology industry. She has more than three decades of experience leading companies across high tech, entertainment, and consumer products industries. She specializes in helping businesses survive and thrive while undergoing deep transformation. Her focus areas are business transformation and change management, organizational design and process management, business partnership, communication strategy facilitation, and diversity in tech.

Cappellanti-Wolf was recently named one of the top 50 most influential women tech leaders by the National Diversity Council. She is also an official member of the Forbes Human Resources Council as of September 2018 and a new member of the Better Works HR Advisory Council.

If you’re a woman who wants to pursue a career in technology, heed Cappellanti-Wolf’s advice: “The world is your oyster if you want to go into technology. There’s a need for you, there’s a need for different perspectives. But you also have to bring perseverance, be able to influence, not be afraid of making mistakes, and learn quickly, because that’s going to help you be successful.”
Tackling the Glass Ceiling
By Janette Marx, CEO, Airswift

The term ‘glass ceiling’ was coined by Marilyn Loden, an American writer and management consultant, in 1978 during a panel discussion about women’s aspirations. Forty years on and businesses worldwide have made great strides when it comes to gender parity. Yet the glass ceiling metaphor continues to symbolize an enduring barrier faced by women in the workplace—recently, Recruiter reported that only 6 percent of the Fortune 500 companies are run by women. So how can we shatter the glass ceiling?

Cleaning the Sticky Floor
To tackle the glass ceiling, we first need to understand the phenomenon of the ‘sticky floor.’ This phrase refers to women typically occupying low-paying, low-mobility jobs and therefore being stuck at the bottom of the career ladder. When I entered the recruitment industry in 1994, I worked full time as a recruiter for Olsten Staffing Services while completing my undergraduate degree. And while I was driven, I was fortunate to work alongside a progressive team and had opportunities to grow and develop, which isn’t always the case.

To accelerate women through the ranks, a cultural shift is needed, and no company alone will turn the tide. Significant groundwork has been laid by many already; however, if we can get even more schools, universities and organizations working as one to tackle the challenge, I’m confident we’ll make a noticeable difference. For example, getting companies involved with organizations like the Greater Houston Women’s Chamber of Commerce (GHWCC) builds networks with schools and gives young women strong, successful, female role models to aspire to.

Next, we need to think about how to encourage and attract more women to pursue management qualifications. While pursuing my MBA, only 14 percent of my cohort were women. Progress since then has been slow. The Financial Times reports that the number of women in MBA programs globally has only risen by 20 percent in 20 years. This is interesting since it’s been shown in studies that backgrounds in business, finance and STEM are launchpads for female CEOs.

So how can the industry work together with educational institutions to attract and encourage more women to get their MBA or other industry qualifications that will accelerate their growth to top leadership? It’s about helping women juggle the pressures of work/life/school demands. During my MBA, I found that one of those three elements always had to give to prioritize another. As employers, the more flexible we are with schedules, the more help we give women to juggle all the work, life and school balls in the air without dropping one. That will go some way to giving women more confidence around taking the leap to undertake an MBA, which will ultimately help the employer long term.

Melting the Frozen Middle
Another obstacle in breaking the glass ceiling is the ‘frozen middle,’ which describes women’s career progress often halting in middle management positions. Sponsorship is one solution to this problem. Sponsors can actively help advance careers—using their influence and capital to advocate for women. Women need this senior sponsorship—especially in male-dominated industries like energy—so they’re offered the same visibility in the organization. The Harvard Business Review found that women with sponsors are...
22 percent more likely to ask for stretch assignments to push them further than unsponsored peers. In particular, strong female role models in senior positions can play a huge role in helping women navigate the challenges of more senior roles.

This is something I’m particularly passionate about. Throughout my career, I’ve pioneered mentorship programs and personally mentored and sponsored employees to succeed. As a board member of the GHWCC, I am committed to empowering women to reach their career goals.

Avoiding Falling Off the Glass Cliff

This sponsorship, mentoring and guidance will be especially important when women do make it into the C-suite and boardroom to avoid falling off the glass cliff. The term ‘glass cliff,’ coined by academics Michelle Ryan and Alex Haslam back in 2005, is the phenomenon of women making it to the boardroom but finding themselves in precarious leadership positions. It notes that women often break through the glass ceiling when businesses are in periods of risk and uncertainty—and are therefore left with the option to accept an unstable ‘glass cliff’ position or resign and ‘fail.’

This sometimes plays into the female stereotypes of ‘softer’ leaders—when people skills are needed to turn companies around. But organizations need to continue supporting female leaders once they’ve reached the top and beyond these periods of uncertainty so their careers and businesses can thrive. Women shouldn’t be forced into a corner characterized by stereotypes. We can’t be content with breaking the glass ceiling—we need to make our mark.

Accelerate Women, Accelerate Business

Breaking the glass ceiling and making your mark is much more than a box-checking exercise for diversity. More women in senior roles equals more profitable businesses. Ernst & Young notes that an organization made up of 30 percent of female leaders could add up to six percentage points to its net margin. So, if we can accelerate the uptake of women in our industries, particularly in senior positions, we can be assured that it’s going to have a positive effect.

If companies worldwide can put the sponsorship and progression of women at the top of their agendas, the hope is that in the next 40 years we can smash the glass ceiling once and for all.
Chip and Joanna Gaines discuss Joanna’s cookbook, Magnolia Table, on the TODAY show in April 2018.
Building a Lifestyle Empire

From real estate to children’s books, Joanna Gaines puts her personal stamp on the Magnolia brand

By Mackenna Cummings

Joanna Gaines is proof that finding the balance between nurturing a healthy, loving family and maintaining a powerful career is not only possible, but well worth it. Somehow, she makes it all look easy, even though we know it’s not. She refers to herself this way: “Wife. Mom. Renovator. Designer. Shop owner. Homebody.” Most of us know her from her five-year run on the HGTV show Fixer Upper, which wrapped up filming in 2018. The show was an instant hit, and she and her husband, Chip, became household names and virtual friends to millions of Americans who enthusiastically tuned in every week—and who continue to catch daily reruns of the hit show.

These days, fans are also watching her spin-off series, Fixer Upper: Behind the Design. Now in its second season, the series features Joanna giving the stories behind her work bringing details and designs together for her season 5 Fixer Upper clients. She unveils surprises we didn’t see in the original episodes and gives us a peek at never-before-seen renovations. It seems we just can’t get enough of Joanna Gaines.

Big Business

She’s the author of At Home: A Blog by Joanna Gaines, as well as editor-in-chief of and regular contributor to The Magnolia Journal, her magazine that debuted in fall 2016. She’s also written numerous books on cooking, design and more, the latest of which is We Are the Gardeners, a children’s book she coauthored with her children. Last fall, she completed her third collaboration on the charming children’s clothing
line, Matilda Jane Clothing with Joanna Gaines. And she lives on a fully operating Texas farm, raising five young children with her husband.

Together, Joanna and Chip own the construction and design company Magnolia Homes, the basis for their hit show; a restaurant, Magnolia Table; a children’s furniture store, Magnolia Kids; Magnolia Realty, which serves various cities across Texas; their magazine, The Magnolia Journal; and the Magnolia Market, located in the renovated Magnolia Silos in Waco (and online at magnolia.com). They also created the popular Hearth and Hand line of home and lifestyle goods, which can be found in Target stores across the country.

**The Road Back to TV?**

But in one of the most significant entries in Joanna’s planner has to be her recently announced plan to return to television. In November, Joanna and Chip broke the news on The Tonight Show Starring Jimmy Fallon that they are working on a deal to get back on the small screen, and their spokesperson John Marsicano confirmed the news to PEOPLE. “We’re excited to share that we are currently in the early stages of talking with Discovery about a lifestyle-focused media network for Magnolia,” Marsicano reported. “The details surrounding this opportunity remain a work in progress, but together, our hope is to build a different kind of platform for unique, inspiring and family-friendly content.” The two aren’t drifting too far from their original television home—Discovery Inc., also owns HGTV, so the new venture would part of the same family of networks.
Living Beyond Dreams

Why are people so hungry for more of Joanna Gaines? Because she’s the real deal—her humility and gratitude toward all she’s built comes through to her viewers and readers, and audiences connect to her in a way that makes them consider her a friend, not just a celebrity. She puts her heart and soul into everything she does, and it shows. Fans feel her love for her clients, her family, and every one of her business ventures. She’s comforting, calm, in control—and she is proof to other women that they can be, too.

“This entire business idea was born completely out of a dream I didn’t know could ever come to life,” Joanna said on magnolia.com. “It’s truly only because a fiercely faithful, brave, and bold husband pushed me to pursue my dream that it ever came to be.” It’s clear that Joanna and Chip are a team that shares every project, every challenge, and every victory.

Finding the Balance

But really—how does the mom of five manage to do it all? Joanna has, over the years, revealed tips that have helped her triumph as a mother and businesswoman. Some of those tips were assembled by the Money & Career department of the lifestyle website CheatSheet:

Don’t make being a mother and an entrepreneur separate roles. She finds ways to incorporate her children into her work, taking their suggestions on paint colors and even having them travel with her and her husband on work trips.

Be all in. To find success in both work and family, she says, you have to give everything you have to both. When she’s at work, she is all in, and when she’s home with her family, she’s all in there, too.

Family is first. While her projects get 100 percent of her effort while she’s working on them, she’s adamant that family will always come before business. “The balance thing is hard because at first, that’s what I was trying to do, and I was kind of going crazy because at the end of the day, it’s hard to really balance anything,” she said.

Balance tasks to prevent life becoming all work and no play. Joanna believes her family’s outdoor hobbies bring a great balance to their busy work days. She gardens and raises livestock, and her children are an integral part of these hobbies, allowing the whole family to unwind and bond together.

Know that while being away from your kids is difficult, you’re teaching them by working hard. She’s satisfied with the example she’s setting for her children, teaching them the value of hard work and what it takes to succeed. “I explain that I have to work, just like they have to go to school,” she says.

Know your strengths and delegate duties to others on your team. It’s wise to rely on your support system for help in areas that aren’t your specialty. It relieves stress, even with something as small as accepting that Chip is best at swaddling and rocking their kids to sleep.

When one door closes another one opens. While the Magnolia Market was in fact Joanna’s original dream, she was forced, early on, to close her beloved shop so the couple could refocus their goals on their realty company, Magnolia Homes. The success of Magnolia Homes and other enterprises led to the reopening of Magnolia Market on a much larger scale. In the same way, their decision to end their successful show Fixer Upper was reaffirmed when they discovered they were expecting baby number five, and that decision has now allowed them to consider even bigger ventures. Scaling back, changing course, or redefining a dream—it’s all part of the journey for Joanna.

Living With Purpose

Her journey began in Wichita, Kansas, where she was born before moving to Texas with her Korean mother and her Lebanese/German father. As a child, she was bullied for looking different from her classmates, which led first to confusion and then to insecurity. She earned a degree in communications from Baylor University’s Baylor Communication in New York but still wrestled with the doubts and fears that filled her childhood. Approaching her college graduation, she says she “had a revelation” to embrace her strong Christian faith and let it guide her to help other women who may have struggled as she did. “While I was in New York, I really felt like God was telling me that I would be able to help women who weren’t confident, who were looking for guidance, or who were lonely,” she told the magazine Darling. She just knew that her own pain would give her the tools to help those women who were hurting, because “I had felt that pain myself.”

From a place of wanting to help others, Joanna Gaines found success beyond her wildest imagination—proof you can choose to do it all and do it all well. Inspiring people to pursue their own dreams is still an important part of her life’s purpose. “The key to everything Chip and I have learned in our life together so far seems to be pretty simple: Go and find what it is that inspires you, go and find what it is that you love, and go do that until it hurts.”
Quartermaster Corps Names First Woman to Chief Warrant Officer Post

Chief Warrant Officer 5 Maria G. Martinez is the first woman to hold the title of Chief Warrant Officer of the Quartermaster Corps. Martinez and her husband, retired CW5 Mauricio E. Martinez Sr., were once the Army’s only couple wearing the highest rank of the Warrant Officer Cohort.

Source: army.mil

First Female Director of Smithsonian National Air and Space Museum

Former NASA Chief Scientist Ellen Stofan is the John and Adrienne Mars Director of the Smithsonian’s National Air and Space Museum, the world’s largest collection of artifacts, archival materials and works of art related to aviation, spaceflight and the study of the universe. Stofan is the first woman to ever hold the position.

Source: airandspace.si.edu

Boston’s First Female Top Prosecutor

Rachael Rollins is the first female district attorney in Suffolk County, Massachusetts, which encompasses Boston, Revere, Winthrop and Chelsea. She is also the first woman of color to hold the position in the state of Massachusetts.

Source: apnews.com

First Woman with Down Syndrome to Receive Britain’s MBE

Sarah Gordy of the British family drama, Call The Midwife, is the first woman with Down syndrome to receive an MBE, which stands for Member of the Most Excellent Order of the British Empire. “I’ve worked really hard in what I believe in, I’d like to inspire others and empower them to believe in themselves, especially people with Down syndrome. The world is their oyster,” said Gordy.

Source: metro.co.uk
Meet the First Woman to Fly in a Wingsuit Over Antarctica

Australia’s Heather Swan made history this past fall as the first woman to fly in a wingsuit over Antarctica, speeding above the glaciers at up to 112 mph with her husband Glenn. “I feel incredibly privileged to have had this experience,” said Swan, a photographer.
Source: dailymail.co.uk

First Female Duo to Call NFL Game

Andrea Kremer and Hannah Storm, two of the most accomplished sports journalists in the industry, made history when they provided commentary and analysis for Amazon Prime Video’s live streaming coverage of 11 Thursday Night Football games this season. They were the first female duo to call an NFL game.
Source: businesswire.com

First Woman Takes Over JCPenney

The J.C. Penney Company, Inc., appointed Jill Soltau as chief executive officer and a member of the Board of Directors, making her the first woman to hold the position in the department store chain’s 116-year history.
Source: jcpenney.com

First Woman to Win Four World All-Around Titles

After winning her fourth world title with 57.491 points late last year, Simone Biles became the first woman to win four world all-around titles. This result also marked the eighth year in a row that an American woman has won the Olympic or world all-around title—Biles won five of those.
Source: teamusa.org
Viacom is in the Business of Belonging—Starting with their Diverse Suppliers

As a leading global content company, Viacom continuously strives to be a catalyst of change—celebrating diversity, advancing inclusion, and building belonging. Viacom is committed to reflecting the diversity of the company’s global audiences in its entertainment content, workforce, and with business partners.

Viacom is proud to announce the company’s new Supplier Diversity Program, jointly led by Viacom’s Sourcing team and the Office of Global Inclusion. Viacom is actively seeking to forge new vendor partnerships with a wide variety of best-in-class, small and traditionally underrepresented companies who would like to belong in the Viacom family.

“When you look at the amount of spend we generate both through media networks and Paramount, it’s an incredible opportunity for us to diversify our sourcing and to bring new partners into the family,” said Viacom Executive Vice President and Global Head of Inclusion Strategy Marva Smalls.

