CAREER BUSINESS EDUCATION LIFESTYLE



Women Making HERstory

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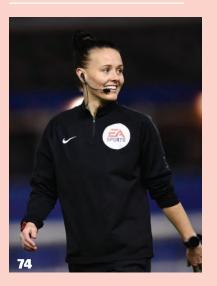
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Keeping the Doors Open

In our March issue, we are uplifting our beautifully diverse women's communities, telling HERstories of incredible accomplishments and celebrating International Women's Day. And while the acclaimed actress, producer and songwriter Zendaya who graces this month's cover—has certainly experienced her share of career 'firsts,' she's more concerned with making sure she is far from the last.

Just a decade after her first major television appearance on Disney's *Shake It Up*, Zendaya became both the youngest and the first Black woman in Hollywood to win two Emmys for best actress in a drama series for her portrayal of Rue in HBO's *Euphoria*. She says it's not only her time to open the door for others but swing it wide, ensuring it remains open. "When you open the door, your job is to jam it open for other people to come in." Read more on Zendaya's inspiring story on page 90.

Learn how to overcome the 'broken rung' in your career development in "Pioneering Your Progress: A Proactive Approach to Career Advancement" on page 56. You may very well know what to put on a resume—but how about "Things NOT to Include on Your Resume," on page 66? And if you're looking to attract, hire and retain diverse candidates, "4 Principles for Diversifying Your Recruitment Strategy," on page 68, will be a key resource for you.

Let's all make sure we're swinging the doors wide and keeping them open for the next generation to walk through.



Kat Castagnoli

Kat Castagnoli, Senior Managing Editor DiversityComm Magazine



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Employment Opportunities



MAGAZINE -5

t DiversityComm, Inc., we believe that Adiversity, equity and inclusion (DEI) are the foundations of success for any business or organization. Tracking the trends, staying aware of forward-thinking DEI policies and being listed on the top lists of diversity and equity leaders is what it's going to take for businesses, institutions and nonprofits to continue growing and performing. According to one study from Ethisphere, ethical companies outperform their competition by 7.1%. Though another study from i-Sight found that those on key DEI lists and rankings made more than double the profits of comparable companies. Our Best of the Best list seeks to recognize the organizations that have gone above and beyond to create more inclusive, equitable workspaces where diverse talent can be recruited, developed and retained. We recognize them for their commitment to uplifting values and fostering a great workplace culture. In the words of Mona Lisa Faris, our founder and publisher, "Diversity is your superpower," she said "Embrace it. When you embrace and understand the value of diversity, you have the capability to maximize your creativity, problem-solving skills and inclusivity, which ultimately leads to increasing profitability. It allows you to compete on a whole other level businesswise, both internally and in reputation." For more information, please visit diversitycomm.net/methodology.

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BEST ME 2024 BEST BES

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The Top Pharma Companies in DEI

DiversityComm Magazine's Best of the Best program will now include industry-specific top companies and employers who excel at moving the needle forward with their diversity, equity and inclusion (DEI) efforts. The following industries will be featured throughout the year: hospitality, pharmaceutical, banking, insurance, health care, finance, travel and utilities, retail and telecom, manufacturing and tech.

ow more than ever, it's critical that we understand the importance of diversity in health care spaces. To achieve this, several pharmaceutical companies are fostering inclusive practices from the inside out to create a better health care system for all. Here are some of the top corporations doing just that:



Abbott Laboratories

Gilead Sciences

Sanofi

Johnson & Johnson

Bristol Myers Squibb

Merck



ABBOTT LABORATORIES

Medical device company Abbott Laboratories is a pioneer in the pharmaceutical world and a dedicated DEI company. Abbott is particularly dedicated to extending opportunities in the STEM field to women and communities of color. In 2012, they launched the High School STEM Internship Program, which has since resulted in greater gender diversity amongst all employees. Abbott has hired about 50% of all of the interns that have come through the program, 77% of which were female. Additionally, Abbott frequently partners with organizations like the Society of Women Engineers, the National Society of Black Engineers and the National Organization on Disability to extend networking, internship, job and educational opportunities to diverse groups in STEM. For their current employees, Abbott additionally established 10 unique employee networks (ERGs) to foster professional and personal development, and an executive diversity council that facilitates DEI strategies within the company.

GILEAD SCIENCES

The research-based biopharmaceutical company, Gilead Sciences, shows their fierce commitment to DEI in how they hire and help their employees. Gilead has a strong policy for fair hiring, having a nearly equal number of male and female employees in all positions of their company, and takes special care in developing strategies in attracting and retaining employees from diverse backgrounds. One of these practices includes the diverse slate program, where hiring managers are required to hire at least two diverse candidates from external sources and to create and encourage ERGs to foster inclusivity and boost employee morale. Gilead is additionally known for creating the Global Gender Identity and Transition Program, a support system for transgender and gender non-conforming employees, and working directly with their staff to create a work-life balance that is beneficial to their needs.





SANOFI

A leading expert in the pharmaceutical and health care spheres, Sanofi is dedicated to creating a more inclusive world in and out of the office. Through their DE&I Board, Sanofi consults internal and external sources regularly on how they should create and implement their DEI strategies. The company prides itself on its pay equity policies, representative leadership, ERGs and its supplier diversity program, supporting and working directly with minority-owned small businesses. Outside of the office, Sanofi dedicates its resources to philanthropic endeavors that provide affordable health care opportunities to underprivileged communities around the world and efforts to create a more sustainable, climate-friendly approach to the world of medicine.



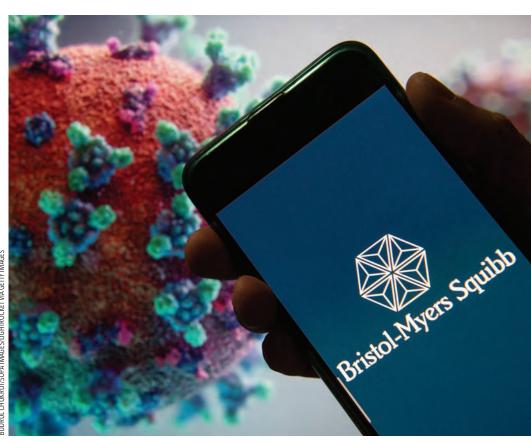
JOHNSON & JOHNSON

One of the top pharmaceutical and medical technologies corporations, Johnson & Johnson does it all in the name of DEI. The company is committed to innovating products that are inclusive to the needs of all of their patients and consumers, regardless of their racial, ethnic, gender and other identities. To create the most helpful products for their clientele, Johnson & Johnson hosts the JLABS QuickFire Challenge, where innovators and entrepreneurs can receive the funding and platform to make their ideas of what would be most beneficial to their communities a reality. Johnson & Johnson is also a longtime partner with organizations that provide equal access and medical research opportunities for historically-underrepresented communities; practice diverse hiring and job advancement; utilize a growing supplier diversity network and host several ERGs for their employees.

BRISTOL MYERS SQUIBB

The biopharmaceutical company, Bristol Myers Squibb (BMS), is a blueprint for a top DEI company. They hold a commitment to inclusivity, provide resource groups for their employees and have strong supplier diversity practices. But the company also takes its dedication to inclusion a step further with the Tomorrow's Innovators initiative, a program that provides opportunities for Black students looking to break into the industry. An often misrepresented and under-researched group in the world of health care, programs like Tomorrow's Innovators allow Black students to receive the education, internships and job placements they would otherwise not have equal access to. BMS also uses its online presence as a diversity resource hub, providing the latest news in diverse medical research and information on multicultural events and holidays. BMS is also a host of the BOLD Innovators podcast, where employees of different backgrounds share their workplace experiences and create a sense of community for other employees of all backgrounds.

SUDRUL CHUKRUT/SOPA IMAGES/LIGHTROCKET VIA GETTY IMAGES





MERCK

Merck, a biopharmaceutical expert, is another leading DEI company in the world of pharma. Along with their active practice of diverse hiring, working with diverse suppliers and implementing ERGs, Merck is a proud partner of several organizations that benefit diverse communities. They work closely with the National Medical Fellowships to ensure diversity aspects are closely examined in clinical trials; the ILO Global Business and Disability Network to ensure inclusive spaces for employees with disabilities; and the Paradigm for Parity coalition to hire more women into leadership positions. Merck also hosts global diversity and inclusion ambassador teams to integrate business strategies with their people-first mentality, as well as learning programs centered on the importance of diversity and inclusion.