Identifying Diverse Partners
Viacom’s first step to diversification has been to catalogue its current vendor pool. The company has also joined WBENC, NMSDC, NGLCC, and Disability:IN (formerly USBLN)—all business councils that work with certified diverse suppliers. So far, approximately 1,100 of Viacom’s vendors have either self-classified as diverse or fit into the rubric to be certified by one of these organizations.

“If expanding the network of vendors available to us results in a more positive economic impact on underrepresented local communities, it’s a win for both these businesses and Viacom,” Smalls said.

Sometimes a Nudge is All You Need
One initial contract can propel a small company to much larger things. Take, for example, Jax Media, a New York City-based, minority-owned production shop. Megan Ring, Senior Vice President and Head of Production for Comedy Central, said, “Jax Media’s owner, Tony Hernandez, was just a guy who was out there with some great ideas and a different way of thinking, and we struck up a relationship, and we were willing to take some chances to learn from him, and he was at the same time able to take advantage of access points to Viacom.”

Nickelodeon similarly points to the experience of Ne’e Leau, the Samoan-American owner of Scenic Storage in Los Angeles, who started as a stagehand with Nick 20 years ago. His business now manages the bulk of the network’s set storage in the city. “Ne’e’s experience shows how the diversity movement can work,” said Nickelodeon Executive Vice President of Production Lee Ann Larsen.

The Business Case
Through its Sourcing organization, Viacom hopes to strengthen and expand relationships with its diverse supplier base, while simultaneously driving innovation, increased quality of service, and cost savings. The Sourcing team’s collaborative partnership with the Viacom Office of Global Inclusion will ensure that these businesses have a strong sense of belonging to the Viacom family once they become part of the supply chain.

“There’s an economic benefit to the system, certainly to the diverse supplier, but by bringing in a diverse supplier base, it allows us to drive better service, better quality, better price,” said Tom Lardieri, Senior Vice President of Financial Operations.

While new, more diverse vendors will provide services within a wide range of spend areas at Viacom, content production is one of the major areas where there will be a positive impact on the business. “Yes, we should have more diversity overall and we should open our sites,” said BET Senior Vice President of Production Michael Siegman. “We strive to hire people because they bring distinctive skillsets and priorities that help us on all of our productions.” Says Paramount Pictures COO Andrew Gumpert, “If we have a room with [more diversity], we’re going to get a point of view that produces the best result.”

Promoting Belonging and Defining the Company Beyond the Bottom Line
Viacom hopes to incrementally increase its number of diverse vendors while simultaneously ensuring these new partners experience a sense of belonging at the company. Viacom has spent years curating this strong internal culture of belonging, led by Smalls, who says, “We’re not just fostering an environment of diversity and inclusion; we’re fostering an environment of belonging, where people feel they’re supposed to be here, and they are part of driving value and innovation at Viacom,” she said. “We want to be a committed custodian of change and diversity, helping to uplift communities that otherwise are underrepresented.”
OUR COMMITMENT TO SUPPLIER DIVERSITY

At Viacom, we embrace global diversity and inclusion in all its forms.

OPPORTUNITY

In sourcing suppliers, we collaborate with internal stakeholders to ensure small, minority, women, veteran, disabled and LGBTQ-owned businesses have the opportunity to compete for our business.

RELATIONSHIPS

We currently partner with a vast number of small and diverse suppliers and are committed to strengthening and expanding relationships with our diverse supplier base. Actively increasing these connections within our supply chain helps create a competitive advantage by providing our business with a wide range of quality goods, services and innovation.

OUTREACH

We support our Supplier Diversity Initiative with outreach programs that include showcases, conferences and development projects, allowing us to continually identify new suppliers and increase the visibility of our commitment in those communities.

OUR PARTNERS

As we continue to build our Supplier Diversity Initiative, Viacom has proudly partnered with the following leading organizations:

START HERE

For more information about our Supplier Diversity Initiative, email supplierdiversity@viacom.com. For more information about our Diversity and Inclusion Initiatives, contact globalinclusion@viacom.com.

We look forward to hearing from you.
Mompreneurs Leading the Way

Anne Wojcicki
CEO and Co-Founder, 23andMe

Anne Wojcicki, a mother of two, cofounded 23andMe—in business for 16 years—hoping to empower consumers with access to their own genetic information to see how their DNA affects their health and what it shows about their ancestry. Valued at $1.8 billion, according to CNBC, 23andMe has built one of the largest databases of individual genetic information in the world.

Sources: 23andMe.com, cnbc.com

500 women-owned businesses are started every day in the U.S.

1 in 5 U.S. businesses with revenues greater than $1 million are women owned.
Source: TECH.CO

79% of mompreneurs have 1–2 children

63% have a network of fellow entrepreneurs
Source: SMALLBIZTRENDS.COM
Helping people on their path to better health

Coming together with Aetna, we’re leading the change to create a new health care model that is easier to use, more affordable, and puts consumers at the center of their care.

And that leads to a healthier you.

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SUPPLIER DIVERSITY

Heidi Flammang
CEO and Founder, Camp Bow Wow

Heidi Flammang and her husband, Bion Flammang, dreamed of opening a day care camp for dogs. After Bion passed away, Heidi, a mother of one, carried on that dream and started Camp Bow Wow. The doggy day care and overnight camp is designed to provide the highest levels of fun, safety, and service for its campers, and peace of mind for their parents. Since the Boulder, Colorado-based company started franchising in 2003, Camp Bow Wow has become the largest pet care franchise in North America. Recently, Camp Bow Wow donated $40,000 to shelters and rescues across the country as a result of its 2018 #GiveAFetch Campaign.

Sources: campbowwowfranchise.com, legalzoom.com, marketwire.com

Sheila Lirio Marcelo
Founder and CEO, Care.com

Sheila Lirio Marcelo, a mother of two, founded Care.com to address challenges all young mothers have: finding quality child care for their children. Care.com is now the world’s largest destination for not only finding quality child care but also managing family care. The company has been in business for nearly 13 years and now serves more than 30.8 million members in more than 20 countries.

Source: Forbes.com, care.com
Our commitment to supplier diversity is about developing meaningful partnerships to drive economic growth and build stronger communities. Tapping into the diverse range of talents in our business community allows both DTE Energy and its suppliers to achieve great things. DTE is proud to partner with a wide range of diverse organizations to support this commitment.

DIVERSITY IS POWER
Dr. Dan Yang
Founder of VINCI
Education & VINCI School
Co-Founder of VINCI Academy
Creator of VICI Blended Learning
Dr. Dan Yang developed VINCI, the first Android-based tablet for young children because of her daughter’s love of interactive devices, according to Forbes. The mother and foster mother of four children pioneered the creation of a new category of fun learning tools with the goal to engage, empower, and educate young children. Yang took things one step further when she founded VINCI School. With schools in Ottawa, Ontario; Alexandria, Virginia; Mountain Lakes, New Jersey; and 60 centers throughout China, the school offers private education services to children from 16 months to 12 years of age.

Sources: vincischool.org, forbes.com, newswire.ca
WE GET DIVERSITY.

At CDW, we embed diversity and inclusion into the fiber of everything that we do. We ensure all coworkers have the resources required to perform at their highest level – whether it’s collaboration tools, ongoing training or resource groups. Because we know that tomorrow’s ideas don’t come from yesterday’s thinking.

Visit CDW.com/Diversity to learn more
Success is a Marathon: 5 Tips on How to Lead Without Losing Your Stride

For Tiffany Peay, the Supplier Diversity Lead for NRG Energy, taking on duties that weren’t even her own paid off in a big way. NRG Energy is a leading company in the power industry with service to more than 3 million retail customers. Their supplier relations are essential to their success, which makes Peay’s role critical in the business’s staying power. But her journey to become a leader was not a clear path. Guided by a few other great women, Peay now ignites passion through her work to her team.

Peay got her first shot at supplier diversity because she seized an opportunity. At her previous employer, there was a need for supplier diversity management, and she took on extra responsibilities to fill that need. That decision, although a leap of faith, turned out to be one of her best. Peay found her bigger purpose as a leader. “Be willing to take a risk,” she says. “Take opportunities that speak to who you are, even if they don’t have an immediate financial gain.”

Leadership, according to Peay, is achieved by those who take big risks, present big ideas, and impact others in big ways. Her career may have never taken off if weren’t for her decision to accept a challenging new role with no financial gain. Through this risk, she found her passion and career and now mentors and leads other minorities and women.

To be a successful leader and continue to grow professionally, Peay shares these five tips.

1. There’s Always Something You Can Learn
It’s never too early—or too late—to learn lessons that will shape your career. As a young girl, Peay’s mom was her first mentor. She encouraged Peay to participate in public speaking competitions and brought her along to work events to interact with professionals, which prepared her for future internships and jobs. While these early lessons gave her an advantage in her careers, Peay knows that her learning should never end there. Early in her career in the energy industry, she took the initiative to go out into the field and learn what their day-to-day tasks were. “Even though I was out of my office element, I think it enriched my performance greatly because I understood both sides of the fence,” she says.

2. Take Opportunities That Speak to Who You Are
“Companies are looking for individuals with big ideas,” Peay says. Whether you are an entrepreneur looking to partner with another business or an employee trying to take on a bigger role, risks and big ideas are going to impact your success. “If there is anything you find passion or joy in doing, you’re going to be naturally better at doing it,” she says, encouraging others to stand out naturally through their passion and excitement for a job.

3. Set the Tone
As a leader, it is your job to continuously set the tone for your team so that you maintain inclusivity and can work together well. Peay knows that you lead by example—she has a rule to never ask a team member to do a task she herself would not be willing to do and to ensure everyone on her team “has a win.” “They will operate at optimal performance when they feel like there is a purpose around something that they are doing,” she says. This tone of support and inclusion is essential to not only making sure her team knows they have a voice and are represented but also working on reaching diverse suppliers.

4. Success is a Marathon
“One of the key things about goal-setting is to be consistent in your activities,” Peay says. “It’s like running a marathon—you gotta start, but you’re not going to reach the finish line in one big leap.” She uses a method of setting goals that focus on three areas of her life: a development goal to improve herself personally, a stretch goal to push herself to advance somewhere she has not yet gone, and a service goal, focused on what she can do to enrich the life of someone else. It is through these continuous goal-setting practices and giving every task all her effort, even though the finish line is still far ahead, that Peay has found success.

5. Always Be a Person Who Remembers the People Who Helped You
Peay’s mentors played a big role in her success. One of Peay’s internships in college was with a woman-owned, minority-owned small business. Her employer championed for other small businesses and mentored Peay along the way about leadership, networking, and working with other businesses. In this role, she not only learned about the procurement process and contracts but also discovered a passion for working with and empowering small businesses. Due to the many mentors and advocates throughout her life that helped her along the way, Peay knows that “giving back is a duty.” She takes her role as a mentor seriously because of how much the support and advice she received influenced her success. In her current position, she mentors other women regarding their businesses and business practices, reminding them to know their worth and the value they bring to their jobs. She also works with programs, such as Junior Achievements, to help kids learn skills they will use in their careers. To Peay, true leadership is not just rising to the top—it is turning back and helping others rise with you.
NRG recognizes the value of a diverse supplier base and benefits from working with companies of all types and sizes — including those run by women, veterans, minorities, and the disabled.

Diversity defines us and is vital to our success and future.

Visit nrg.com/supplier to learn more about our diversity initiatives or to get involved.
SUPPLIER DIVERSITY

A WBENC Woman’s Keys to Success
Get engaged, be prepared, and pay it forward

From the outside, it may seem like a chance encounter or coincidence. Peggy Del Fabbro, CEO of industrial construction firm M. Davis & Sons, Inc., sat down at a table during a meeting at the 2017 WBENC Summit & Salute, and one of the first people she meets says, “Hi, I’m Marsha from Diageo. I wanted to meet you.”

It was Marsha McIntosh, then Director of Supplier Diversity for Diageo, an international producer of spirits and beer. Diageo North America had just launched a formal supplier diversity program in 2015, and networking events, including WBENC conferences, continue to be a key driver in the company’s effort to build a more sustainable supply chain. At the time, Marsha was looking for a women-owned business in construction to help with a big opportunity in Baltimore. A few phone calls and emails later, Peggy had her staff onsite in less than four days. The project? Construction of the first Guinness brewery in the United States.

But as Peggy will tell you, what may seem like a chance encounter is actually the result of years of deepening her engagement within the WBENC network both regionally and nationally, cultivating relationships, and always coming to every encounter 100 percent prepared.

“The number one piece of advice I would give is to be prepared,” she says. “The first time I went to Summit & Salute was not even close to what I do now. I just walked around meeting people, but I didn’t really have a strategy.”

Now she and her team spend up to six weeks doing their homework before big events and always come prepared with a color-coded spreadsheet of targeted corporations they know will attend. (At the 2017 Summit & Salute, Diageo was on their list.) They also use the opportunity to deepen relationships with existing customers by setting up quick, in-person meetings with supplier diversity representatives to provide an update on the relationship and any current projects.

On top of preparation, Peggy says it was her engagement with the WBENC network that put her in the position to have a seat at a table with other leaders and supplier diversity representatives in the first place. After first volunteering and attending events with her Regional Partner Organization (WBEC PA-DE-sNJ), Peggy got involved nationally with the Women’s Enterprise Forum, which led to participation on committees at Summit & Salute. She also makes a habit of arriving early to meetings and trying to meet people she doesn’t know.

“Opportunities happen when you’re prepared, when you’re involved, when you put yourself out there, and when you aren’t afraid to meet someone you don’t know.”

—Peggy Del Fabbro

“This type of opportunity happens when you’re prepared, when you’re involved, when you put yourself out there, and when you aren’t afraid to meet someone you don’t know,” she says.

Peggy also acknowledges that it can take time to get traction on leveraging your certification and the WBENC network for business opportunities. M. Davis & Sons first became certified in 2009, but after two years, Peggy realized she personally needed to get more engaged to take full advantage of the opportunities and resources available. She has been so successful in that regard; M. Davis started its own supplier diversity program in 2014 and now comes to WBENC events not only with targeted potential clients but also a list of procurement needs for potential WBEs.

“When we decided to form our supplier diversity program, it just felt like it was a good idea,” says Peggy. “But the reaction and support we received from WBENC Corporate Members was just more than what I expected. We’ve been able to expand our reach as to what kind of suppliers we’re getting, and we have some really fantastic suppliers. With other WBEs, the relationship is just a little different.”

Since starting the program in 2014, M. Davis has spent more than $19 million with small and diverse-owned businesses, representing 17.45 percent of their total procurement spend. The company has WBE suppliers from across the country and has increased spend specifically with WBENC-certified WBEs by an astounding 476 percent.

“I love it when we can do business with another WBE,” Peggy says.

Peggy’s Keys to Success for Fellow WBEs

1. Get engaged with the WBENC network and your RPO. Start regionally, make connections, and then work your way to more involvement at the national level.

2. Do your homework and come prepared to all WBENC events. Come with a strategy and stay focused.

3. When at WBENC events, be sure to carve out time for existing customers to deepen your relationship.

4. Always be open to meeting someone new—you don’t know where a conversation may lead!

5. Pay it forward—work with other WBEs to expand your supplier base and deepen your relationships.

About M. Davis & Sons, Inc.
M. Davis & Sons, Inc. is a fifth-generation women-owned industrial contractor and fabricator located in Delaware that has served customers for more than 145 years in the oil & gas, chemical, pharmaceutical, food, beverage and industrial markets.
Investing in Women’s Successs

At JPMorgan Chase we are helping women across the globe realize their full potential and develop a solid foundation for their professional and economic growth.

Our Supplier Diversity program opens new opportunities for women business owners, creating a positive impact on the communities we serve together. Their success is critical to our success as a business.

JPMorgan Chase & Co.

For more information please visit jpmorganchase.com/supplierdiversity
SUPPLIER DIVERSITY = SMART BUSINESS

OUR COMMITMENT TO SUPPLIER DIVERSITY
Hilton is committed to cultivating the economic vitality of the communities in which we conduct our business. We believe that encouraging the growth and development of diverse suppliers will enhance the economic vitality of our communities. Our vision is to forge supplier relationships that reflect the diversity of these communities. Hilton actively engages diverse suppliers, who provide quality products at competitive pricing, and participate in our contracting and subcontracting activities.

Hilton’s commitment is rooted in the belief that by establishing effective business relationships with new and diverse suppliers, we will maintain our leadership role in the global marketplace and create a multitude of benefits for our guests, Team Members, owners, shareholders and the communities in which we live and work.

Partnering with the procurement division, Hilton Supply Management (HSM), which is leading the exciting growth and positive changes in Hilton’s procurement process, the supplier diversity program recognized a major opportunity to embed increase supplier diversity in the fabric of all we do at Hilton.

This new transformation of the business model to better meet our customers’ needs, strengthen relationships, and cultivate robust partnerships will affect us all. Our supplier diversity program is an important aspect of this transformation process, offering the best in class for ensuring supplier diversity in the procurement process.

This transformation provides opportunities for growth to better prepare suppliers for participation in our preferred network. These efforts not only expand business with existing HSM suppliers, but also affords opportunities to new suppliers.

WHO QUALIFIES AS A DIVERSE SUPPLIER?
Inclusion in the Hilton Supplier Diversity program requires companies be owned, operated, and controlled by a member of one of the following ethnic groups – Asian American, African American, Hispanic American, Native American; as well as Women, Veterans, LGBT and Disabled business owned enterprises.

Hilton also recognizes diverse suppliers that meet pre-determined minimum qualifications and have received certification by recognized councils such as Disability:IN, National LGBT Chamber of Commerce (NGLCC), National Minority Supplier Development Council (NMSDC), National Veterans Owned Business Association (NaVOBA), U.S. Pan Asian American Chamber of Commerce (USPAACC), and the Women’s Business Enterprise National Council (WBENC).
**FACILITATION AND SUPPORT**

Hilton participates in various activities and events that offer business opportunities and relationships within the diverse community it serves through:

- Attending trade shows and business events sponsored by various groups representing Women and Minority Business Enterprise (WMBE) interests, Veterans, LGBT and the Disabled owned business enterprises.
- Organizing in-house meetings for suppliers to meet with buyers.
- Soliciting input from the diverse community regarding outreach activities and communication mechanisms.
- Performing facility inspections, as appropriate, to ensure the ability to meet contract obligations.

**DOING BUSINESS WITH HILTON . . . AS A DIVERSE SUPPLIER**

All potential suppliers of products and services seeking new or continuing business opportunities are required to complete a Supplier Registration Form. Diverse suppliers are required to provide supplemental information regarding their diverse status.

An evaluation process follows to determine eligibility for inclusion in Hilton Supply Management (HSM) procurement activities. Upon completion of the evaluation process applicants will be notified as to their status.

Selected suppliers will be subject to further vetting prior to formal participation in any procurement activity and will be invited to do so as opportunities become available.

Opportunities are dependent on current market conditions, supply chain requirements and existing contracts. New suppliers are typically given consideration as needs arise.

**STEPS**

There are four steps in the Supplier Registration Process:

- **STEP 1 \ REGISTRATION**

  If your products and/or services are specifically related to the DAY-TO-DAY OPERATIONS of a hotel or enterprise, you will need to register your company on https://www.mysupplymanagement.com/supplier.

  If your products and/or services are specifically related to the ARCHITECTURE, DESIGN, OR CONSTRUCTION PHASES of a hotel, you will need to register your company on the Hilton Suppliers’ Connection website: https://suppliersconnection.hilton.com.

- **STEP 2 \ EVALUATION**

  Once you have successfully registered, we will review and evaluate your application. Only fully completed applications will be evaluated.

- **STEP 3 \ NOTIFICATION**

  Upon completion of your evaluation, you will be notified, via email, if your application has been accepted into our supplier database.

- **STEP 4 \ CONTACT**

  Selected suppliers will be subject to further vetting prior to formal participation in any procurement activity. This vetting will be scheduled as opportunities become available in the suppliers, product or service area.

**BRINGING TOGETHER SUPPLY SOLUTIONS**

Additional registration information and supplier information can be found in our “Bringing Together Supply Solutions” supplier brochure located at: www.mysupplymanagement.com
Supplierdiversity@hilton.com

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Maximizing Your Opportunities with Johnson & Johnson’s Robyn Best

Robyn Best knows how to make the most of business opportunities. She works boldly at Johnson & Johnson, where Best is the Supplier Diversity Program Leader, Global Supplier Diversity & Inclusion Team. She is always ready to either teach or learn, believing that both have the potential for great benefit. Here are some of her secrets to success.

Mentoring

Best learned firsthand that mentoring is helpful, not only to the mentee, but also to the mentor. Many mentors report that serving in that role improves their morale, helps them learn more about themselves, and gives them a fresh perspective on their own careers. “In my career,” she said, “I’ve been both the mentee and the mentor, and I’ve participated in a reciprocal mentoring relationship, too.”

She describes her peer mentoring experience at Johnson & Johnson, in which Best was mentoring someone she did not know previously, who was based in another part of the country, and with whom she’d had no previous interaction. “I believe what helped make that relationship beneficial was that we had a connection,” she affirmed. “We didn’t know each other, but were paired together, based upon what someone else knew about each of us and where we were in our careers.”

The mentorship had a defined start and end period, as well as established check-in points. “So right away, even though we didn’t know each other,” Best explained, “we had goals and objectives to work on together, and that helped us learn about one another. And we had to establish how often we were going to meet, under what circumstances, and at what time of the day—we were in different time zones.”

They both agreed from the start that if they were both benefiting, they would continue beyond the end of the program. “Mentoring can be a career-changing experience, so keep in contact, but also be respectful of the other person’s time,” advises Best. “It may not be the same as it was during that defined mentoring period, but understand that relationships evolve, and that’s okay.”

In a company the size of Johnson & Johnson,

Being Courageous

In 2017, Best made the decision to relocate for her position. It was a bold move, one that took a lot of courage, as she now lives far from her family and friends.

But, she says, “I always look at things this way: If you don’t do it, you’ll never know whether it was the right thing to do.” Good advice for courageous living.

She has no regrets. In fact, she maintains that it has been very gratifying: “Having visibility and offering to meet with people face to face helps me step out of my comfort zone and demonstrate how passionate I am about my role in the organization.”

She adds that being physically present helps her be her “authentic self.” She explains, “My assertive personality doesn’t always come through in my voice, but it comes through in my actions. So, for me to make that tough decision to relocate, to make that major change, helps to demonstrate my leadership in that space.”

Making a Conference Work for You

If you’re heading to a conference, Best advises that you start with a good plan. She urges attendees to view conferences as a high-value opportunity and to put effort into managing it appropriately. “Having a plan means making sure that you’re spending your time there wisely—understanding your organization’s needs, both short and long term, and scheduling meetings at the conferences in advance.”

“Take the time to network—sometimes I go to conferences and I see people who are on their cell phones the whole time,” Best continued. “But you need to really carve out that time to meet new people and network with others. Look at it as a learning opportunity—not only for yourself, but also in terms of what you will bring back to your organization.”

At Johnson & Johnson, Best focuses on Health for Humanity 2020 Supplier Diversity & Inclusion, Tier II programs, small business programs, and supplier diversity advocacy. She also serves on the boards of both Diverse Manufacturing Supply Chain Alliance and Diversity Alliance for Science. For more information, visit inj.com/partners/supplier-diversity.
Fairness. Respect. Inclusion.

With multicultural roots, Nissan is committed to providing an inclusive space that encourages innovative ideas from our diverse workforce and supply base. We not only respect, but eagerly welcome, the varied perspectives of these talented men and women. Nissan believes our commitment to our core principles of diversity - fairness, respect and inclusion - is essential to creating quality and innovative products.
SUPPLIER DIVERSITY

Rose Hatcher, a Leader in Supplier Diversity

Rose Hatcher is an award-winning leader and ambassador for diversity in talent and supply chain, having worked with Prudential Healthcare, Ricoh Corporation, and Wackenhut Corporation.

Now, Hatcher serves as the Director of Supplier Diversity at Viacom, home to premier media brands that create entertainment content for television programs, motion pictures, consumer products, podcasts, live events, and social media experiences.

In her role, Hatcher oversees Viacom’s Supplier Diversity Program, where she drives strategies that increase supply chain inclusion and business relationships with diverse-owned businesses across Viacom’s portfolio of brands.

“Viacom is looking to build a community of belonging, not just with their talent, but in their supply base as well,” Hatcher says. “Within the last two years, Viacom has been excited to introduce supplier diversity to our organization and make sure we are providing inclusive opportunities in our supply chain. We want to make sure vendors feel like they belong in the Viacom family.”

Are you interested in doing business with Viacom? Hatcher provides advice: “Be patient and very detailed in describing your core capabilities. We look forward to understanding as much as we can about your organization.”

To find out about opportunities at Viacom, contact supplierdiversity@viacom.com, or check them out at any of the national conferences. “We’re sure to be there!” Hatcher says.

Her work does not stop at Viacom—she also is an active corporate member of the National Minority Supplier Development Council® (NMS-DC), Women’s Business Enterprise National Council (WBENC), National LGBT Chamber of Commerce (NGLCC) and Disability:IN.

WBEs

Seeking Women Contractors

San Diego Unified School District is looking to increase participation of women-owned businesses (WBEs) in its construction program!

San Diego Unified has nearly $5 billion in funding to repair, renovate and revitalize neighborhood schools as part of its 10- to 15-year capital improvement program. Construction projects include new/renovated facilities, safety and security upgrades, athletic fields, classroom technology, air conditioning and other capital improvements throughout the district.

The school district has a robust business outreach program with participation goals for small and women-, disabled veteran- and minority-owned business enterprises.

Don’t miss out on opportunities. If you are a woman with 51% ownership of a construction contracting company, contact San Diego Unified Business Outreach staff at right.

RESOURCES:
For additional information about San Diego Unified’s business outreach program and WBE participation goals, contact the following:

San Diego Unified Business Outreach
Karen Linehan
Outreach Program Manager
Ph: 858-627-7232
Email: klinehan@sandi.net

Alma D. Bañuelos
Ph: 858-573-5852
Outreach Coordinator
Email: abanuelos@sandi.net
Web: www.sandi.net/page/934

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Web: www.sandi.net/page/934
SUPPLIER DIVERSITY

INNOVATION
DRIVEN BY DIVERSITY

Raytheon fosters an inclusive supply chain that harnesses the power of different ideas and experiences to deliver the innovative solutions our customers depend on.

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EXPANDING OPPORTUNITIES FOR WOMEN ENTREPRENEURS

NETWORK & CONNECT

National Events

WBENC Summit & Salute
2019 Liftoff
March 11–13 | Houston, TX

Event focused on the development, growth and success of women-owned businesses, with a special focus on celebrating accomplished female owners and America’s Top Corporations for Women’s Business Enterprises.

Find an RPO near you: www.wbenc.org/RPO

WBENC National Conference & Business Fair
2019 Ecosystems
June 25–27 | Baltimore, MD

The largest conference of its kind for women business owners in the U.S., featuring inspiring keynotes, educational programming, networking opportunities, and an unrivaled Business Fair.

PITCH YOUR BUSINESS

1:1 MatchMaker
Held twice annually at WBENC’s signature national events, the 1:1 MatchMaker program is designed to help connect women-owned businesses with purchasing decision-owners from corporations and government agencies to fuel business opportunities.

WeInnovate!
WBENC knows women-owned businesses are primed to bring groundbreaking solutions to market, and WeInnovate! is an opportunity to super-charge that process. Held twice annually during WBENC’s signature national events, WeInnovate! brings a select group of WBENC-Certified WBEs to pitch their innovative product or solution to corporate representatives.

BUILDING A MOVEMENT

#BuyWomenOwned
WBENC supports female entrepreneurs by building a broad movement of support for women-owned businesses. Our Women Owned program is raising awareness far and wide on why, where and how to #BuyWomenOwned.

JOIN FORCES. SUCCEED TOGETHER.
The Women’s Business Enterprise National Council (WBENC) is the largest certifier of women-owned businesses in the U.S. and a leading advocate for female entrepreneurs. At WBENC, we believe diversity promotes innovation, opens doors and creates partnerships that fuel the economy. That’s why we not only provide the most relied upon certification standard for women-owned businesses, but we also offer the tools to help them succeed.

LEARN & GROW

WBENC Business Lab
Offered at WBENC’s signature national events, the WBENC Business Lab is an interactive learning experience for women business owners and business professionals, featuring a series of experiential learning circuits and other activations focused on topics of critical importance to business owners and career professionals.

www.wbenc.org/businesslab

Development Programs

Women of Color Development & Outreach Program
WBENC Energy Executive Program
WBE Education Program
CATAPULT, an innovative business development program
Tuck-WBENC Executive and Strategic Growth Programs
Accelerated Leadership Development Program

Student Entrepreneur Program
The WBENC Student Entrepreneur Program (SEP) is a premier startup program that fosters growth for the next generation of women-owned businesses. Since its inception in 2008, nearly 200 students from 80+ colleges and universities across the country have graduated from SEP.

www.wbenc.org/sep

NextGen
WBENC is investing in the next generation of women entrepreneurs and supplier diversity professionals through the WBENC NextGen program. This dynamic network offers targeted programming, peer grouping, and collaborative learning opportunities during WBENC’s signature events and online throughout the year.

www.wbenc.org/nextgen

Join us. Learn more about these opportunities at www.wbenc.org
Entrepreneurial Advice: 5 Best Tips
By Miranda Paquet

There are more than 11 million women-owned businesses in the United States. And that number is growing dramatically each year. In fact, women-owned businesses are growing five times faster than the national average, and businesses owned by women of color have more than doubled since 2007. There are some incredible women who have overcome major challenges to grow successful businesses. Whether you’re thinking about starting a business of your own, or you just need a little extra inspiration in your professional life, these tips will do the trick!