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olgate-Palmolive is a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. Achieving this purpose starts with Colgate People, which is why the Company is committed to fostering diversity across the organization—to better understand our consumers and create an environment that is open to a broader range of ideas and approaches to problem solving, as studies have shown that diverse and inclusive organizations deliver better business outcomes than those that are not.

The Company is focused on opportunities for advancing

qualified underrepresented talent across its global labor force, including among women, at all organizational levels. And it's making progress—over the past five years, vice president-level representation is up almost nine percentage points for women globally.

Global Technology, a pivotal area for the Company's business and, in turn, for Colgate People, offers a thriving hub of innovation spanning oral health, skin health, personal care, home care and pet nutrition. Currently, 56% of the Research & Development team are women, including scientists and flavorists, developing innovative and exciting new products for the Company.

Having a diverse workforce—including gender representation—is important to creating the best products, as it ensures that different perspectives and experiences are considered when developing new product offerings.

LaTonya Kilpatrick, a Senior Vice President and scientist who's been with Colgate-Palmolive for over 30 years, says, "We're an innovation-based company building accessible sciencebacked products for the world. Because of our diverse talent, we can leverage our varied backgrounds and life experiences to build connections and tailor products for the populations we serve."

The Company is committed to supporting women in science and advancing opportunities for professional growth.

Artemis Louyakis is a Principle Research Scientist for Hill's, Colgate's Pet Nutrition business. Her advice for women in STEM? "Reach out to women in the field with your questions. Forming a relationship with someone that you can talk to from time to time is so beneficial."

To learn more about the Company, visit ColgatePalmolive.com and follow us on LinkedIn.

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Oprah Joins Collection of Influential Women in History

he National Portrait Gallery in Washington, D.C., is one of the most prestigious in the country. The museum is best known for showcasing stunning depictions of impactful, inspiring icons throughout American history. But one of the museum's newest programs, in which living artists are commissioned to paint today's most influential figures, is one of the biggest draws to the art museum. Since 1994, approximately 30 paintings have been commissioned for the museum, primarily focusing on influential women throughout history.

Painted by Chicago-based artist Shawn Michael Warren, a new portrait enters the prestigious museum. Recognized for her global contributions to popular culture as an author, advocate, entrepreneur and philanthropist, Oprah Winfrey is the latest person to be featured in the museum's permanent collection. Her portrait was unveiled to the public in a special ceremony, with Winfrey and Warren in attendance at the National Portrait Gallery's Robert and Arlene Kogod Courtyard in mid-December. Winfrey's portrait measures about 6 feet 10 inches by 5 feet 8 inches and features her in a purple taffeta dress standing in her garden at her home in California.

Warren, a U.S. Department of State's Art in Embassies program member, painted the portrait over nearly four years, utilizing his incredible accuracy and attention to detail. The oil-based painting was created using photographs Warren took of Winfrey.

"Artist Shawn Michael Warren's remarkable attention to detail and keen knowledge of color theory are fully represented in this vivid, largescale portrait of Oprah Winfrey," Rhea L. Combs, the museum's director of curatorial affairs, stated of the piece. "Warren's approach to portraiture includes in-depth study and research, as well as shooting numerous photographs and making



(L-R) Director of Smithsonian's National Portrait Gallery Kim Sajet; Director of Curatorial Affairs at the Smithsonian's National Portrait Gallery Rhea L. Combs; Secretary of the Smithsonian Institution Lonnie G. Bunch III; Oprah Winfrey and artist Shawn Michael Warren pose in front of Winfrey's portrait at the Smithsonian National Portrait Gallery on Dec. 13, 2023 in Washington, D.C.

various sketches during his sittings. It is apparent that the level of care and keen observation that are a part of his artistic practice are on beautiful display here."

As many of us already know, Winfrey first came into the public eve in 1986 with the premiere of The Oprah Winfrey Show, which ran for 25 years and became an award-winning hit. The program reached millions of viewers and showcased inspirational stories, celebrity interviews and self-help segments. In the same year that the show premiered, Winfrey established Harpo Productions, launched her magazine (O), established Oprah's Book Club, wrote several bestselling books and became the CEO and chairman of OWN, a cable network.

Aside from her entrepreneurial empire, Winfrey is also an active philanthropist, donating at least \$500 million to social justice, equality and education projects. Her influence and care for the well-being of others earned her the Presidential Medal of Freedom, the nation's highest civilian honor in 2013 and the 2018 Golden Globes' Cecil B. DeMille Award. She was the first Black woman to be recognized with the latter.

The National Gallery's Director, Kim Sajet, gave additional comments on Winfrey's influence and reason for her inclusion at the museum during the unveiling ceremony, stating:

"Through her rise to fame as host and producer of *The Oprah Winfrey Show*, Oprah demonstrated an unparalleled ability to connect with people and inspire them to become the best versions of themselves. Her vision and spirit deserve recognition in the nation's Portrait Gallery, and we are delighted to celebrate her with this commissioned portrait."



Oprah Winfrey poses in front of her newly unveiled portrait at the Smithsonian National Portrait Gallery on Dec. 13, 2023 in Washington, D.C.

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Steph & Ayesha Curry Score a Slam Dunk for Oakland Schools

By Avier Wanjau

A mid all the ongoing negativity surrounding Oakland these days—the rising crime rates, sports teams leaving and establishments closing—Stephen (Steph) and Ayesha Curry are supporting inner-city kids through their foundation, Eat. Learn. Play.

While sitting with *Essence*, the dynamic duo announced a commitment to education by pledging \$50 million to Oakland Unified School District (OUSD).

"We want to really support and amplify the systems that are already in place within the school district and commit a \$50 million-plus plan and strategy that's been developed over these last years," Steph said.

Over the past four years, the foundation has done many great things, including remodeling schoolyards in multiple schools, funding literacy tutoring, providing funding for students to access high-quality sports programming and more. Also, the foundation has worked with incredible organizations and partners to achieve all these accomplishments.

"We've had some success over the last four years, worked with some amazing organizations, some amazing partners, reached a lot of kids. And now we're trying to take it to the next level in terms of really setting up roots and planting a flag with the OUSD [and] the 35,000 kids that they serve every year where kids, pun intended, eat, learn and play every single day," Steph stated.

According to the NBA All-Star, eating, learning and playing are three pillars for children to strive and become successful in their everyday lives. Steph noted, "Those three pillars—would unlock their full potential."

PLAY.

LEARN. I

GRAHAM/GETTY IMAGES FOR EAT.

JOAH -

Without proper nutrients, it is harder for kids to show up in the classroom and be productive. The Golden State Warrior shared, "Almost 78% of kids qualify for either free or low-cost meal plans.



Steph and Ayesha Curry attend the launch of Eat. Learn. Play. New Movement while visiting Lockwood STEAM Academy on Sept. 6, 2023 in Oakland, California.



Ayesha Curry attends the launch of Stephen & Ayesha Curry's Eat. Learn. Play. New Movement at Lockwood STEAM Academy in Oakland, California.



To buff up what's provided in terms of healthy, nutritious meals is a bare necessity that every kid deserves. So [we're] showing up in a meaningful way there. Obviously, [with] empty stomachs [it's] hard to show up in a classroom and be productive."

And the four-time champion is right. Nutritious foods can help promote mood, attention and learning. Eating regular meals can influence some hormones that can control mood and the ability to concentrate. When children exhibit poor mood and behavior, it can be because they have gone long periods without food, for example, children who may not have eaten breakfast.

Besides providing nutrients, the couple wants to improve literacy rates by offering tutoring and "culturally relevant age-appropriate books." Steph added, "Our literacy goals are huge because the thirdgrade reading level and accomplishments there are...metrics for high school completion. Around 66% of third graders in the OUSD system are below grade level proficiency."

Also, organized sports can create a sense of routine, building relationships and a flourishing school experience.