Here’s some advice from successful women entrepreneurs:

1. “Know your market. If you don’t know where your market is and what they want, you have no chance.”

   When Barbara Felix, owner of Felix the Cook, started her custom-made sugar cookies business, she got the word out by donating her cookies to large charity events. Barbara knew her target audience and where to reach them. Focusing on a specific market and delivering them an exceptional product and experience helped her grow an impressive client list, which includes Google Ventures, UPS, and The Four Seasons.

   If you’re unsure of your market, the best thing you can do is start talking to your existing customers. Write up a list of questions and call three of your best customers to get answers. You can even send a quick poll to your email list to learn more about your audience’s interests on a larger scale.


   Like many small business owners, Kellee Twadelle, owner of Rose & Dove Specialty Gift Shop, left the corporate world to feel a greater sense of freedom, flexibility, and fulfillment. But throughout her years as an owner, there have been plenty of unexpected obstacles.

   Kellee has had to change her store location, shift her business model, and manage major challenges during her husband’s motorcycle accident.

   Kellee keeps her business going by taking small actions, including partnering with local businesses, sending her customers monthly marketing emails, and running timely events. If you hit a rough patch at your business, don’t stress over your shifting five-year plan. Start every day by thinking about what small impactful action you can take to get things back on track.

3. “You’ve got to follow your gut. What’s the worst that’s going to happen? You’re going to make a mistake?”

   Once a loyal customer of French goods store La Provence, Dawn Noble bought the business more than a decade ago. Starting without any business management experience, Dawn believes in the power of learning as you go.

   Looking back, she knows she’s made some missteps along the way, but Dawn doesn’t let these mistakes slow her down.

   When you find yourself second-guessing your decisions, ability, or strength, remember that doing something is almost always better than doing nothing. Trust your instincts and don’t be afraid of a little trial and error.

4. “Make a commitment to education, to learning as much as you can, an ongoing education.”

   With more than 35 years of as a business owner, Marie Mouradian, owner of Window Designs Etc., knows the secret to success is to never get too comfortable.

   Change is part of almost every industry—even window design treatments. Marie prides herself in embracing new trends and refusing to be intimidated by market shifts.

   Marie gets involved by sitting on the board of her local Chamber of Commerce and always trying out new ways to get her business noticed in her community and online.

   If you think your business is stuck in a rut, look for local workshops or networking events in your community where you can continue to learn new skills and make new connections.

5. “Don’t quit and don’t be afraid to flex.”

   As an athlete turned business owner, Traci Brown, body language expert at Traci Brown Inc., knows you’re not going to win every day. Sometimes you give it all you’ve got and still come up short.

   But Traci’s refusal to give up has served her well. She’s landed a product deal with Shark Tank’s Kevin Harrington, appeared on major television networks, and spoken on keynote stages.

   As an owner, remember that success might not look like you originally imagined. But if you don’t take a risk and go for it, you’ll never really know what you’re capable of.

Source: This article originally appeared on the Constant Contact Blog.
For more than 20 years, Delta Air Lines has been actively engaged in Supplier Diversity outreach, with a goal of increasing diverse supplier participation in its corporate procurement process. Since the early 90s, Delta has dedicated resources to inclusive procurement practices, as an important segment of a companywide commitment to Diversity and Inclusion. Always ranked at the top of the airline industry for performance, efficiency and customer satisfaction, Delta has maintained a focus on leadership that is integral to the company culture. This fall, the company will celebrate the 20th anniversary of its annual Supplier Diversity Recognition event – the Star Awards – where the contributions of diverse suppliers and internal Delta champions of supplier diversity are recognized. Much has changed over the years since Delta first launched its initial Supplier Diversity program, requiring a major transformation of the Company’s approach to diverse supplier engagement.

The very definition of what constitutes supplier diversity has substantially evolved in 20 years, as an industry that once only targeted ethnic diversity has gradually broadened its scope, in an effort to include segments of culture that may have been overlooked or disadvantaged in the past. Today, Delta’s Supplier Diversity universe includes small businesses as well as suppliers owned by minorities, women, veterans, the disabled and members of the LGBT community. Delta is an active supporter of small business development and supplier diversity organizations that certify diverse businesses and help potential suppliers develop their corporate readiness. In an effort to strengthen communities and infuse new perspectives into the supply chain, Delta is committed to offering business opportunity to all of the many cultures and communities who do business with Delta. With substantial revenue growth originating in international market segments like Latin America, a robust diverse supplier outreach to various cultures is a business imperative.

The Delta Supplier Diversity team is leading the charge to a world-class supplier diversity program, which requires coordinated programming both inside and outside of the company. Employees have access to E-training on supplier diversity, receive periodic briefings and updates on diverse procurement best practices, and are eligible to participate directly in the initiative as supplier diversity Champions – departmental resources who help identify opportunities and advocate for supplier inclusion across Delta’s many business units. Delta has launched the Supplier Development Academy (SDA), a mentoring and supplier transformation initiative that is designed to shepherd high-potential diverse suppliers through a capacity-building process that will enhance their readiness to do business with clients like Delta. SDA, currently in its pilot phase with the inaugural class of suppliers, includes a comprehensive slate of meetings, workshops, mentoring and exposure opportunities over a 12- to 18-month period. Delta is also engaged in dozens of outreach activities, like an upcoming supplier engagement gathering where more than 200 supplier candidates will spend the day with Delta leaders immersed in a ‘How to do business with Delta’ curriculum.

Climbing through $800 million in diverse spend on its way to a goal of at least $1 billion in certified supplier procurement annually, the Delta Supplier Diversity program is truly taking off. With a focus on crisp execution and casting a wide net into all categories of supplier candidates, it is clear that the sky is the limit for the carrier rated as Fortune magazine’s Most Admired Airline in 7 of the last 8 years. From humble beginnings more than 20 years ago to a robust, award-winning program today, Delta Supplier Diversity is doing its part in creating opportunities and helping to strengthen communities all across the company’s footprint. It is what one would expect from an industry leader. If you are a small or diverse company interested in doing business with Delta, please register in our portal at https://delta.myconnxion.com.

THE WORLD IS BETTER WITH YOU OUT IN IT.

At Delta, we’re proud to celebrate diversity and to commit to working with diverse businesses around the world. Together with our 80,000 employees, we do more than fly planes, we make change. And everything we do is possible because of you.

Learn more at DELTA.COM/SUPPLIERDIVERSITY
Ericsson is one of the leading providers of Information and Communication Technology (ICT) to service providers, with more than 40 percent of the world’s mobile traffic carried through our networks. We enable the full value of connectivity by creating game-changing technology and services that are easy to use, adopt, and scale, making our customers successful in a fully connected world. For more than 140 years, our ideas, technology, and people have changed the world: real turning points that have transformed lives, industries, and society as a whole.

“The utilization of minority-, women-, and veteran-owned businesses is an integral component of our strategic sourcing organization,” says David Imrie-Robinson, Sourcing Diversity Manager, Ericsson. “Ericsson continues to expand the utilization of diverse suppliers in our sourcing opportunities. Our team members participate in outreach events, including workshops, panel discussions, round table, and matchmaker events on a national and North Texas regional basis.”

For six years, Ericsson has hosted an annual Supplier Diversity Matchmaker Event. This signature event provides opportunities to meet with Ericsson category managers. It also offers informative general sessions, where attendees have the chance to hear first-hand from Ericsson leaders about the current and future state of the telecommunication industry. The 2018 event featured WBE Monica Kang, the dynamic Founder & CEO of InnovatorsBox, a DC-based creative education firm that is engaged in helping companies unlock the innately creative part found in all its team members.

For 2019, Ericsson’s focus will be continuing to strengthen and grow its program. To accomplish its goals and source diverse suppliers, Ericsson partners with the following best-in-class organizations:

- National Minority Supplier Development Council (NMSDC)
- Women’s Business Enterprise National Council (WBENC)
- Dallas/Fort Worth Minority Supplier Development Council (DFW MSDC)*
- Women’s Business Council Southwest (WBCS)*
- Technology Industry Group

*Ericsson serves on the Board of Directors.

If you are a certified diverse supplier and would like to partner with Ericsson, please visit us at ericsson.com/supplierdiversity, or contact supplier.diversity@ericsson.com.

Catch us on the road! Events Ericsson will attend for 2019

- WBCS Parade of Stars Gala, January 31, Dallas, TX
- WBENC Summit & Salute, March 11–13, Houston, TX
- WBCS Connections to Contracts, April 10, Irving, TX
- D/FW MSDC BITBU, April 26, Dallas, TX
- D/FW MSDC Access Business Expo, May 6–7, Dallas, TX
- WBENC Conference, June 25–27, Baltimore, MD
- WBCS Harvesting Partnerships, September 5, TBD
- NMSDC Conference & Business Opportunity Exchange, October 13–16, Atlanta, GA
- Ericsson Supplier Diversity Matchmaker Event, November 7, Plano, TX
- D/FW MSDC E Awards Gala, November 22, Dallas, TX
By operating Blue Cross and Blue Shield companies in several states, HCSC is able to leverage diverse perspectives from our employees, suppliers, and communities in order to reduce health care disparities. From supporting military veterans and persons with disabilities, to serving those from different backgrounds, it’s our belief that living healthy and inspired lives is a goal we all share.

What makes us different is how we embrace individual differences.

Health Care Service Corporation has been meeting the needs of multicultural members for generations.

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7 Ways to Balance Entrepreneurship and Motherhood
By Suttida Yang

Working mothers face many challenges. The desire to nurture your children while providing for the family has prompted many women to seek alternative employment outside the home.

Instead of working typical 9 to 5 jobs, women are turning toward entrepreneurship – owning their own small businesses and leveraging their skills from the corporate world into marketable opportunities.

Many women cite the flexibility of working for themselves as the main reason to seek non-traditional employment. Still others have the dream and vision to fill a niche with a product or service that helps them enrich the lives of other women and contribute to their communities.

Striking the right balance between work and life is uniquely challenging for enterprising mothers – here are some ways to make both a success.

1 Develop a Priority-Based Routine

When you are growing your small business and raising small children, it seems like every task is urgent. However, prioritizing your daily duties can help break down larger tasks into more manageable bites.

Take five minutes each morning to determine which tasks you must accomplish. Creating a routine where you complete the “urgent” tasks first starts a habit of making sure the greatest needs of both work and home are met.

For those balancing a busy entrepreneurship with motherhood, having some wiggle room in the “work part” of your day can be a lifesaver if there’s a parent-teacher conference, field trip, or doctor appointment. Your routine should include setting aside devoted time for work as well as focused time for family.

2 Set Daily Goals That Allow for Flexibility

You can categorize your work tasks into four boxes:
(a) Things you don’t want to do and actually don’t need to do.
(b) Things you don’t want to do but actually need to do.
(c) Things you want to do and actually need to do.
(d) Things you want to do but actually don’t need to do.

Your routine for the day can also include when you’ll set aside time for working – without interruptions – and when you set aside family time (mealtimes, playgroups with small children, homework supervision) – also without interruptions. The pieces in between you can use to take care of item (d) while your “work only” times are for items (b) and (c).

3 Have Realistic Expectations

You know that your business may not reach seven figures in the first year. Entrepreneurial moms should look at where in their market they fit and take a careful look at how they can expect success to look. Understanding that starting a new business requires a long “ramp up” to be profitable is one thing most entrepreneurs stress to new business owners.

More importantly, do something you are truly passionate about and that you have a deep love for. Doing so will motivate you to jump out of bed every morning to work on your craft and continue scaling it out.

And finally, lay out a roadmap that outlines the milestones you plan to achieve with specifics to how you will measure success along the way, as well as the timeframe you plan to achieve these goals.

4 Create Your Tribe

Beginning your own business means making a lot of connections – networking – and seeking out a market to launch your venture. Whether you’re a small bakery finding new clients or a custom clothing designer, putting your product on the market while raising children keeps you busy.

Many communities have networking mixers through the area Chamber of Commerce, as well as small-business oriented seminars, lunches, or outings. Attending these events can help you reach out to other “momprenurs,” gaining you not only exposure to your market but also valuable business connections.

Julie Aigner Clark, the founder of Baby Einstein, emphasizes the importance of building a team with those who have skills that complement yours. Ideally, as a team of entrepreneurial mothers, both business development and child-rearing can coincide.

Maybe you alternate babysitting duties when one or the other has important client meetings, a deadline, or simply needs a few hours of peace and quiet to focus on a project. Sometimes you’ll find someone with a skill set that dovetails into your business needs – a freelance web developer and a graphic designer, for example, can come together to offer a more complete package for new clients.
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Reaching out to others not only helps new moms feel like they aren’t alone, but it can also help a new business grow faster – more hands and extra talent means less work.

5 Be Flexible Yet Mindful
One thing that many moms-turned-entrepreneurs have learned is how to roll with life’s punches. From a business meeting that turns into a phone conference due to a sick child to answering emails at soccer practice, being able to accommodate the unexpected is what can make the difference between your business being a success – and not. Understanding your priorities can help make you a more flexible business owner.

Being mindful is another way that busy moms balance enterprise with motherhood. Many note that when they are playing with their children, they’re thinking about the business. When they’re working on their business from home, their thoughts are consumed with household tasks or worries about their child.

Opting to engage in mindfulness means that you’re living each moment in the present. When you’re with your child, mentally put business aside and engage in quality attentiveness. When you’re working, focus on your work and make each task count.

Whether you’re doing something for work or something for your family, dedicate all of your attention to that task. You’ll find that you are both a better parent and are more successful with your business.

6 Know Your Limits
Even the most flexible, mindful, scheduled mom/business owner has limitations. Realizing where you need to stop and when to take some of the pressure off a new business can easily consume every waking hour. Many business owners understand the value of persistence and the fact that hard work will beat talent, but the key point here is to also make time to enjoy the process as well as the journey.

Single mom and franchise business owner Amy Kaye O’Brien notes that limiting when you are “at work” and when you’ve devoted time to your family can help avoid feeling overwhelmed. She also advises placing your own limits to avoid burnout, a common problem for those who work from home.

7 Don’t Neglect the CEO
You work hard, both building your business and building your family. When you have spare time, do you find yourself doing small work tasks, or squeezing in housework? The challenges of new motherhood and a new business are rated almost as stressful as the death of a close loved one or divorce!

Taking the time to practice self-care, whether time spent exercising, meditating, or unwinding with a peaceful hobby or good book can do wonders for your mental and emotional state. In fact, deliberately carving time out of your day – even 30 minutes – for alone time and self-care can make a world of difference in avoiding burnout and preserving your enthusiasm for both your new business and your family life.

Running your own business and being a full-time parent has many challenges, but organization, perspective, and balance can make both of these a success. From making sure that you understand the priorities of your business to dedicating certain times that are “family only,” you too can be both Mom and CEO.

Lastly, know that defining what it means to “do it all” should be done by you. As Deloitte’s CEO, Cathy Engelbert, states: “You can do it all as defined by you. I didn’t think I could have it all, but when I defined what doing it all is, I said, ‘I can do this, I can juggle it.’”
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New Faces of Congress
Deb Haaland and Sharice Davids

Deb Haaland and Sharice Davids made history as the first two Native American Women elected to Congress.

Haaland, 57, serves as the U.S. representative for New Mexico’s 1st congressional district. “As the representative for the families in the state’s first congressional district, I will be an advocate for renewable energy jobs to protect our land, air and water, a fighter to expand opportunities for our kids, and a champion for equity,” the congresswoman said.

Davids, 38, represents the Third Congressional District of Kansas, which includes Johnson County, Wyandotte County, and the northeast corner of Miami County. She also became the first lesbian Native American congresswoman and is the first LGBTQ person to represent Kansas at the federal level. “Sharice’s victory tonight will become a model for other LGBTQ leaders considering a run for office in red states or districts,” President & CEO of LGBTQ Victory Fund Annise Parker said the day Davids was elected, according to LGBTQ Nation.

Haaland and Davids joined two more Native American congress members, Markwayne Mullin and Tom Cole of Oklahoma.

Sources: lgbtqnation.com, abajournal.com, vox.com

A Native American woman has never been elected to Congress. Now, two are congresswomen.
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Celebrating International Women’s Day

Every year on March 8, women around the world come together to celebrate women’s social, economic, cultural and political achievements. International Women’s Day is an opportunity to stand in solidarity with all those fearless women standing up for gender equality and spotlight those who often pass unnoticed. This year’s campaign theme—#BalanceforBetter—represents how, from grassroots activism to worldwide action, we are entering an exciting period of history during which the world expects balance. Balance drives a better working world, and the better the balance, the better the world. “We notice its absence and celebrate its presence. Let’s all help create a #BalanceforBetter.”

The 2019 #BalanceforBetter campaign does not start or end on International Women’s Day—it runs all year long. Its theme provides a unified direction to guide and galvanize continuous collective action, with #BalanceforBetter activity reinforced and amplified all year.

Source: internationalwomensday.com

Ethiopia’s First Woman President
Sahle-Work Zewde’s election as president of Ethiopia is a landmark in many respects. It is the first time in Ethiopia’s history that a woman is assuming this elected high office, a new milestone in Ethiopia’s trajectory toward women’s empowerment and effective participation in political decision-making. She is also Africa’s only serving head of state.

Source: au.int

Haifa’s First Woman Mayor
This past fall Einat Kalisch-Rotem made history as the first woman to become mayor in Haifa, one of Israel’s three largest cities. Kalisch-Rotem ran on an independent list with the “Living in Haifa” faction against the incumbent mayor, Yona Yahav, whom she defeated with 55 percent of the vote.

Source: jta.org

First Woman Wins Clipper Round-the-World Yacht Race
Wendy Tuck from Australia made history this past summer when she became the first female skipper to win the Clipper Round-the-World Yacht Race. Tuck told the Australian Daily Telegraph, “I hate banging on about women. I just do what I do, but I am very proud.”

Source: bbc.com
Brazil’s New Agriculture Minister

Tereza Cristina, head of Brazil’s farmer’s caucus in the lower house, was named by President Jair Bolsonaro as agriculture minister. She is the first female cabinet member the president-elect has appointed and the second to hold the position, after Kátia Abreu.

Source: Bloomberg.com

First Female Mayor of Tunisia

After 160 years and 32 mayors, the North African capital of Tunisia has elected its first-ever female mayor. Souad Abderrahim, a self-made businesswoman, said in an interview after being elected, “I am only one among many women who have struggled for years for equality.”

Source: washingtonpost.com

Japan’s First Female Fighter Pilot

1st Lt. Misa Matsushima made history this past summer when she became the first woman to qualify as a fighter jet pilot in Japan’s Air Self-Defense Force (ASDF). “My longtime dream has come true. I want to become a full-fledged pilot, no different from men, as soon as possible,” she said after a ceremony at an ASDF base.

Source: japantimes.co.jp

Women Joining Front Lines in the British Army

Defense Secretary Gavin Williamson announced that all roles in the military are now open to women. Lance Corporal Kat Dixon from Swindon, is one of the first to serve in a frontline role as a tank gunner in the British Army.

Source: swindonadvertiser.co.uk
Catalysts for Change

President & Founder Mona Lisa Faris moderates panel at Wonder Women Tech Conference

By Mackenna Cummings

The annual Wonder Women Tech Conference has become a top destination for a multitude of women who are doing incredible things in STEM. Because the industry is still difficult for many women to enter, the conference dedicates panels and brings forth speakers to address, advise, and encourage women in STEM to continue pushing for equality and accomplishing great things.

Mona Lisa Faris, CEO and president of DiversityComm, Inc., moderated one of these panels, “The Strategy Behind Inclusive Cultures: How to get Sh*t Done,” at the 2018 conference in Long Beach, California.

The panel focused on business inclusivity, and panelists included leaders from top tech companies: Erika McKiel, Diversity Program Manager at Google; Caroline Hubbard, Product Strategy and Operations at LinkedIn; Claudia Galván, a Technical Advisor at Early Stage Innovation; and Crystal Tomczyk, Director of Recruiting Programs at Zillow Group. Each wonder woman gave advice and encouragement on how to foster inclusivity in their workplace and community.

Claudia Galván is currently pursuing her PhD, and her doctorate focuses on increasing the number of women in tech and engineering in the workforce. As a region officer for the Society of Women Engineers, Galván helps her own work environment and many other communities support women in tech pursue and achieve careers. From a position of great insight, she stated that, overall, most companies are making great strides in supporting their female employees in tech. Larger companies implement specific efforts to close wage gaps—a change that has slowly but steadily been improving. Nearly 90 percent of tech companies have Affinity Groups and ERGs that support women employees, a great resource that allows women to share their experiences and advocate for equality. “Many of these groups are catalysts for change,” Galván said, which is why it is important for women to join and expand these groups. And, Galván mentioned, there is a lot more transparency with companies as they publish their demographics and how they are achieving their diversity and inclusion goals. It is easier to find companies that are supportive of their women and diverse employees because of this available information.

But once a company has built its diversity goals into something that supports its employees, there is more work to be done. It takes a lot more to sustain these inclusivity initiatives so each employee feels he or she belongs.

Recognizing how difficult building, supporting, and finding an inclusive culture at a company can be, the panelists addressed these very issues as well as supported other women who
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wish to join the field of tech with positivity and inspiration. Each woman shows how success can be found and that the diversity a woman in tech brings to a company should be celebrated.

Tomczyk weighs in: “What it means to belong versus just be included: Belonging means, ‘I really can share my opinions, I’m not always right, I may not always get what I want, but I can have the conversations.’” She went on to address the fact that plenty of companies have not quite managed to build an inclusive environment. Therefore, she gave three pieces of advice on how to sustain an inclusive culture as an employee, even when in an environment that lacks one.

One: Know who you are and what’s important to you. Two: Be intentional. Three: “Be involved. Be involved in your community so that you’re shaping the opinion of what’s important to you.”

While it is imperative as an employee to be inclusive and supportive even when the community is not, it can be difficult to move up and thrive in this environment.

McKiel’s advice for women to move up in their career is to act instead of wait. Don’t sell yourself or your skills short, and be confident in what you can offer to a job. “By taking action, you’re not going to look at a job preference or a listing of what their requirements are and try to figure out where you don’t fit; you’re going to figure out that this is where I do fit,” she said, adding that you can realize that requirement listings may have forgotten about a few skills that you can bring to the job.

This advice is easier for those with years of experience and references, but fortunately, Hubbard addressed how fresh-out-of-college and new employees can stand out at as candidates and recent hires at a company. “Have a rock-solid vision of who you are and what you stand for, and that really translates into the work that you do,” she said. Hubbard recognizes that new employees keep their heads down and focus on work output. This, however, can be damaging because, essentially, what you put in is what you can expect to put out, and if you are not actively building a culture of inclusion, you cannot expect it to exist. Echoing the thoughts and advice of others, Hubbard emphasized the need to be an active employee, regardless of your experience, because supporting others and their belonging will, in turn, help you be supported.

Inclusive cultures and diversity initiatives are being built into our workforce but cannot be successful without active and supportive employees. The importance of knowing your value as a diverse employee and the skills and perspectives you bring to any job is imperative to your ability to thrive and help others thrive as well, as each panelist mentioned. The Wonder Women Tech conference is a great resource for women looking to seek more advice and support, as well job as opportunities with the right company. Don’t be afraid to ‘get it done’ because you could be the best person to make these changes happen.
GET CONNECTED, COACHED, INSPIRED

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More events TBA!
Last year has been called the second “Year of the Woman.” And by all accounts, women achieved significant, impactful milestones across the social and political landscape in the United States last year. There were big gains for women in Congress, reminiscent of 1992 – the first “Year of the Woman” – when, triggered by Anita Hill’s 1991 Supreme Court hearing against Supreme Justice Clarence Thomas, 28 women were elected to Congress. This year, following Christine Ford’s testimony against then-Supreme Justice nominee Brett Kavanaugh, we saw a new record number of women elected to Congress, and women and men, too, backed the increased representation of women and minorities in government.

There was other momentum, as well:

- The #MeToo movement continued to accelerate in 2018 in response to the report detailing media mogul Harvey Weinstein’s long torrid history of sexually assaulting women in Hollywood. The movement served as a platform for women to unite and demand change.
- Nineteen-year-old Emma González spoke out against gun control after seventeen of her classmates and teachers were killed.
- There were firsts in Congress. Alexandria Ocasio-Cortez was the youngest woman ever elected to Congress. Lauren Underwood was the first Black person and first woman to represent Illinois’ 14th District. Ilhan Omar and Rashida Tlaib were the first Muslim women elected to Congress.
- And there were momentous new laws that will change the shape of business, with California mandating equal representation of women on corporate boards, increasing visibility and awareness on the issue.

But these are only starting points.

- Women still make up just 23.7 percent of Congressional members.
- Nationally, women’s representation on boards is still dismal.
- And social issues that women are working to influence, from gun violence to sexual assault, need more support.

In 2018, women ignited change. But we still have a long way to go.

Here’s why we’ll see women continue to break barriers, set records and accelerate change in 2019.

**Diverse Teams Make for Better Technology & Better Business**

Simply put: Diversity is a business imperative. Diverse teams bring invaluable ideas and perspectives to business. It is never an option to ignore diversity when building teams in the tech industry. Technology built by men will only work for men. An example of this is the decreasingly poor performance of facial recognition software when used on women, minorities and, especially, women minorities.

Technology built by diverse teams will work better for the entire marketplace. In order to win the innovation wars and stay relevant in the industry, tech companies need to make bold moves when it comes to staffing their teams, such as addressing inclusion and equity holistically and accepting that the same slate of status quo tech workers will not lead down the path of innovation. If companies focus on filling their empty seats with quality candidates of diverse genders – or providing project team leadership opportunities to men and women alike – we will finally be able to move away from men holding 76 percent of our technical jobs (Atlassian 2018 report).

**Job Applicants Will Favor Diversity, Inclusion & Equity**

Similar to consumers, job applicants are becoming increasingly more aware of which companies they should invest their careers and talents in – vetting them based on company culture, brand reputation, credibility, and the career pathways they provide for women and underrepresented minorities. They will favor companies who prioritize diversity, inclusion and equity and will expect and demand to see data that proves the company is creating a supportive culture for people of all backgrounds – not just trying to recruit and hire candidates that look like them, but also providing the opportunities and ongoing support post hire. I see this as a positive and progress. Mentorship programs and formal pay equity polices are initiatives that companies can provide (and measure!) that create concrete systems of support and inclusion for women and underrepresented minorities to reach their full potential. Ultimately, this will set employers apart in the minds of conscious job applicants.
and, as above, lead to technology that better delights their entire marketplace.

In addition, recruiters will move away from the herd of only recruiting from their current “go-to” schools and networks. They’ll start to appreciate that talent comes from boot camps and community colleges, to name two places. And they will start to better connect their women and underrepresented minorities into the recruiting process. While many organizations have policies of female inclusion in the interviewing process – as well as “second looks” for women and underrepresented minorities that did not make the initial cut – more companies will see the value of, simply put, trying harder to cast a wider net and offset the unconscious (or conscious) bias that is plaguing their recruiting and advancement processes. That being said...

**Recruitment Will Not Be the End-All Be-All Solution**

2019 will be the year people stop blaming poor representation of gender and race on a “pipeline problem.” Retention and advancement in the mid-career to leadership level in an organization is critical to increasing diversity and, in some cases, can be more important than recruitment overall, as mentioned above. As indicated by our 2018 Top Companies research, women technologists made more voluntary departures than their male counterparts this year, 6.1 percent versus 5.5 percent, indicating that the low representation of women in the tech industry is as much about retaining experienced women as it is about adding entry-level women into the pipeline. More to the point: Advancement and pay equity metrics are entirely in the company’s control and easily measurable. When it comes to good retention practices, our research shows that pairing women with internal senior-level sponsors makes a paramount difference. This is because companies that implement sponsorship programs successfully create a culture where leaders become actively engaged advocates, going beyond what they would do simply acting as a mentor or an ally, and using their power and influence to create more opportunities for their sponsor’s advancement.

**2019 Will Be the Year of the Women**

Thanks to the passing of SB 826, by the end of 2019, all publicly held companies based in California will be required to have a minimum of one woman serving on their board of directors. This legislation holds the promise that the industry will be seeing female representation at the executive level go up by the hundreds – even if it is by force of hand. Everyone should celebrate and model this ruling, since this is good for business. Extensive research links female board representation with better company performance. For years, female politicians have been working tirelessly to change laws and support women in the workplace. Without women in positions of power, at all levels of our corporations, things will not change quickly enough. California’s legislation requiring that women serve on boards represents the first of the many great strides that will take place this year in improving women’s influence in both business and society. And here’s a warning to other states: This will create a talent drain at the very highest levels if you do not respond accordingly.

The second significant change, and as critical, is that half of the world’s talent (that is, women) will look more carefully at the make-up of the corporations in which they will invest their time and talents. This means they will ask for DEI metrics beyond the pipeline, including pay equity, project manager and leadership percentages, and attrition rates – as well as all the tangible support actions (such as returnship and allyship programs, child care support, flexible work schedules, etc.) that are predictive of these metrics. This will put more focus on measurable DEI activities – at all levels of our organizations – versus simply talking about it. The companies with strong numbers will show them, proudly, and gain the competitive advantage of “walking the talk” here.

To end: 2018 was the second Year of the Woman. As we are already started to see, 2019 will be the Year of the Women.