"The fundamentals of communication, understanding how to build relationships and just your overall character, [as well as] time management, understanding how to have a routine in life," Ayesha shared.

Children who interact with their friends can teach them developmental skills, such as kindness, problem-solving, conflict resolution, sharing and showing empathy. And as they become adults, it will become easier for them to make friends and form positive relationships.

Steph added, "Within the school district," organized sports can be "a big part of elevating and amplifying their entire school experience."

Although the Currys are enthusiastic and confident that they can deliver through their foundation, many question their choice of the OUSD. The pair insists there are teachers within the system who want to make an impact and change. And providing access "to the teachers and faculty within the school system to set these kids up for success is really exciting."

Steph said, "It's obviously a big step for us. It's a big commitment, but it's something we know we can execute."

Since 2019, the foundation has raised over \$47 million for Oakland kids and families. And will continue to do so between now and 2026, giving children access to resources and guidance to build character to be the best versions of themselves. RAND

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TDG SCIENTIFIC:

Financing Resiliency and Growth

WITH SUPPORT FROM LISC AND ABBOTT

n today's economy, small businesses face many challenges – especially those owned and managed by diverse entrepreneurs.

Just ask Artura Taylor, president and CEO of Dallas-based, <u>TDG Scientific</u>. As a Black woman with a hearing disability, Taylor forged a unique path to entrepreneurship. She retired from a Fortune 100 company in 2004, but the economic downturn a few years later pushed her back into the workforce. A friend suggested Taylor become a government supplier of

commodities, and that's how TDG was born.

"Coming out of retirement was hard," Taylor recalls. "When we explored the world of contracting, I wasn't sure of the first step to take, but I knew that building strong relationships would be important."

Since founding TDG in 2009, Taylor has molded the Black-, disability- and woman-owned small business into a highly successful Tier 1 supplier of lab equipment, supplies, chemicals, and PPE, while at the same time offering good employment



opportunities to disabled workers. (A bit of supplier 101: Tier 1 is a supplier that has been certified to directly sell products and services to a buyer; while Tier 2 provides the Tier 1 supplier with the products and services that are sold to that buyer.) TDG's national footprint serves some of the largest pharmaceutical companies and municipalities in the country.

As one of only five vetted, Tier 1 diverse suppliers in the nation that can source the entire catalog of items the pharmaceutical, government and corporate sectors need, TDG has built hundreds of strategic relationships with the largest manufacturers in the world. It is through these relationships that TDG now holds more than \$9.7 million in multi-year government contracts in Texas alone, making it one of the fastest-growing small businesses in the region.

When the global pandemic shut down the supply chain beginning in 2020, TDG used its resources – along with a heavy dose of strategic problem solving – to find new sourcing options to ensure their customers and contracts were fulfilled. But as is the case for many diverse business owners, finding access to low-interest capital to scale was a challenge – especially with a recession looming.

Thanks to a \$100,000 working capital loan and a \$140,000 growth capital investment, made possible by the <u>Abbott-LISC</u> <u>Initiative to Support Diverse Businesses in Health</u>, TDG will be able to invest in its IT infrastructure to achieve full integration across marketing, procurement, accounting, and customer relationship management systems. This funding will not only enhance customers' purchasing experience, but it will also enable TDG to double the size of its bid department and strategically pursue 3-4 times more contracts across R&D, pharmaceutical, government, and higher education industries.

"It can be difficult for suppliers to secure the working capital needed to manage growth," said Tamara Underwood, a small business underwriter with LISC. "Working capital plus low-interest funds for technology upgrades will make it easier for TDG to improve its efficiency, increase its market reach, and become a premier Tier 1 diverse supplier."

With a goal of \$20 million in revenue by 2026, TDG is now positioned to leverage this capital to broaden its base to better weather uncertainty and scale to the next level.

"This funding from LISC and Abbott will not only propel TDG Scientific to new heights, even faster than we thought possible," said Taylor. "The new growth will also spur more job creation for the disabled and help us build intergenerational wealth for our employees."

A new \$37.5 million initiative to empower and grow diverse small businesses





LISC has joined forces with Abbott to provide diverse small businesses with the tailored growth capital, loans and support they need to compete for contracts.

Who is eligible? Businesses offering B2B products and services to the healthcare industry, with a focus on those owned by people of color, women, people with disabilities, veterans, people who identify as LGBTQ, and other historically underrepresented groups.

Learn more at lisc.org/abbott

How the Creative Artists Agency is Enhancing Latino Representation

By Fawzia Reza

lthough hiring diverse individuals has become more frequent in recent years, progress has not been steady. In a recent article in the Los Angeles Times, data journalists Vanessa Martinez and Aida Ylanan highlight how on-screen representation of Latinos has been "sparse and inconsistent." The USC's Annenberg Inclusion Initiative examined top movies from 2007 to 2022. It demonstrated that the number of Hispanics/Latinos in front of the camera and behind the screen has remained relatively stagnant.

The "Hollywood Diversity Report" studied diversity within the entertainment industry. Ana-Christina Ramon, who serves as the co-author and director of the research study, believes that there are few Latinos and Asians in prominent roles because many people at the top view them as "foreigners." Even more disturbing is that there are very few Latino film writers and directors. Since 2008, the number of successful Latino film writers within the industry has remained at less than 5%. Consistent with other professions, C-suite positions at film studios and TV networks are predominantly held by white men. When the entertainment media adopts a tunnel vision and creates barriers against hearing the voices and perspectives of diverse individuals, it is a disservice to viewers who are robbed of creative and diverse entertainment scripts.

Proper representation of Latinos and Hispanics matters because neglecting them in movies and television sitcoms might cause misinterpretation and stereotypes regarding their unique culture. Often, Hollywood casts a white actor as a Latino protagonist, which further reduces Latino exposure. For example, in the movie American Drug Lord, Charlie Hunnam played the role of someone of Mexican descent. The American sitcom



Gabriel Luna and Pedro Pascal starring in The Last of Us on HBO's Max.

George Lopez portrays him as a blue-collar worker. Such narrow character depictions do not appropriately celebrate the richness and diversity found within Latino and Hispanic communities. Ward et al. suggests that these portrayals "are more likely than characters of other ethnic groups to be cast as having low-status occupations, including being four times as likely to portray domestic workers than any other ethnic group and having lower job authority than European-American characters."

If there is a positive representation of Hispanics and Latinos, the chances of the content being viewed by Latino and Hispanic audiences will increase. Nielsen shared a study where 56% of Hispanics surveyed say they are more likely to watch media when it positively features someone from their ethnicity. While there has been some awareness of this challenge with the #Oscars-SoWhite movement calling to in-

clude more people of color, Latinos and Hispanics still remain underrepresented within the entertainment industry.

Recognizing the need to include the voices of the marginalized, the Creative Artists Agency (CAA), based in Los Angeles, California, has used its platform to advocate for

Since 2008. the number of successful Latino film writers within the industry has remained at less than

promoting inclusivity by providing opportunities for the visibility and success of its clients. They connect diverse individuals within the entertainment industry with buyers and financiers and ensure that all agents within their organization work collaboratively to provide

the best possible opportunities for their clientele. Their collaborative outlook has helped them gain their reputation as a talent agency for those who belong to marginalized communities.

CAA has recently launched its CAA Latino initiative to provide better opportunities for their Latino and Hispanic clients and plans to use the success of their famous clients as examples to generate additional leads for Latinos and Hispanics in the entertainment industry. Examples of their clients include Salma Hayek, Jennifer Lopez and Enrique Iglesias (Cordero, 2023). While initially created for the entertainment sector, CAA now includes advocacy and promotion of minority groups in sports, thereby unlocking doors for their clients in this field. The agency hopes to "connect athletes and brands to create a wide range of revenue and marketing opportunities, including endorsements, appearances, philanthropy,

memorabilia, licensing, digital, social and equity partnerships." In 2007, the New York Yankees hired CAA to assist them in identifying and then signing up a corporate sponsor for their new stadium.

CAA has expanded globally and continues to create opportunities for diverse clients in entertainment and sports, including licensing and merchandising deals. While

56% of Hispanics surveyed say they are more likely to watch media when it positively features someone from their ethnicity. [Nielsen]

a typical business model measures success in terms of profits and gains, CAA has expanded its measure of success by representing and promoting those who have been overlooked and providing them with consulting services to become visible, included and represented.