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**About AnitaB.org**

AnitaB.org is a nonprofit social enterprise committed to increasing the representation of women technologists in the global workforce. Every year, the organization hosts the Grace Hopper Celebration, the world’s largest gathering of women technologists.
Join DiversityComm for Two Upcoming Conference Board Events

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For the first time in 55 years, the Nobel Prize in Physics was awarded to a woman. Dr. Donna Strickland, from Canada, is the third woman to win the award, which she shares with Arthur Ashkin and Gerard Mourou. The prize recognizes their discoveries in the field of laser physics.

“We need to celebrate women physicists because we’re out there. I’m honored to be one of those women,” Strickland said in a video link at a news conference.

Along with Strickland, Professor Frances Arnold won a 2018 Nobel Prize in Chemistry for research initially funded by the U.S. Army in new enzyme production that led to the commercial, cost-effective synthesis of biofuels tested on the U.S. Army Black Hawk helicopters in 2013 (which are now approved by the aviation standards body for use in commercial aviation).

Dr. Arnold is only the fifth woman to win the prize in its 117-year history and shares the prize in chemistry with George Smith, who developed a method known as phage display, in which a bacteriophage—a virus that infects bacteria—can be used to evolve new proteins.

“As long as we encourage everyone—it doesn’t matter the color, gender; everyone who wants to do science, we encourage them to do it—we are going to see Nobel Prizes coming from all these different groups. Women will be very successful,” Dr. Arnold said, according to The New York Times.

Sources: army.mil, bbc.com, cnn.com, nytimes.com

“As long as we encourage everyone—it doesn’t matter the color, gender—we are going to see Nobel Prizes coming from all these different groups.”

—Dr. Frances Arnold
U.S. News & World Report STEM Solutions Presents: Workforce of Tomorrow will be returning to Washington, D.C. May 22, 2019 at the National Press Club. The newly formatted full-day summit will include topics such as:

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The notion that attending college is some leisurely stroll through four(-ish) years where students’ only concerns are completing coursework and figuring out what fun things they’ll do on the weekend is changing rapidly. While that description might still fit the experience of many students, a sizeable portion of college students need to work full time to make ends meet.

If you’re unwilling to let anything block you from achieving your career and educational goals, the best thing you can do is learn from those who have walked the path before you. That’s why we canvassed a number of working professionals who experienced the pressures of working full time while in school. Take a look at their can’t-miss tips.

1 Create a designated study workspace
Create a space in your home that can help foster optimum learning. “Learning spaces should be clean and organized, ideally decorated with warm paint colors and comfortable seating areas,” explains Elizabeth Malson, president of Amslee Institute. “A desk (or kitchen table) and chair is a must for healthy body positioning for writing and working on a computer.”

Malson also suggests that incorporating elements like a bulletin board you can populate with important deadlines, inspiring photos, or encouraging quotes can assist in creating a mindful environment that is tailored to your personal goals and motivators.

2 Prioritize organization
When you wear a lot of different hats, it can be easy to lose track of some of the moving pieces from the varying responsibilities you have to juggle. This is where organization can play a crucial role, suggests Candess Zona-Mendola, editor of MakeFoodSafe.com. “You need to know where everything is,” she says. “Put things away where they belong. Charge your laptop and cell phone every night. Keep your supplies well stocked, so you don’t need to stop what you’re doing to [replenish].”

If you haven’t previously utilized planners, now might be the time to buy one. “Planners are extremely useful, but are not used enough—especially for someone managing full-time work and school,” maintains Amanda Raimondi, lifestyle expert and writer for Grapevine.

3 Become a master of your time
Time is never more precious than when you’re balancing the responsibilities of working full time and earning a degree. “When you choose to go back to college and have a career, you have chosen ‘the path of greatest resistance,’ and your time is at a premium,” explains Scott Vail, owner of C4 Communications.

To succeed within high-stress circumstances like these, he urges students to be purposeful of how they spend their time. “You must schedule everything—class time, study time, recreation—if you want to be successful over the long haul,” Vail adds.

Even if procrastinating has been your tendency in the past, Zona-Mendola advises to avoid it at all costs if you’re also balancing full-time work. “Get stuff done right away. Have a whole semester to write a paper? Start writing it as soon as you know enough about the subject, whether it’s the first week or halfway through. Turn it in right away. The professor will be happy about it,” she says.

4 Leverage your natural tendencies
Malson believes that one of the greatest services a student can do for themselves is to truly get to know their habits as a learner and learn how to use them to their advantage as they work toward earning a degree.

“If you are a planner, make sure you allocate blocks to complete the program work during the time of day that fits your schedule,” she says. “If you are a night owl or a morning person, plan to use this to your advantage, knowing what hours you are most alert.”

5 Take care of yourself
Zona-Mendola worked as a full-time paralegal while working toward her bachelor’s degree and paralegal degree simultaneously, and she had a hard time prioritizing self-care when she was in the thick of it all. “I went many nights without sleeping and lived on energy drinks. I would also forget to eat,” she recalls.

“Don’t be like me. I wore myself down and got sick often.”

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responsibilities. She also recommends scheduling even just an hour a day to destress by reading a book or watching an episode of one of your favorite Netflix shows.

“You may think it’s a waste of time, but having a break every now and then will actually make you more efficient in your daily tasks,” explains Alayna Pehrson, content management specialist for Best Company.

Communicate, communicate, communicate
Competent communication skills seem to top nearly every list of tips to be successful in just about any realm. But when it comes to balancing college and full-time work, communication truly is key. “Having an open communication system with your managers and professors can help you,” Pehrson says. “Make sure you and your professors and managers are all on the same page. More often than not, they will want to help you when you are feeling overwhelmed with your workload.”

Don’t be afraid to ask for help
The first time that consultant, speaker, and author Masudi Stolard pursued a degree, it took him 16 years and three different universities to complete it. After shifting his mindset, refocusing his goals, and learning how to study properly, he was able to later earn his MBA in just two years.

One of the most pivotal changes he made was learning to ask for help when he was struggling academically. “I can’t tell you the number of times I had to swallow my ego, swallow my pride and get additional help from a tutor or through a study lab,” Stolard recalls.

Tutoring services can be an invaluable tool for college students. Through the use of tutors, Stolard was able to better grasp the concepts his professors were teaching in class, and he even discovered a few shortcuts related to his subject matter that he wouldn’t have known had he not sought help.

Trust in your abilities
Another element Stolard views as crucial to a successful college experience while working full time is consistently choosing to believe in yourself. If you doubt your abilities, he says, you’re more likely to burn out.

“Trust in yourself enough to believe you can balance both work and your education,” Stolard encourages. “Trust that you are aware that both are equally important. Trust the decision you made to move forward with both responsibilities is the right one.” He adds that being intentional about keeping your family and close friends tuned into the benefits that await you upon graduation can help them offer you some extra encouragement along the way.

Celebrate small wins
Even as you focus on the major doors that could open for you professionally after earning your degree, don’t forget to celebrate all of your small achievements along the way. “Getting to the degree can be a monumental (and time-consuming) accomplishment. Stop focusing on the big victories, like completing an entire semester, and instead start to string together small wins, like getting an ‘A’ on your test,” Vail explains. “Celebrate turning your paper in on time. Celebrate making it through a tough week or month,” he adds.

Remember your long-term goals
“This, too, will end,” Zona-Mendola urges, nodding toward that all-too-common instinct to throw in the proverbial towel when it feels as if this stressful chapter of your life will never end.

“In the moments when you feel like giving up or giving in, remember that this lifestyle isn’t forever,” she adds. When she looks back at her long few years in college while working at her full-time job, she knows how tired she was and can recall the weight of the sacrifices she had to make at the time. But what she remembers most prominently is how hard she worked to achieve a goal—one that was pivotal on her personal road to success.

Power through the adversity now, Zona-Mendola recommends, so you can reap the numerous benefits that await.

Source: https://www.rasmussen.edu/student-experience/college-life/working-full-time-and-going-to-college/

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What My MBA Did For Me
These students are making the most of their MBAs, in and out of school

It’s common knowledge that having an MBA can help you get a higher paying job when you enter the workforce. In fact, experts say that MBA holders generally start at salaries almost 50 percent higher than their counterparts without an MBA. And they usually advance their careers further and quicker, because earning an MBA teaches valuable “soft skills,” such as learning to lead, working in teams, and communicating effectively. Not only that, students in MBA programs often develop a network of contacts that can serve them throughout their career. These are some of the many reasons that a recent Forbes study reported that most MBA graduates realize a return on their investment in fewer than four years.

But getting hired for a high-paying position isn’t the only benefit of earning an MBA. Frequently, students realize the value of their MBA even before they leave graduate school, because opportunities available in the program can have long-term benefits, too.

Here are three women who are making the most of their MBAs, both while they’re earning them and also out in the working world.

Harron Young
Harron Young brought a unique background to her entry into the Kent State University MBA program. With an undergraduate degree in International Security and Diplomacy, she worked as a third grade math teacher for Teach for America in the Cleveland Metropolitan School District in Ohio. Now that she is earning her MBA, her immediate goal is to work in financial management for a nonprofit organization or a low-income school district. Long term, she plans to take on a leadership role in an organization that aligns with her values and serves others.

Although she does feel outnumbered as a woman in her MBA classes, she credits a female mentor who continues to give her encouragement and advice. This knowledge has helped her develop her career path and determine the steps to take along the way from perfecting her resume, learning about networking events and maneuvering national career fairs. During Harron’s time as a teacher, she saw how valuable mentorship was to her students, and now that she’s a student again herself, she knows how important it can be for her own future success. She genuinely believes that mentorship is important for everyone, but especially for members of minority groups.

Her advice to women aspiring to earn an MBA? “Always remember that you belong in your program, even when you feel you are outnumbered,” she says. “Know you are qualified and were chosen to be there. Be sure to find a mentor to support you, not only in graduate school but also in your professional career.” And, she adds, “When the time comes, you’ll be ready to mentor someone else.”

Ariel Bouie
Ariel Bouie worked hard before landing a full-time position at GlaxoSmithKline in its ESPRIT Procurement program, and she credits much of her success to pursuing an MBA at the Smith School of Business, University of Maryland. “A big reason you come to an MBA program is to land a great job,” she notes. “Employers are looking for real-world experience, and being able to leverage your experience and then couple that with an MBA is ideal.”

While pursuing her MBA, Bouie had two mentors, and she believes they prepared her for the working world. “They played a crucial role in preparing me for life as an MBA student,” says Bouie. “They helped me with everything, from school work and networking to my internship and job search.” And for Bouie, mentorship goes beyond that. “Personally, I think mentorship on both sides is important,” she reports. “Being able to both share and receive information and knowledge is extremely valuable. I view having a mentor as someone who can identify weaknesses and opportunities in me and give me actionable ways to improve.”

A senior executive can also help a young professional advance, Bouie asserts. “A senior executive can be more like a sponsor,” she says. “Their one-on-one presence can help ensure that you always put your best foot forward.” Bouie says another critical way a senior executive can help is by talking up your talents and readiness for more responsibility to other executives. “Essentially, they’re looking out for your best interests and preparing you for the next step. The role of a senior executive as your advocate among other senior execs is beyond valuable.”

Maria del Toro
For Maria del Toro, the completion of her MBA at University of Chicago Booth School of Business was the defining step in building a career dedicated to actively advancing social and economic equality by revitalizing and empowering underserved communities.

In her MBA program, she says she often felt outnumbered as a woman, but specifically as an underrepresented minority woman. “I proactively sought out other women within the university,” says del Toro. “I now have a strong network of other Latinas who are enrolled in the Law School, the Public Policy School, and even a PhD candidate in neuroscience from the Biological Sciences! They are an incredible crew, and we
Coming into the MBA program with some work experience under her belt, del Toro had two significant mentors in her life from two different previous jobs. Both past bosses, each taught her important but very different lessons. But when she applied for the MBA program and was waitlisted, she took matters into her own hands and found a mentor who made a profound difference in her life.

“I engaged in persistent, shameless networking to connect and speak with a Latina alumna of Booth, Carmen Heredia-Lopez,” she reveals. “Twenty years removed from my current journey, this alumna’s story still shared parallels with mine—including being waitlisted. She was not discouraged. She had been inspired to apply after attending a recruitment event for women and hearing a talk by Abbie Smith. She was heartened to learn that I had been encouraged by new diversity programming, and that the event was being annualized.”

Indeed, del Toro chaired the University of Chicago’s inaugural campus-wide Hispanic Heritage Month initiative, now an annual event. As an editor for the university newspaper, she’s covered diversity events and happenings in the program, both as a Reaching Out MBA and a Forte Fellow.

Of Heredia-Lopez, del Toro relays that “She supported me during the process—and even offered to reach out to admissions for me. I wasn’t a legacy student—no one in my family has an MBA, and I didn’t know someone sitting on the board or connected to the school’s leadership who might be able to vouch for me on the inside and speak to my abilities. This is why mentorship is so critical.”
Balancing Work and Life With Your Unique Abilities
Achieving work-life balance requires intentional effort

If you have a job and family, you know how hard it can be to juggle your work and your home life. Taking care of things both at home and in the office isn’t easy for anyone, and people with disabilities can often find it even harder to achieve a healthy balance. Studies show that working is good for you, both mentally and physically, and contributes to an overall better quality of life. But taking good care of yourself is an important factor, and that’s particularly true for people with disabilities.

Erika Hagensen is a public policy consultant for The Arc of North Carolina and the North Carolina Council on Developmental Disabilities. She spoke to Professional WOMAN’s Magazine about how she strikes her own work-life balance while living with a physical disability.

“With The Arc of North Carolina, I monitor federal and state public policy and frame issues so individuals with disabilities and their families have a voice in things that impact their daily lives,” Hagensen says. “Helping people become knowledgeable and feel confident responding to critical, complicated topics is a dream job.”

Balancing Work and Life
Hagensen doesn’t claim to have any magic formula for juggling work and family—it’s an ongoing effort for her, just like the rest of us. She says, “I’m not sure how well I balance work and life—both throw curveballs on a regular basis, and I just try give it my best shot. In our inter-ability household we say, ‘function over form.’ Meaning it doesn’t matter if I use arm crutches, a walker, a wheelchair or if an activity takes twice as long—we decide what we want to do as a family and build a solution backwards.” She’s learned

“In our inter-ability household we say, ‘function over form.’”
—Erika Hagensen
to lend that philosophy to the notion of work/life balance, which she approaches in three ways. “First, instead of focusing on balance, I pay attention to what a balanced life feels like for me and my family, and figure out how to make it happen. For us, it means healthy meals and eating at a small table in the kitchen. We don’t get hung up on whether it’s home cooked, frozen, or take-out from our favorite hole-in-the-wall dumpling shop—we focus on dinner together. Bonus points if the kids help make or plate it. Second, I’m happier when I exercise. I’m not going to lie and say I make it every week, but I try my best to work out at least once for an hour even when I’m sure I don’t have the time. When I do, I think more creatively, play more with my kids, and fall less.” Finally, she says she actively walks away from comparisons. “Other people’s career trajectories, kids’ activities, or social Rolodex aren’t a part of my thinking or daily calculus,” she explains. “In fact, I’m not on social media—a rare move in the public policy space.”