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Melissa Fumero and Stephanie Beatriz in the "Lockdown" episode of BROOKLYN NINE-NINE.

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Irma Carrillo Ramirez Becomes the First Latina Fifth Circuit Judge

judicial appointment late last year brought another "first" to the history books. Magistrate judge and Texas native Irma Carrillo Ramirez was appointed as a United States circuit judge to the United States Court of Appeals for the Fifth Circuit. She is the first Latina woman to hold the position, the daughter of two Mexican immigrants working under The Bracero Program, and she was confirmed in an 80-12 vote. Under her new position. Ramirez will have appellate jurisdiction over district courts in Louisiana, Mississippi and Texas.

Born and raised in Texas, much of Ramirez's life has taken place in the state she has jurisdiction over. After earning her juris doctorate from the Southern Methodist University Dedman School of Law in Dallas, she stayed in her home state to pursue a career in law. She worked with an associate law firm for four years upon graduating before working as an assistant United States attorney for the United States Attorney's Office for the Northern District of Texas. Ramirez spent her time in the Northern District working with the Civil Division and Criminal Division, gaining experience overseeing various criminal and non-criminal cases. In 2002, Ramirez was sworn into the United States District Court for the Northern District of Texas as a magistrate judge. She served in this position for 22 years, overseeing high-profile cases in everything from tax fraud to crimes surrounding murder.

Throughout her career, Ramirez has been favored by Democrats and Republicans alike. Already gaining the support of former President Barack Obama in 2016 for a district judge position she didn't end up receiving, she was nominated by President Joe Biden for the fifth circuit position in April of 2023. Upon her nomination, Republican



Senators John Cornyn and Ted Cruz supported her confirmation. She received her official judicial commission in December of 2023 and was immediately praised by the Dallas Hispanic Bar Organization and the League of United Latin American Citizens (LULAC).

LULAC's National President Domingo Garcia stated in a press release, "LULAC is extremely proud to affirm the confirmation of Judge Ramirez, whose reasoned and respected service has earned her this prestigious position on the 5th U.S. Circuit Court of Appeals...she represents an important new voice that will ensure fairness and balance."

Garcia elaborated on how vital Ramirez's confirmation was to the Hispanic and Latinx communities, encouraging others to follow in her footsteps if so inclined. Garcia stated: "It is imperative that more Latinos who possess the legal knowledge, experience and skills are considered for critical judicial appointments. Our Constitution guarantees equal representation for all individuals whose cases come before it. This will only happen through greater diversity and a broader cross-section of experienced jurists who can serve."

NDILC'S TWELVE WOMEN LEADERSHIP PRINCIPLES



NAWRB's Diversity & Inclusion Leadership Council (NDILC) Twelve Women Leadership Principles, help women in the workforce become more effective leaders at any stage of their careers, and empower other women to reach their full potential. This is a universal guide for all levels of leadership, and any woman can benefit from applying them to her everyday life.

1. Acknowledge Trailblazers

Know and learn from the women who came before you. We are all standing on the shoulders of giants.

2. Keep Achieving

Effective leaders always keep learning. There is always something to learn and improve upon.

3. Believe

Whatever the mind can conceive, it can achieve.

4. Pass the Torch

Give opportunities to future generations of women. Your legacy will be the people you help along the journey.

5. Know Yourself

Be authentic and lead in a way that is true to you. Own your unique talents and strengths, and empower those around you.

6. Speak Out

Unconscious bias is present, but ignoring it only perpetuates it. Take a stand and speak out.

7. Listen

Never assume anything about anyone. Everyone has their own story that makes them who they are.

8. Be Present

Sharing your time is one of the most valuable gifts you can give. Do it with intention by truly being present.

9. Prepare for the Future

Women with advanced skills today will be ready for tomorrow's challenges.

10. Lead by Example

Inclusion isn't enough. Press for parity & strive for excellence in everything.

11. Be Accountable

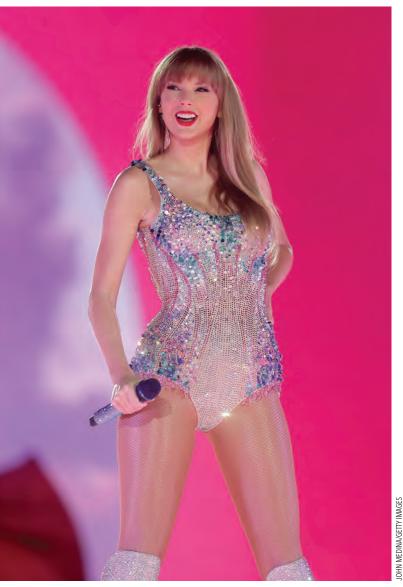
For yourself, for your community, for your planet.

12. Build Equality

Empower women every day to achieve an equal playing field.

NDILC is dedicated to raising the number of women leaders and growing women's employment and empowerment at all levels in the housing ecosystem. Our Council, comprised of senior executive women, works diligently toward gender equality and obtaining equal opportunity for women across America.

HERstory: The Latest Achievements in Women Empowerment



Taylor Swift Becomes *Time's* Person of the Year

Singer, songwriter and an icon to many, Taylor Swift has been selected as *Time Magazine's* Person of the Year. In the last year alone, Swift has released three albums, performed 151 shows across five continents, became Spotify's most streamed artist on a global level and released a motion picture of her concert performance. Along with these achievements, Swift has gained great online popularity for her activism, talent and social life and is a 12-time GRAMMY winner at just 33 years old. "This is the proudest and happiest I've ever felt, and the most creatively fulfilled and free I've ever been," NBC quoted Swift. "Ultimately, we can convolute it all we want, or try to overcomplicate it, but there's only one question: Are you not entertained?"



COURTESY OF JETBLUE CORPORATE COMMUNICATION

Women's Sports Likely to Make \$1 Billion for the First Time in 2024

This could be the year for women's sports. Researchers from Deloitte, a top consulting company, have estimated a revenue of \$1.28 billion to come from women's elite sports in 2024. This would mark the first time that women's professional sports accumulated \$1 billion or more, and tripled the revenue rates of 2021. These numbers, though much smaller than the revenue earned by men's sports, come on the tail end of an extremely profitable and popular year for women athletes. Last year saw huge feats for women in tennis, basketball and soccer specifically, with the hope for similar successes in 2024 with the recent addition of a national women's hockey team.

Joanna Geraghty is the First Woman to Lead a Major U.S. Air Carrier

When JetBlue's former CEO Robin Hayes stepped down from his position, it was clear that his successor would be the airline's soon-to-be former president, Joanna Geraghty. But as Geraghty comes into the role, she is not only the first woman to head JetBlue Airlines, but the first woman to ever head a major U.S. carrier. She officially took on her new position in February and expressed her gratitude and plans for her tenure. "I am honored



and excited to serve as the next CEO of JetBlue," Geraghty stated. "I'm so proud of what we've accomplished over the last 20-plus years, and I am looking forward to building on this momentum as we execute our strategic initiatives, return to profitable growth and generate sustainable value for our shareholders and all our stakeholders."

YOU'RE NOT THE ONLY WOMAN WHO THINKS IT'S LONELY AT THE TOP

Created for women owned and led multi-million dollar companies, the Women Presidents Organization is the only global membership organization that connects accomplished women presidents, CEOs and managing directors in non competitive industries to accelerate their business growth.

WPO members serve as an informal board of directors, sharing resources, expertise and insights. By providing a highly individualized and confidential forum, diverse female entrepreneurs collaborate to tackle a wide range of strategic and operational challenges head on.

Membership in WPO is a badge of accomplishment for women who have earned their place among successful entrepreneurs. Prospective members must have an ownership interest in their business, and their business must gross at least \$2 million in annual revenue (\$1 million for service based companies).

To learn more about membership opportunities, please visit www.women-presidents.com or call 646 668 5460.









(L-R) Anika Bowie, Rebecca Noecker, Saura Jost, Mitra Jalali, HwaJeong Kim, Nelsie Yang and Cheniqua Johnson.