Challenges

Hagensen has limited time and, she adds, “as a person with a physical disability, limited energy.” That means she has to choose her priorities carefully, which can be difficult when her job isn’t predictable. “It turns out Congress, courts, legislatures and federal departments don’t work in a 9-to-5 framework with weekends off,” she reveals. “And a time-sensitive policy response doesn’t change if my son has a fever, or my daughter’s school shuts down with snow.”

Resources

Tools can be helpful in the daily juggle of appointments, request and general demands. “Google calendars are a must to mesh work, kids, and family schedules, but I still love the satisfaction of crossing off handwritten lists.” She says she and a group of other parents schedule their kids’ activities and summer camps together so they have trusted backups when life gets complicated. In addition, she appreciates convenience apps that allow her to take care of some of the more mundane tasks, such as shopping for groceries and either picking them up on the way home or having them delivered to her door. “When life is really busy, we get help with the house and organizing,” she says. “It helps keep things moving forward, takes off the pressure, gives us more time at the dinner table.”

Advice for Others

When asked what advice she would give to others trying to find a good work-life balance, Hagensen answers, “Be kind to yourself. Avoid ideas or choices that start with ‘should’—it’s often steeped in comparison or guilt. Spend time with people who make you smile.” Finally, she advises, “Sleep.” A basic need that sometimes slips to the bottom of your list of priorities!

Before becoming a public policy consultant, Hagensen was executive director of the Joseph P. Kennedy Jr. Foundation and Director of Disability Rights, Family and Technology Policy for The Arc of the United States and United Cerebral Palsy’s Disability Policy Collaboration (DPC). She received the OMB Watch (now The Center for Effective Government) “Public Interest Rising Star” award for her pursuit of government accountability, citizen participation, and social justice. She holds a master’s degree in social work from the University of Washington.
GOVERNMENT

Women Make History in Mid-Term Elections

In January, 127 women were sworn in to serve in the 116th United States Congress (102 to the House of Representatives, 25 to the Senate), the most in any class and surpassing the previous record of 108 in the 114th. From the youngest woman to the first Muslim women ever elected, women hold an unprecedented number of seats, making this the most diverse Congress in history. Here are some of the record-breaking women who will be serving in the 116th class of the U.S. Congress.

Youngest Woman Elected to Congress

Until about a year ago, Puerto Rican Bronx native Alexandria Ocasio-Cortez was a bartender at a Flats Fix taco and tequila bar in New York City’s Union Square. Now at the age of 29, Ocasio-Cortez is the youngest woman ever elected to Congress, winning 78 percent of the vote.
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America’s First Openly Bisexual Senator

Kyrsten Sinema is not only America’s first openly bisexual person in the Senate, she is also Arizona’s first woman to be elected senator. Joining Tammy Baldwin, the first openly gay person in the Senate, Sinema is the second LGBTQ+ member of the current U.S. Senate.

First Muslim Women in Congress

Rashida Tlaib from Michigan and Ilhan Omar from Minnesota are the first Muslim women in history to be elected to Congress. Omar is also the first-ever Somali-American member. Only two other Muslims have ever been elected to Congress, both men.
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First Black Women from Massachusetts and Connecticut

Ayanna Pressley from Massachusetts and Jahana Hayes from Connecticut were the first black women elected to the House of Representatives in each of their respective states. Hayes is also the first black Democrat to be elected to Congress from Connecticut.

Join us from July 22-26, 2019, Philadelphia Marriott Downtown in Philadelphia, Pennsylvania, for Federally Employed Women's 50th National Training Program (NTP).

The NTP is open to all employees from military, private and public sector organizations who want to climb the ladder to the next step in their career. All courses are Office of Personnel Management (OPM) Standards aligned and target entry-level employees through senior decision- and policy-makers in the civilian and military areas as well as the private sector. Everyone is invited to increase their skillset at this one-stop shop for training!

PROFESSIONAL DEVELOPMENT
The NTP provides valuable class time with subject matter experts in a number of career fields. Attendees return from training re-energized and prepared to actively utilize the skills obtained at the NTP in day-to-day operations.

DIVERSE ATTENDEES
Approximately 85 percent of attendees of the NTP are employed in non-supervisory positions and 15 percent are in leadership roles. The NTP is committed to improving awareness in career development, educational tools, training and leadership.

EMPLOYER BENEFITS
Employees garner up-to-date tools and resources to create a stronger workforce. Training encourages a more committed and productive employee which alleviates turnover and promotes retention.

NETWORKING OPPORTUNITY
The NTP accomplishes its mission by developing networking opportunities to improve the quality of life for attendees both personally and professionally. Attendees are encouraged to take the knowledge learned and share new skills with their management and peers.

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Federaledly Employed Women (FEW) is a private non-profit, professional organization dedicated to advancing and empowering women by fostering professional development and growth opportunities through diversity and inclusion, mentoring, training and leadership.

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Working for the advancement of women in government
Tennessee’s First Female Senator

Marsha Blackburn made history when she defeated former Tennessee Governor Phil Bredesen and became the state’s first female U.S. Senator.

First Latina Women to Represent Texas in the House

Two women from Texas are the firstLatinas to join the House of Representatives. Veronica Escobar, of the 16th Congressional District, and Sylvia Garcia, of the 29th, are the firstLatinas elected to Congress in the 172-year history of Texas.

Iowa’s First Women in the House of Representatives

Abby Finkenauer and Cindy Axne are the first women from Iowa elected to the U.S. House of Representatives, representing the 1st and 3rd districts, respectively.
First Female Governors from South Dakota and Maine

Kristi Noem of South Dakota and Janet Mills of Maine both made history when they became the first female governors in their respective states.

127
Number of women sworn into the 116th Congress

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What Barriers?
These Asian women see their way clear to succeed

Some people encounter a glass ceiling and see a barrier. Others look right through it to envision the promise of change. Meet some influential women who are keeping good on that promise.

**India’s First All-Female SWAT Team**

Last summer, the Delhi Police Commissioner Amulya Patnaik introduced India’s first all-woman SWAT team for anti-terrorist operations. Commissioner Patnaik said, “The team is ready to take on hostage crises and terror strikes in urban areas. The members of this all-women SWAT team received better ratings at the Police Training College in Jharoda Kalan than their male counterparts.”

Source: thesrsjournal.in

**Actress Constance Wu, the Face of a Movement**

Constance Wu starred in the recent box office hit, *Crazy Rich Asians*, which grossed more than $165 million domestically. Lena Dunham nominated her for her spot on 2017’s *Time* 100 list of influential people. A #StarringConstanceWu hashtag meme was adopted by Asian-American activists, who insert Wu’s image into major motion film posters to highlight the scarcity of Asian actors in starring roles.

**Laura Cha, Chair of Hong Kong Exchanges and Clearing (HKEX)**

Laura Cha made history last year when she became the first female chair of Hong Kong Exchanges and Clearing (HKEX), the operator of the city’s stock and futures markets. The appointment makes Cha the only woman to chair a Hang Seng Index member firm or any of Hong Kong’s 50 blue-chip firms.

Source: hk.asiatatler.com

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**Asian American women’s share of the U.S. female population will grow from 5.14% in 2012 to 7.8% in 2050**

Source: americanprogress.org

**Among women of color, Asian women are the most likely to have graduate education**

Source: Catalyst

**Asian American women own 6.7 percent of all women-owned firms across the country**

Source: americanprogress.org

**Asian Americans hold an estimated $1 trillion buying power, or 52.3%**
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Yie-Hsin Hung
Yie-Hsin Hung is CEO of New York Life Investment Management LLC (NYLIM), a global multi-boutique third party asset management business of New York Life with more than $325 billion in assets under management. Over her tenure, Ms. Hung broadened NYLIM’s fixed income, equity, ETF and alternative capabilities, leading to a three-fold increase in third-party assets under management since 2010. She also led NYLIM’s expansion into overseas markets in Europe, Asia, and Australia through organic growth and acquisition.

Mary Callahan Erdoes
Mary Callahan Erdoes, JPMorgan Chase’s CEO of Asset and Wealth Management, continues to take the company’s asset management business to new heights. Last year, her business posted record revenue and net income as client assets hit $2.8 trillion, an all-time high. She is also a member of JPMorgan Chase & Co.’s Operating Committee. Erdoes is working to help future-proof the operation by spearheading internal disruption efforts and championing diversity initiatives.
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Leading, Creating, and Building
More and more,Latinas are becoming economic powerhouses

The trend continues towardLatinas becoming economic powerhouses, as more and more are leading, creating, and building—owning their own companies and, by extension, owning their own destinies. They come from all walks of life, serving in all kinds of capacities. Here are a few we’d like you to get to know.

The Entrepreneur
Lori Sandoval launched SALSAOLOGY in 2015, after putting her creativity to work on recipe development for such food brands as Hunt’s, Kikkoman, Swanson, Del Real Foods, and Ca-cique. After only three years in business, her unique, award-winning line of cooking sauces can now be found at Whole Foods Markets, Bed, Bath & Beyond, and Dorothy Lane Markets. The Spanish word “salsa” means sauce, and salsas are central to Mexican cuisine, varying in texture, color and flavor. SALSAOLOGY sauces are all natural, vegan and gluten-free, made from high-quality, non-GMO ingredients.

The Mayor
Maria Regan Gonzalez made history this fall when she was elected mayor of Richfield, Minnesota, becoming the state’s first Latina mayor. She told Professional WOMAN’s Magazine, “This isn’t just important for historical reasons, but it’s also very crucial for my community of Richfield, where 40 percent of students in our school district are Latino. I’m excited to serve as their leader and role model and excited to lead collectively with my community to build a more inclusive and equitable city, state, and nation.”

The Executive
Patty Juarez, National Diverse Segments Director, Middle Market Banking for Wells Fargo & Company, is vice chair of the board of CASA of Orange County, California. CASA trains community volunteers to serve as powerful mentors and advocates for abused, abandoned, and neglected children. She advocates for children with learning differences, mentors young professionals at Wells Fargo, and has received numerous awards from various Hispanic and Latina business organizations. Juarez was chairwoman for Southern California’s Orange County Hispanic Chamber of Commerce, which represents the interests of the county’s 30,000 Hispanic-owned businesses.

By 2024, Hispanic women in the labor force are expected to increase to almost 14 million, or 8.5%.

Source: dol.gov

About 1 out of 7 women-owned businesses is owned by a Hispanic woman.

Source: dol.gov
Finding Their Niche in Sustainability
These women are leading the way

Beatriz “Bea” Perez
Senior Vice President and Chief Communications, Public Affairs, Sustainability and Marketing Assets Officer, The Coca-Cola Company

Beatriz “Bea” Perez leads a newly integrated team across public affairs and communications, sustainability, and marketing assets to support the Coca-Cola Company’s new growth model and path to become a total beverage company. She aligns a diverse portfolio of work against critical business objectives to support brands, communities, consumers and partners worldwide.

Since 2011, Bea served as the Company’s first Chief Sustainability Officer, where she developed and led progress against comprehensive global sustainability commitments with a focus on water stewardship and women’s economic empowerment. She advanced a global sustainability strategy designed to help grow the business while making a lasting positive difference for consumers, communities, and the environment.

Source: coca-cola.com

Orsola de Castro
Founder and Creative Director, Fashion Revolution

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Christiana Figueres
Global Optimist

Christiana Figueres is an internationally recognized leader on global climate change. She was Executive Secretary of the United Nations Framework Convention on Climate Change from 2010 to 2016.

Currently, Figueres serves as convener of Mission 2020, a global initiative she founded that seeks to ensure the world significantly decreases greenhouse gas emissions by 2050 to protect the most vulnerable from the worst impacts of climate change and usher in an era of stability and prosperity.

“Emissions reductions today are much more important than emissions reductions tomorrow,” Figueres said, according to The Guardian. “The sooner we ‘bend the curve’ of global emissions, the more options we will have on the table for safely reaching the necessary, desirable and achievable carbon neutrality by 2050.”

Sources: christianafigueres.com; theguardian.com

Leslie Johnston
Executive Director, C&A Foundation

Leslie Johnston joined C&A Foundation as its first executive director in August 2013, bringing more than 20 years of management experience across multiple sectors.

At the foundation, Johnston led the development of its first global vision, mission, and strategy, focused on making fashion a force for good. She oversees a team of more than 50 people across 10 countries, working to improve lives and livelihoods across the foundation’s five signature programs.

As of 2017, C&A Foundation has supported 26 initiatives across all of its programs, which include accelerating sustainable cotton, eradicating forced and child labor, improving working conditions, fostering a transition to a circular economy, and building resilience in vulnerable communities.

Sources: cottonconnect.org; fashionunited.uk

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LGBT Businesses Add $1.7 Trillion to U.S. Economy

The National Gay & Lesbian Chamber of Commerce (NGLCC) has released the first-ever snapshot demonstrating the economic and social impact of America’s LGBT business owners and entrepreneurs. The America’s LGBT Economy report explores the revenues, types, sizes, and geography of LGBT-owned businesses currently certified by the NGLCC, as well as the number of jobs they create and the personal narratives of successful LGBT business owners who reflect the very best about America’s innovative and entrepreneurial spirit.

Key findings in the report include:

- In 2015, NGLCC certified LGBT business enterprises (LGBTBEs) alone contributed more than $1.15 billion to the U.S. economy: if all estimated LGBT-owned businesses in America are projected, their contribution to the economy exceeds $1.7 trillion.
- More than 900 certified LGBTBEs have created more than 33,000 jobs in the United States.
- LGBTBEs have an average annual revenue of $2,475,642, with at least one LGBTBE reporting $180,000,000 in annual gross.
- Average LGBT enterprises have been in business at least 12 years—far above national average, as some reports state nearly half of small businesses fail in their first five years.
- The number of non-white LGBT business owners continues to increase annually—now at more than 17 percent, bolstered by NGLCC’s leadership in the National Business Inclusion Consortium (NBIC), which brings together all minority business communities.

“The National Gay & Lesbian Chamber of Commerce is elated to be able to evidence through this report what we’ve observed since our founding 15 years ago: that America’s LGBT business owners are driving our economy upward and deserve every opportunity to keep creating jobs and innovating our industries.

The estimated 1.4 million LGBT business owners NGLCC advocates for have truly earned a place at the equality table,” said NGLCC Co-Founder and President Justin Nelson. “If you are an LGBT business owner and not yet certified, you’re leaving opportunities on the table to help your business and our economy grow. For the LGBT community, this also means we are missing out on more accurate data, role models, job creators, and future success stories that prove ‘If you can buy it, a certified LGBTBE can supply it.’

In early 2004, NGLCC created a best-in-class diversity certification program, making the organization the exclusive national third-party certifying body for LGBTBEs. Because of NGLCC’s advocacy, more than a third of the Fortune 500, many top federal agencies (including the Small Business Administration, Department of Transportation, and the Department of Agriculture), the Commonwealths of Massachusetts and Pennsylvania, major urban municipalities (including King County, WA; Essex County, NJ; and San Francisco, CA), and the Public Utilities Commission of California actively seek out certified LGBT businesses. "These numbers tell the real story," said Bob Witeck, President of Witeck Communications, a certified LGBTBE who served as the analyst for this report. "While our community’s $917 billion spending power highlights our market clout, the jobs, tax revenues and profits we create as employers and entrepreneurs define our full economic value to America. We are just beginning to scratch the surface of our potential."

"At NGLCC, we have nearly 200 corporate and government partners that understand not only the value of the LGBT dollar, but the economic imperative of inclusivity and LGBT visibility in their supply chains and marketplace. This groundbreaking report proves our NGLCC philosophy that economic visibility, just like social visibility, is essential in building a diverse and inclusive society," said NGLCC Co-Founder and CEO Chance Mitchell.

Source: National Gay & Lesbian Chamber of Commerce
Build Relationships Through NGLCC Certification
Q&A with a certified business owner

Victoria Reyes of Sigil Group, Ltd.—which provides consulting services for security integration projects—knew that starting her business was the right path for her. She saw a need and constantly aims to fill it. Professional WOMAN’s Magazine spoke to Reyes about starting her business, the importance of certification, and advice for others wishing to start their own businesses.

Professional WOMAN’s Magazine (PWM): Why did you decide to open your own business?

Victoria Reyes (VR): I found that there is a large need for diverse business enterprises to complete government and utility contracted work. I joined the National and Local LGBT Chamber of Commerce, started talking to people who had industry-specific knowledge, and attended every conference that I could attend. All the puzzle pieces were coming together very quickly; I just knew this was the right path for me.

PWM: Why is it important to get your business certified?

VR: It is extremely important to get certified. I have found that most businesses we deal with will not enter in to master agreements or even small business transactions without proper certification and insurance.

PWM: What advice can you give others who want to start their own businesses?

VR: Be prepared for all the nuances of opening your own business. You have to jump in feet first. You can’t just do the work you love and survive. Don’t get discouraged when you hit roadblocks or be intimidated by having to deal with new areas of business you know nothing about. Use your resources; complete your due diligence and go after the customers you want. Most of all, enjoy the adventure.

PWM: What has been your biggest obstacle, and how did you overcome it?

VR: Financing was the biggest obstacle; we started growing so fast, we didn’t fathom the type of working capital we would need right out of the gate. It can be a bit tricky getting affordable financing when you have been in business for less than two years. It’s out there; you just have to work for it.

PWM: What is the biggest lesson you have learned?

VR: That the business relationships I nurture are going to be the key to the success of my business. Network, network, network! For the most part, people have been extremely helpful, willing to share their experiences, giving advice about small business ownership, and referring people who can help me take the next step toward ultimate success.
Working Wardrobes Hosts Tilly Levine of Tilly’s Life Center

Two organizations helping people rise above their circumstances

Professional WOMAN’s Magazine President & Founder Mona Lisa Faris and Managing Editor Samar Khoury attended Working Wardrobes’ Smart Women 2018 Speaker Series breakfast featuring Tilly Levine, cofounder of Tillys, Inc., in Newport Beach, California.

Working Wardrobes helps 5,000 men, women, veterans and young adults in crisis re-enter the workforce each year by providing career training, job placement assistance and professional wardrobe services in an environment of dignity and respect.

Smart Women is a women’s giving collective that supports the clients served by Working Wardrobes. Memberships and event tickets fund their job training programs.

Levine donated Tillys clothing in support of the Working Wardrobes mission and spoke with Working Wardrobes CEO and Founder Jerri Rosen about her own outreach nonprofit organization, Tilly’s Life Center. “We teach kids how to be kind, how to be peaceful warriors. In this world, you have to be a warrior, but a peaceful warrior with the right tools,” Levine explains.

In 1982, Levine cofounded Tillys Inc., the skate and active wear clothing brand, with former husband Hezy Shaked. The chain is a top specialty fashion retailer aimed at young men, young women, boys and girls, selling casual apparel, footwear and accessories that reflect the active West Coast lifestyle.

Levine’s passion for helping young people stems from her own experience, growing up in Israel and emigrating to the United States. At age 23, she and her then-husband left Israel and traveled to California with just $3,000 in their pockets. Working hard and saving their money, they opened their first store, World of Jeans & Tops, which eventually grew into the nationwide Tillys chain, with 229 stores in 33 states.

Today, Levine’s main focus is Tilly’s Life Center. The nonprofit organization is sponsored by Tillys Inc. and offers 36 different classes, through workshops at hospitals and after-school clubs, that work to empower 12- to 18-year-olds. In these 36 classes, teenagers learn soft skills, leadership, emotional intelligence, positive thinking, and coping techniques. The goal is to help them overcome their crises, navigate challenges, and connect with the world around them. “It’s allowing them to become better citizens and better individuals,” Levine explains to Faris. “Less violence, more kindness, less bullying—the emotional intelligence that is part of our responsibility to give to kids as part of their education.”

Levine says her greatest satisfaction comes from seeing change in the kids who come through Tilly’s Life Center. She says, “I tell them, ‘You are the new generation. You can change the world. You have the power of social media—you have the same power as the president! So use it in a positive way.'”

Tilly’s Life Center has reached more than 4,000 teenagers in Southern California and recently opened a new facility in Irvine. The 5,887 square foot facility houses the TLC team and will host certain programs and classes on the premises.

“We’re in the process of trying to create a documentary about the program, so people can see the progress of a group of 16 kids who go from class 1 to class 36,” Levine reveals. “We’ll show the impact of the classes and the changes in the kids, and it will help parents, too. Because when the kids act different, there’s a snowball effect. It’s very helpful.”

For more information about Working Wardrobes’ 2019 Smart Women Speaker Series, visit workingwardrobes.org/smart-women. And for information about Tilly’s Life Center, visit tillyslifecenter.org or follow the center @tillyslicenter on Instagram, Facebook, and LinkedIn and @Tillys-LC on Twitter.
Clean Home = Clear Mind
Decluttering your home can make you more productive

By Marty Basher

Most of us have stress in our lives. So, it is important that we do what we can to limit unnecessary stress, such as messy environments. A messy desk, car, or house can really impede your ability to function at your optimal capacity. Take a few minutes or whatever time you need to get rid of or put things in their places. There is plenty to be stressed out about—don’t let messiness be one of them.

Cleaning up a messy environment gives you a real sense of accomplishment. So many things we do today never really have an end date. Cleaning up a messy environment gives you a real sense of accomplishment. So many things we do today never really have an end date.

Clutter can be unhealthy—a lot of clutter may include things that are toxic, chemical-laden, or dust-collecting devices. Cleaning out things that you won’t use, and probably don’t need, can reduce dust, thus reducing mold and other airborne irritants. Cleaning and decluttering can have a huge impact on the quality of air that you breathe in your home.

Clutter is distracting. A cluttered home can be especially distracting, taking your eye and mind off of tasks you want to work on. Clutter has been shown to reduce focus in most adults. Trying to concentrate or complete a task in a room that is full of clutter/distractions can increase the time to completion quite significantly. It might be your cluttered home is also the reason you keep losing things and have to spend time looking for them.

If your clutter is on a grander scale, you may need to ease into the idea of decluttering. Sometimes, the problem with decluttering is the emotional attachment we feel to all our belongings. If this describes you, then start with this one tip: Start decluttering with the least emotional items. Take it one room at a time and go through, first removing items with little or no emotional value. Before you know it, you will be moving on to more items and soon be clutter free.

Organized and decluttered closets are one surefire way to a more organized life! You will save time and energy not having to painstakingly piece outfits together every morning or searching for that other mitten, soccer shin pad, or name it. Plus, your mind will feel decluttered knowing that behind your closet and cabinet doors, everything is laid out exactly as you need it to be. Here are a few ways to accomplish getting your closets into shape.

1. A hanging shoe organizer is not just for shoes! Attach a clear shoe organizer with pockets to the back of your clothes or linen closet. Use it to store the things that get lost in most closets. Use clothes closets to store socks, gloves, swim suits, scarves, and more. For the linen closet, store cleaning products, lost socks, a roll of garbage bags, sponges, and scrub brushes.

2. With a few minutes of your time, your clothes closet can be organized and coded to make getting dressed a breeze—it doesn’t matter whether your closet is big or small. Start by categorizing all the shirts. Once pulled together, file them by short sleeve and long sleeved, then match up by color. Next, do the same with pants and skirts. Now, when it’s time to get dressed, you can look for a shirt by sleeve length and color. Then you can quickly pair it with a skirt or pants of choice. No more sorting through racks of clothes looking for a missing item stuck between two unrelated things.

3. If you’re dealing with a small closet, think outside the box and create more space by building up and down. Add storage cubes on top of a shelf. Add a second hanging bar if you need more space to hang clothes. Storage bins fit nicely under hanging clothes rods to store off-season clothes.

4. One of the easiest ways to store belts and scarves is by hanging them from simple plastic shower curtain rings. They’re inexpensive, come in big packs, and perfectly hold those items that may not have another place to go. Simply snap the ring into place on your closet rod, and you’re ready to go!

About the Author
Marty Basher is the home organization expert at Modular Closets, the closet units you can mix and match to design your very own custom closet. Homeowners everywhere are empowered to achieve the true custom closet look—for nearly 40 percent less than standard custom closets. Discover Modular Closets online at modularclosets.com.
Conference Calendar

March
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

San Diego Festival of Science & Engineering
March 2-10
San Diego, CA
lovestems.org

Women in Data Science
March 4
Stanford, CA
widsconference.org

WFF Annual Leadership Development Conference
March 10-13
Dallas, TX
aldc.wff.org

CSUN - Center on Disabilities
March 11-15
Anaheim, CA
csun.edu

WBENC Summit & Salute
March 11-13
Houston, TX
summit.wbenc.org

2019 International Women in Aviation Conference
March 14-16
Long Beach, CA
wai.org

2019 LULAC National Women’s Conference
March 15-16
Las Vegas, NV
lulac.org

DC/Maryland Black College Expo
March 16
Bowie, MD
thecollegeexpo.org

San Diego Connected Women of Influence Awards
March 20
San Diego, CA
connectedwomenofinfluence.com

NCAIED-RES 2019
March 25-28
Las Vegas, NV
res.ncaied.org

April
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

The Small Business Expo
Multiple Events
See Calendar
thesmallbusinessexpo.com

NFBPA Forum 2019
April 3-7
Orlando, FL
nfbpa.org

ISM Tech 2019
April 7-10
Houston, TX
ism2019.org

Military MOJO Career Conference
April 11-12
Seattle, WA
militarymojo.org

The Forum on Workplace Inclusion
April 16-18
Minneapolis, MN
forumworkplaceinclusion.org

Chicago MSDC - 52nd Annual Chicago Business Opportunity Fair
April 17-18
Chicago, IL
cboevents.com

2019 CoNECD
April 14-17
Crystal City, VA
wepan.org

May
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

The Small Business Expo
Multiple Events
See Calendar
thesmallbusinessexpo.com

WPO 22nd Annual Conference
May 1-3
Charlotte, NC
womenpresidents.org

U.S. News STEM Solutions - Workforce of Tomorrow
May 22
Washington, D.C.
usnewsstemssolutions.com

MFV Expositions - International Franchise Expo
May 30-June 1
New York City, NY
mfvexpo.com

June
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

The Small Business Expo
Multiple Events
See Calendar
thesmallbusinessexpo.com

Let us know about any national career fairs, expos, training, or conferences. Contact partnerships@diversitycomm.net or 800.433.9675
HER Conference 2019
Multiple Events
See Calendar
herconference.com

Proud to be Latina - The Ninth Annual Latina Empowerment and Leadership Conference
June 3
New York City, NY
proudboelatina.com

DAAS - 7th Annual East Coast Conference
June 4-6
Newark, NJ
diversityallianceforscience.com

WITI Summit
June 9-11
San Jose, CA
witi.com

2019 NABA National Convention & Expo
June 19-23
Las Vegas, NV
nabainc.org

WBENC National Conference & Business Fair
June 25-27
Baltimore, MD
wbenc.org

July
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

Disability:IN 2019 Annual Conference & Expo
July 15-18
Chicago, IL
cfconference.disabilityin.org/2019/

WIFLE Leadership Training 2019
July 15-19
Arlington, VA
wifle.org

NAACP Convention
July 20-24
Detroit, MI
naacp.org

2019 Department of the Navy Gold Coast
July 24-26
San Diego, CA
navygoldcoast.org

August
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

41st Annual BDPA Technology Conference and Career Fair
August 1-3
Atlanta, GA
bdpa.org

ALPFA Convention
August 3-6
Nashville, TN
alpfa.org

UnidosUS Annual Conference
August 3-6
San Diego, CA
unidosus.org

BIG - 41st Annual National Training Institute
August 5-8
Dallas, TX
bignet.org

NOBLE Annual Training Conference & Exhibit
August 9-14
New Orleans, LA
noblennational.org

NGLCC Conference
August 13-16
Tampa, FL
nglcc.org

35th Annual AMAC Conference
August 20-23
Los Angeles, CA
amac-org.com

NAWIC Annual Conference
August 21-24
Atlanta, GA
nawic.org

The Small Business Expo
August 22
San Francisco, CA
thesmallbusinessexpo.com

September
CCF - Diversity Employment Day
Multiple Events
See Calendar
citycareerfair.com

MFV Expositions - Franchise Expo Midwest
September 13-14
Rosemont, IL
mfvexpo.com

ASHHRA 54th Annual Conference & Exposition
September 15-18
Pittsburgh, PA
annual.ashhra.org/2019/

2019 ACM Richard Tapia Conference
September 18-21
San Diego, CA
tapiaconference.org

NBMBAA National Conference
September 24-28
Houston, TX
nbmbaa.org
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Opportunities in Energy at the NY Power Authority

For Professionals

Sangeeta Ranade is vice president of Clean Energy Business at the New York Power Authority (NYPA), the largest state electric utility in the nation. She develops energy efficiency and renewable energy projects for large energy users across the state, including government agencies, universities, hospitals and commercial customers.

Ranade’s team plans to develop enough solar plus storage projects by the end of 2020 to power 80,000 homes. Her team handles site selection, system design and financing so developers can implement these projects.

“My advice to women entering traditionally male industries is to find an organization that values people who demonstrate success and make your mark there. A good job is one where there is a mutual fit and I’m happy to have found that at NYPA,” Ranade said. “Also, don’t be afraid to showcase your achievements. Don’t assume that people know what you’ve done—tell them.”

Ranade came to NYPA in 2018 with extensive experience in clean energy. Previously she was the director of Client Solutions at EnergySavvy, an energy efficiency data analytics software firm.

Ranade has a bachelor of science in environmental engineering from Northwestern University and a dual master’s degree in business administration and natural resource policy from the University of Michigan.

NYPA was named one of America’s Best Midsize Employers by Forbes in 2018.

To learn about openings—nypa.gov/careers

For Businesses

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