Minnesota Introduces Historic City Council

While it's far from uncommon for women to be elected to city council positions, St. Paul, Minnesota's newest city council is taking this feat a step further. In the city's council elections in January, seven women were elected to represent the seven city council seats. All of these women come from differing backgrounds and are all under the age of 40, making it the youngest and most diverse council in the city's history. This may also be the first time a council of all women under the age of 40 has been assembled in the United States. The council members now consist of Anika Bowie, Rebecca Noecker, Saura Jost, Mitra Jalali, HwaJeong Kim, Nelsie Yang and Cheniqua Johnson.



Ali Wong is the First Asian American to Win a Golden Globe in Her Category

In her first Golden Globe win and nomination, Ali Wong won the prize for Best Actress in a Limited Series for her leading role in the Netflix series *Beef.* This win was not only a historic moment for Wong but for the Globes, as Wong is the first Asian American woman to win in the category. Wong's costar, Steven Yeun, also won the award in his category as Best Actor in a Limited Series, also marking his first nomination and win at the award show. *Beef* additionally took home the prize for the Overall Best Miniseries or TV Film and is the first show created by and starring an Asian American crew and cast to do so.



Françoise Bettencourt Meyers Becomes the Richest Woman in the World

Heiress and vice chair to the L'Oréal Group, Françoise Bettencourt Meyers has become the first woman to accumulate a net worth of \$100 billion. In the Bloomberg Billionaire's Index, the list slates her as the 13th richest person in the world and the wealthiest woman overall. Though L'Oréal has decades worth of success, their stocks hit an all-time high—rising by 35% in the last year. This increase, along with the inheritance of her mother's shares of the company in 2017, are the most likely causes of Bettencourt Meyers' new status. Other high-ranking women on Bloomberg's index included Walmart's Alice Walton; socialite and philanthropist Julia Flesher Koch and family; and Jacqueline Badger Mars of the Mars, Incorporated candy company.



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President Susan Hagar

Join NAWBO during our Spring Membership Campaign now through April 30th ^{Discount automatically}

As a woman entrepreneur, you face unique highs and lows and challenges and opportunities that others do not

understand unless they have gone down that path before you or are going down it alongside you.

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The National Association of Women Business Owners (NAWBO) was founded over 49 years ago to remove obstacles and create opportunities for other women entrepreneurs across the country. In the decades that followed, it's become much more than that:

NAWBO is a powerful community for:

- Networking and support
- Education
- Business tools and resources
 Exclusive benefits
- rces Advocacy and more!
- There are more than 14 million women business owners in the U.S. today, and every one of them would benefit from a NAWBO membership—because as women entrepreneurs, we are better together.

Join our community today!

nawbo.org







Women Communities

Keke Palmer Becomes the First Black Woman to Win Game Show Host Emmy

Activist, actress and Jane of all trades, Keke Palmer made award show history when she recently took home the prize for Outstanding Host for a Game Show. The host of NBC's *Password*, Palmer is the first Black woman to be nominated or to win the category's award, beating out *Jeopardy's* Mayim Bialik, *Family Feud's* Steve Harvey and *Wheel of Fortune's* Pat Sajak. Palmer is also the first woman to win the award since 2009 and the first to receive the accolade after the category moved from the Daytime Emmys to the Primetime Emmys. The award marks Palmer's second Emmy, having won the prize for Outstanding Actress in a Short Form Comedy or Drama Series in 2021 for her work in *Turnt Up with the Taylors*.

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Snowboarder Chloe Kim Reigns Supreme



Chloe Kim competes in the Monster Energy Women's Snowboard SuperPipe Final on day 1 of the X Games Aspen 2024 on Jan. 26, 2024 in Aspen, Colorado.

ith two Olympic gold medals, six X Games gold medals and countless feats under her belt, Chloe Kim proves she still reigns supreme in snowboarding.

After taking an extended leave for mental health reasons, Kim returned to the competition this year and used the X Games to show off her skills. Taking on the half pipe, Kim quickly secured a first place standing in just two runs, earning

her seventh gold medal. This feat makes Kim one of the highest gold medal winners of X Games Aspen, tying with her mentor, Kelly Clark.

Kim celebrated her victory with an extra lap. During this run, she stunned audiences when she performed a Cab 1260-a maneuver consisting of three and a half full rotations before landing. The trick was executed successfully, making Kim the first woman ever to complete the feat at the X Games.

"I really wanted to do that trick for a long time," Kim stated in an interview after her successful attempt. "I wish it was a little cleaner, but I'm really stoked that I was able to put it down."

Kim is also taking the 2024 competition season to show off her potential for the 2026 Olympic Games. In a statement released by her coach, Kim has already completed a 1440 during a practice run, totaling four full rotations and becoming

the first woman known to complete the maneuver. With successes like these, Kim is currently the most hopeful candidate for the halfpipe in the 2026 Olympic Games, where she could become the first woman to win three gold medals in her sport. Should she achieve this victory, she'll join Shaun White as one of the only Olympic snowboarders to receive three gold medals.

"I'm so excited to be back," Forbes reported Kim as saying,



Chloe Kim poses with her gold medal after winning the Monster Energy Women's Snowboard SuperPipe Final on day 1 of the X Games Aspen 2024 on Jan. 26, 2024 in Aspen, Colorado.

"I really wanted to do a Cab 12 and wanted to give it a shot after attempting it for the first time in Beijing... I'm happy I was able to complete it and show you all what I've been working on."

At just 23 years old, Kim has set numerous records in her career as a professional snowboarder. At the Winter Youth Olympic Games in 2016, Kim became the first woman to win two gold medals in snowboarding, a feat she replicated at the 2022 Beijing Winter Olympics for the halfpipe. She has won championships with the World, Olympic, Youth Olympic and X Games, becoming the first woman to win a title in all four. Kim also received the Best Female Action Sports Athlete ESPY Award three years in a row and the Laureus World Action Sportsperson of the Year award two years in a row.

She is considered one of the best snowboarders currently competing, if not the best.

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LGBTQ+-Safe Cities at an All-Time High

he Human Rights Campaign (HRC) Foundation and the Equality Federation recently released the 12th edition of the Municipal Equality Index (MEI), a comprehensive assessment of LGBTQ+ equality in cities across the country. The index evaluates a city's municipal policies, laws and services to determine which places are the safest for the LGBTQ+ community to visit, live in and work at. Despite the many hardships and harmful local legislations from the last year, the 2023 MEI showed a record-breaking 129 cities scoring the highest possible marks on the index.

"Cities and towns around the country are stepping up each and every day, finding new and innovative ways to empower LGBTQ+ people in the face of a dire national state of emergency," Human Rights Campaign Foundation president Kelley Robinson stated. "Even when anti-LGBTQ+ extremists in state capitals are working to undermine their progress, mayors and city councilmembers keep fighting to make sure that LGBTQ+ people in their communities—especially trans people—are supported and lifted up to the fullest extent possible. This year's Municipal Equality Index shows the results of their dedication or municipalities in each state, the cities that are home to the state's two largest public universities, 75 cities and municipalities that have high proportions of same-sex couples, and 98 cities selected by HRC and Equality Federation state

"Local advocates and community leaders are finding new, creative ways to keep their communities safe, to let queer and trans people know they are loved and belong, no matter what discriminatory state laws are passed. We all benefit from their unwavering commitment to equality."

> -Fran Hutchins, executive director of the Equality Federation Institute

while acknowledging the increasingly hostile environment in which they must govern."

The MEI scores the 50 state capitals, the 200 largest cities in the United States, the five largest cities groups, members and supporters.

According to the index results, the number of cities earning the highest score has increased more than eightfold, with at least 30.3 million people living in cities with



more comprehensive, transgender-inclusive non-discrimination laws than their state. One hundred twenty-nine of these cities, more than 25% of all surveyed, earned the highest score of 100 regarding inclusivity within their policies and practices. The national city score average also increased, jumping to 71 points, up two points from last year. The score jump was caused by national progress, with every region of the country seeing a higher score than the year before and marking the 6th consecutive year of improved scores on a national scale.

Besides these victories, there is a need for improvement. For the first time in the history of the MEI, fewer cities are providing transgender-inclusive health benefits to municipal employees. State-level legislation has gravely impacted the enforceability and accessibility of these benefits. Forty-two cities, about 20% of those that have offered trans-inclusive health care in the past, are unable to provide the same benefits to dependent minors due to superseding state law.

As we see opponents of LGBTQ+ rights increasing their attacks on transgender youth in state legislatures, the importance of local-level protections cannot be overstated," Fran Hutchins, the executive director of the Equality Federation Institute, stated in a press release. "Local advocates and community leaders are finding new, creative ways to keep their communities safe, to let queer and trans people know they are loved and belong, no matter what discriminatory state laws are passed. We all benefit from their unwavering commitment to equality."

In 20 states across the country that lack explicit protections for sexual orientation and gender identity in their non-discrimination laws, 74 cities earned a score of at least 85 points, designating them as All-Star Cities—recognizing their outsized work to push back on overreaching state-level legislation. This year's All-Star Cities include:

- Alabama: Birmingham
- Alaska: Juneau
- Arizona: Chandler, Flagstaff, Glendale, Mesa, Phoenix, Scottsdale, Tempe & Tucson



- Florida: Coral Gables, Ft. Lauderdale, Gainesville, Hollywood, Miami, Miami Shores, Oakland Park, Orlando, St. Petersburg, Tallahassee, Tampa & Wilton Manors
- Georgia: Atlanta, Decatur & Athens-Clarke County
- Indiana: Terre Haute, Bloomington & Evansville
- Kansas: Lawrence, Overland Park, Topeka & Wichita
- Kentucky: Covington, Lexington & Louisville
- Louisiana: New Orleans

- Missouri: St. Louis, Columbia & Kansas City
- Montana: Missoula
- North Carolina: Chapel Hill, Charlotte, Durham, Greensboro, Winston-Salem & Carrboro
- Ohio: Akron, Cincinnati, Cleveland, Columbia, Dayton, Dublin, Lakewood & Toledo
- Oklahoma: Norman
- Pennsylvania: Allentown, Carlisle, Erie, Harrisburg, New Hope, Philadelphia, Reading & State College
- South Carolina: Myrtle Beach

- South Dakota: Brookings
- Texas: Dallas, Denton, Fort Worth, San Antonio, Arlington & Austin
- West Virginia: Charleston, Huntington & Morgantown
- Wyoming: Laramie These results show that while there is still work to be done in legislation, local communities are starting to step up for the LGBTQ+ community overall.

Source: Human Rights Campaign



The business voice of the LGBT community

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The First Native Hawaiian District Court Judge: Shanlyn A.S. Park

n a historic confirmation, Judge Shanlyn A.S. Park has been chosen to serve as one of the United States District Judges for the District of Hawaii. Her esteemed position makes her the first Native Hawaiian to serve as a district court judge, an incredibly impactful feat as Native Hawaiians make up over a quarter of her district's population.

"Federal courts hear many cases involving Native people, so federal court judges must be aware of the political status, legal principles and rights of Tribal Nations and Native individuals," the Executive Director of the Native American Rights Fund, John Echohawk, said in a press release. "The confirmation of Judge Park takes a step in the right direction for a more balanced and representative federal judiciary system."

Born and raised in Honolulu, Hawaii, Park earned her Bachelor of the Arts degree from Chaminade University in Honolulu and her juris doctor from the William S. Richardson School of Law at the University of Hawaii at Mānoa in 1995. She spent much of her early career as a law clerk before becoming a federal public defender in 1997, a position she would hold for 20 years. She also represented several clients pro bono, receiving special recognition from the U.S. District Court for the District of Hawaii.

In 2021, a vacancy opened up on the Hawaii First Circuit Court in Oahu, Hawaii and Park was nominated to fill it. In just under a month, Park was sworn into the position and served until late 2023, when President Biden announced his nomination of Park as a United States district judge. The Senate confirmed the nomination two months later in a 53-44 vote.

Along with being the first Native Hawaiian to hold a position as a federal judge, Park is also the only Native Hawaiian woman currently sitting on the federal bench and

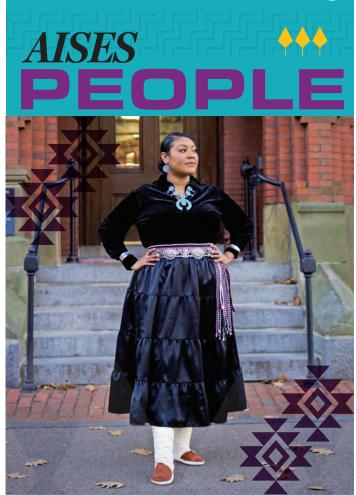


completes a fully AANHPI judicial group for Article III.

Makalika Naholowa'a, president of the National Native American Bar Association, additionally spoke on Park's expertise and the importance of being a Native Hawaiian judge within a large Native Hawaiian community. Naholowa'a stated:

"Inclusion of Native Hawaiians in the courts that preside over matters in Hawaii is critically important to advancing trust in the judicial system and the rule of law. Judge Park's deep experience in Hawaii state and federal courts, in criminal and civil matters and her deep connections to the communities her district serves will be a great asset to the court and will help increase trust in the federal justice system."

www.aises.org



ZABARI-OBYONI BELL DINÉ (NAVAJO NATION)

When I was growing up, my parents placed a high importance on education and returning to our community to share what we learned. My father taught me to be self-motivated and work hard. My mother spoke to us in Navajo and instilled the importance of learning about our Diné culture.



"My academic journey has had detours, and I am proud of myself for never giving up. My persistence has gotten me this far, and continuing to show up for myself has always paid off."



Learn more about **ZABARI-OBYONI BELL** with this QR code

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The First Active-Duty Female Army Sniper– Sgt. Maciel Hay

hile attending a local college, a friend of Maciel Hay told her she would never make it to the Army, especially as a sniper. U.S. Army Sgt. Maciel Hay proved that former friend wrong in every capacity. In early December, not only had Hay made a name for herself in the Army, but she became the first active-duty woman to become a sniper in the Army and the second woman to ever complete the course. "Needless to say, that person is no longer in my life," Hay told Major Joe Legros in an interview for the Army's blog. "But now that I look back at it, I really do appreciate the motivation."

Hay has had a knack for marksmanship ever since she was a child. She grew up shooting rifles and handguns with her uncle on her family's ranches in Rocklin, California and Medford, Oregon. She even earned the nickname "Sniper"



U.S. Army Sgt. Maciel Hay, a cavalry scout with 1st Squadron, 91st Cavalry Regiment, 173rd Airborne Brigade, poses for a photo after graduating from sniper school at Fort Moore, Georgia, on Nov. 3, 2023.

for her speed and accuracy in the craft. Her abilities led her to chase a career with the Army, where her impeccable sharpshooting skills caught the attention of military leaders during the early days of basic training. She completed her basic training while qualifying as an expert with the M4 assault rifle, a crucial milestone for Soldiers, and completed airborne school to become a paratrooper.

After finishing these programs, one of her drill sergeants encouraged Hay to attend sniper school to fulfill the dream she was once told she couldn't do. She took her sergeant's suggestion, and after five weeks, she received her certification as a U.S. Army Sniper. This qualification signifies that the Soldier has met the high standards set by the school and can carry out sniper duties in various operational environments. Now, Hay is serving as a cavalry scout with the 1st Squadron, 91st Cavalry Regiment (1-91 CAV), 173rd Airborne Brigade, the Army's contingency response force in Europe. She will be shipping off to Anchorage, Alaska, next to join the 1st Squadron (Airborne), 40th Cavalry Regiment, hoping to become a jumpmaster and possibly attend Ranger School.

"Sgt. Hay is just an incredible non-commissioned officer that comes to work every day with the intention of making not only her team better but also the entire organization," said Hay's platoon sergeant, Sgt. 1st Class Antwon Jones. "It's great to hear stories about paratroopers doing great things, but especially when it's a female defying the odds and proving women are just as capable to do anything when they have the motivation and drive to win."



U.S. Army Specialist Maciel Hay from Bulldog Troop, 1st Squadron (Airborne), 91st Cavalry Regiment, 173rd Airborne Brigade, during a Situational Training Exercise secures the movement of her Soldiers in the Maneuver Training Area, Baumholder, Germany, July 18, 2022.



City Career Fair salutes its over 5,000 satisfied corporate, government, and non-profit clients for ACTIVELY supporting their Diversity Recruitment Initiatives.

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The Diversity Spirit Achievement Award[®] presented by the Diversity Recruiters Network

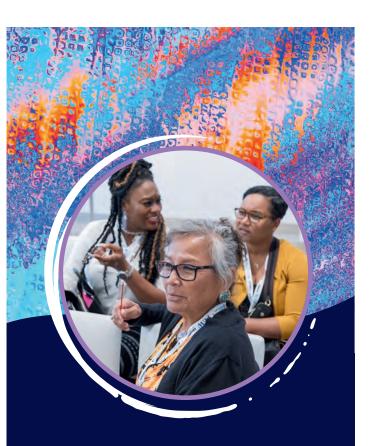
The Diversity Practitioners Roundtable[™] Best Practices EEOC/

OFCCP Updates Keynote Speakers

	024
Jan. 24	Portland 1 - In Person
Feb. 7	Bay Area 1 - In Person
Feb. 22	Seattle 1 - In Person
Mar. 6	Los Angeles 1 - In Person
Mar. 20	Denver 1 - In Person
Mar. 22	HEALTHCARE/ALLIED/NURSING VIRTUAL CAREER FAIR
Mar. 27	Phoenix - In Person
Apr. 3	DC / Virginia - In Person
Apr. 10	San Francisco - In Person
Apr. 24	Chicago 1 - In Person
May 8	Boston - In Person
May 17	LAW ENFORCEMENT & VETERANS VIRTUAL CAREER FAIR
May 29	New York - In Person
June 5	Sacramento - In Person
June 12	Atlanta - In Person
June 21	HIGH TECH & ENGINEERING VIRTUAL CAREER FAIR
June 26	Silicon Valley - In Person
July 10	West Hollywood - In Person
July 17	Dallas - In Person
July 25	Seattle 2 - In Person
July 31	Orange County - In Person
Aug. 7	Denver 2 - In Person
Aug. 21	Portland 2 - In Person
Aug. 28	Inland Empire - In Person
Sept. 4	Chicago 2 - In Person
Sept. 11	Bay Area 2 - In Person
Sept. 19	Milwaukee - In Person
Sept. 25	Los Angeles 2 - In Person
Oct. 2	San Diego - In Person
Oct. 9	San Fernando Valley - In Person

Long Beach - In Person

Oct. 16



THIS IS FEW

Women who advocate for equity, diversity, and inclusion

Celebrating Women's History Month

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Working for the advancement of women in the government www.few.org



How to Apply for an ABLE Account in 2024

n 2014, a law was passed that officially greenlit Achieving a Better Life Experience (ABLE) accounts-a tax-advantaged savings program for people with disabilities. Since then, over 137,000 accounts have been opened, helping those with disabilities to save a collective \$1.25 billion to be used for disability expenses. These accounts not only allow people with disabilities to save money without the threat of affecting their social security or other government benefits, but also help them to lead more independent lives.

If you're looking to open an ABLE account or just want the latest updates on how your finances may change in the years to come, here is everything you need to know:

Eligibility

To be eligible for an ABLE account, you must be a person with a disability that onset before the age of 26. However, for those who were previously denied accounts due to their age or are looking to open an account in the future, you may be able to do so by 2026.

In a new amendment passed in late 2022, ABLE accounts will be raising their eligibility requirement from 26 to 46 in 2026. This means that there will be about 6 million new people that these accounts will become accessible to, including about a million disabled veterans who sustained their disability during service.

Though there are ABLE programs in almost every state (about 47 and Washington D.C.), you are not required to establish your account in the state where you live. Different states offer different monetary benefits, so you'll want to do your research before applying. To help you decide which state you should apply with, you can use a comparison tool on the ABLE National Resource Center website.

Once your account is set up, Social Security disability beneficiaries, family members, friends and employers can deposit funds into an ABLE account. Previously, you could only input \$17,000 a year, but the rate increased to \$18,000 as of January.

Funds

The funds you collect from your ABLE account can be used for "qualified disability-related Though you do not need to submit the receipts of your expenses, it's highly encouraged that you keep them along with any other documentation of the expenditure. If you're not sure if a purchase is QDE-approved, you can contact the Internal Revenue Service (IRS), the only organization that can make that decision.

ABLE and Social Security

For those who work, receive SSDI and deposit at least part

not considered countable income for determining SGA.

But while your SSI benefits won't be affected by having an ABLE account, your savings will be impacted with certain limitations. With an ABLE account, you can save up to \$100,000 in total. If you receive SSI benefits, the first \$100,000 in your ABLE account would be exempted from the SSI \$2,000 individual resource limit.

When your ABLE account exceeds \$100,000, your SSI benefit payments will stop until the balance



expenses" or "QDEs." A QDE is any expense you may have as a result of your disability. These may include financial expenses related to education, housing, transportation, employment training and support, assistive technology, personal support services, health care, financial management and other expenses that improve health, independence or quality of life. of their earnings into an ABLE account, Social Security will consider your deposited money as "countable earnings" and apply work incentives to determine if you're earning more than a certain monthly amount. This number is known as substantial gainful activity (SGA). Deposits made into an ABLE account by family members, friends, beneficiaries or others are falls below \$100,000 again. Please note that even if your payment is suspended, it will not affect your ability to receive or be eligible to receive medical assistance through Medicaid.

To apply for an ABLE account or to learn more about how these accounts can grant you financial independence, visit ablenow.com.

THIS INTERNATIONAL WOMEN'S DAY!

For nearly 15 years, we at WEConnect International have been breaking down barriers to help women business owners around the world achieve their goals. Whether they need connections to large corporate buyers, training, or access to a network of other women entrepreneurs, we have been there for them.

We work hard to improve their financial wealth and stability because we know women face more challenges than men in running their businesses and in providing financially for their families. We also know women hire more women. And when that happens, when women have stable income, they are more likely to invest their wealth in their families, education, and in their communities. Women, in short, are a key solution to several of our world's most difficult and pressing problems.

This is why we hope you'll join us in supporting women business owners this International Women's Day, Women's History Month, and beyond. Together we can make a meaningful and measurable difference. Ask yourself today, how will you inspire inclusion?

WEC nnect INTERNATIONAL

SHAPING A BETTER TOMORROW TOGETHER

Let's work together to make a lasting impact in the lives of women entrepreneurs all over the globe. Inspire Inclusion today with a donation to WEConnect International: weconnectinternational.org/growth-fund-campaign/

Our biggest event of the year is coming up: International Day 2024 on March 18, Denver, CO, USA.

Join us if you are:

- A Woman Business Owner seeking to broaden business opportunities and engage with large buyers.
- A Buyer aiming to enhance your diverse supplier network for a more innovative, efficient, and resilient supply chain.
- A Leader interested in exchanging best practices in gender-inclusive sourcing and learning from others.

The event's packed agenda includes:

- Inspiring roundtable and panel discussions
- Matchmaking opportunities for Women-Owned Businesses and large buyers such as corporations and multilateral organizations
- Inaugural Pitch Competition
- Business leadership perspectives from around the world
- Success Stories shared by Women Business Enterprises
- Practical learnings on business growth, risk-taking, partnerships, ESG and Sustainability, WBE Certification, and more
- Networking Reception

Tickets can be purchased at www.weconnectinternational.org/international-day-2024

Note: International Day 2024 is taking place at the Westin Denver International Airport hotel, alongside the WBENC National Conference, March 19-22, Tickets to the WBENC Conference and Expo must be purchased separately at www.wbenc.org/conference.

Questions? Email: events@weconnectinternational.org

What's Trending STEM

The Latest Scientific Nobel Prize Winners

he Nobel Prizes have long been considered one of the most distinguished awards a person can receive. Awarded in numerous categories, the latest set of winners were announced in late 2023 and among them, several women took home the prize for their contributions in the STEM field.





The Nobel Prize in Physics: Annie L'Huiller

Annie L'Huiller is a French-Swedish physicist and professor who is credited for laying the foundations of attochemistry, the study of electrons in real-time. While conducting research in 1987, L'Huiller discovered that many different overtones of light (a light wave with a given number of cycles) arose when she transmitted infrared laser light through a noble gas. This discovery led to further developments made by Pierre Agostini and Ference Krausz, both of whom successfully used L'Huiller's methods to produce incredibly fast light pulses and change the ways in which physicians approach the study of electrons and the ways in which they travel. All three individuals were awarded the 2023 Nobel Prize in Physics for their experimental methods around the subject matter.

Along with her work in electrons, L'Huiller is also well-known for her contributions to the Swedish Academy of Sciences, having served on the Nobel Committee for Physics since 2007, and for her nearly 30 years of service as an educator at Lund University in Sweden. Besides the Nobel Prize, L'Huiller was also the recipient of the 2022 Wolf Prize in Physics and the French Legion of Honor.



Claudia Goldin receives the Sveriges Riksbank Prize in Economic Sciences in memory of Alfred Nobel at the 2023 Nobel Prize Awards Ceremony at Stockholm Concert Hall on Dec. 10, 2023 in Stockholm, Sweden.

The Sveriges Riksbank Prize in Economic Sciences: Claudia Goldin

Economist Claudia Goldin is taking her knack for mathematics and data and using it to explain and improve working equality for women in the United States. Collecting and analyzing over 200 years of data in the U.S. global labor market, Goldin found female participation in the market didn't have an upward or downward spiral, but instead made a U-shaped curve. This was partly due to the change in labor needs, such as the transition from an agrarian to an industrial society in the 1800s, but mainly it came from the access of educational resources and societal expectations that were put on women.

When the job market became more industrial, the number of married women in the field decreased—as this kind of work was seen as more masculine but increased during the first half of the 20th century as service industry jobs, seen as more feminine, grew in prominence. Goldin's research on the topic earned her the Nobel Prize in Economic Sciences for furthering the country's understanding of women's labor trends, something that had little representation in data to begin with. She currently resides as a professor of economics at Harvard University.



Dr. Katalin Karikó attends the TIME100 Summit 2022 at Lincoln Center on June 7, 2022 in New York City.

The Nobel Prize in Physiology or Medicine: Dr. Katalin Karikó

In the early 1990s, Hungarian-American biochemist and RNA expert Dr. Katalin Karikó was serving as an assistant professor at the University of Pennsylvania when she met immunologist Drew Weissman, who specialized in dendritic cells and vaccine-induced immune responses. As she was currently studying mRNA and how it could contribute to the world of medicine, Karikó and Weissman teamed up to see how their knowledge and expertise may coincide with each other to help the future of medicine.

Through their research, the two discovered that dendritic cells recognize in vitro transcribed mRNA as a foreign substance, causing them to activate and release inflammatory signaling molecules. These discoveries led to research, experiments and eventually the implementation of mRNA vaccines, the same vaccines that were used to decrease the spread of COVID-19. The pair was recognized for their work in nucleoside base modifications that enabled the development of vaccines against the coronavirus with the Nobel Prize in Physiology or Medicine. Karikó recently finished her service as the vice president of BioNTech RNA Pharmaceuticals and returned to her alma mater, the University of Szeged, as a professor.



Nedra Dickson, WBENC Board of Directors Chair



A s the Managing Director and Global Supplier Inclusion & Sustainability Lead for Accenture and Chairwoman of the WBENC Board of Directors, Nedra Dickson understands just how important supporting women-owned and diverse-owned businesses can be.

For this month's Executive Minute, *DiversityComm Magazine* (*DCM*) had the chance to speak with Dickson to discuss the importance of supplier diversity, inclusion and her leadership advice. Here's what she had to say:

DCM: What is your background and how did it lead to your current position at Accenture? Nedra Dickson (ND): Computer science is my background but I also

science is my background but I also have a love for problem solving and helping everyone. Having the desire to find solutions and helping people led me to my current position. Technology can be scary but it can also help solve many problems.

DCM: In your opinion, what are the benefits of having a supplier diversity program and how has it changed Accenture for the better?

ND: Bringing diverse suppliers into the supply chain enables corporations to tap into new mindsets, perspectives and ideas. Diverse suppliers are often poised to deliver innovation because they are smaller, more agile and quick to change. Having a supplier diversity program creates an inclusive procurement strategy that promotes competition in the supply chain that can improve product quality and drive down cost.

DCM: Besides your position at Accenture, you're the chair of the WBENC Board of Directors. What about this role appealed to you?

ND: The passion and leadership of the WBENC staff and the creative mindset of women-owned businesses. It's a great opportunity to use my voice to help corporations match to the right WBE and pay it forward for the next generation.

DCM: What do you think are the benefits of becoming certified as a woman-owned or minority-owned business?

ND: Certification will not instantly get you a huge contract, but it does open the door to new conversations with corporations. Being certified



also helps the corporations understand there has been some type of vetting process. Certification also aids corporations in negotiating better payment terms to help businesses grow.

DCM: What's one piece of advice you would give to other leads working in supplier diversity?

ND: Bring back the art of real conversations. We are all extremely busy, and sometimes we need to slow down and have a conversation and get to know each other.

DCM: This year's WBENC Conference is March 19-22 in Denver, Colorado, and the theme is AMPLIFY. What does that theme mean to you?

ND: Amplify is to increase the strength of a sound. Let's work today and get LOUD on the power and purpose of women-owned businesses.

The largest event of its kind for women-business owners

MOMENIE





MAR 19-22

Gaylord Rockies Resort & Convention Center DENVER, COLORADO

www.wbenc.org/conference





2 Days of Expo

2 Meet & Greet sessions

Industry Labs

Interactive Evening Events

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And much, much more!

Pioneering Your Progress: A Proactive Approach to Career Advancement

By Shiela Mie Legaspi

hen discussing the advancement of women in the workplace, many have called attention to the "glass ceiling," a metaphor for an invisible social barrier that prevents women—and other marginalized groups—from progressing in the workplace. Yet even in the more accepting environment we live in, women continue to face obstacles to their advancement.

The "broken rung" concept similarly refers to an obstacle women face on their paths to career progression in which a step in their career ladder becomes an impasse. This type of obstacle is more evident yet still unaddressed. Generally speaking, women are stuck in entry-level leadership roles, unable to get promoted to higher levels. While there have been many strides towards gender parity in the workplace, women still must take their success into their own hands.

Overcoming the "broken rung"

One of the most important aspects of success in career development is assertive communication. Although the adage "the squeaky wheel gets the grease" might sound like a bad thing, it also rings true in reverse. Those who stay silent will be overlooked when it comes time for advancement.

Nevertheless, there is a fine line between assertive and forceful. Just as avoiding conversations can be damaging in the long run, so too can overconfidence and over-directness. When used appropriately, assertive communication can help build respect, trust and cooperation between you and your leaders.

However, perhaps the most valuable tools in a woman's arsenal when she wants to advance in the workplace are resilience and persistence. Some may falsely align the concept of persistence with that of pushiness. Still, a steadfast commitment to improvement is the



WOMEN LEADING THE WAY AT NATIONAL LABORATORIES

Idaho National Laboratory and **Lawrence Livermore National Laboratory**, both part of the U.S. Department of Energy, promote a vibrant culture of inclusive diversity that fuels growth and drives innovation. Through strategic collaboration, employees apply skills that significantly contribute to solving the nation's most critical safety and security challenges. Our employees utilize world-class science and technology to push the limits of creativity in ways no other entity can.

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A woman's work is unstoppable

CEOs, inventors, entrepreneurs, artists, teachers, doctors, bankers, innovators and trailblazers. Women have proven themselves in all of these and countless other roles. As we continue to lift barriers that can hold women back, there's no stopping what they can do in the workplace and beyond.



type of perseverance you should strive for when seeking career advancement. Here are a few ways to build that perseverance:

Remind yourself of your accomplishments: Author Zig Ziglar once said, "Failure is a detour, not a dead-end street." You will face rejection in your quest to propel your career to new heights. It's not a question of if but when, and when you do face rejection, remind yourself of your accomplishments. This is a great way to stay motivated and not succumb to the discouragement one can face when rejected. mentors with experience in your field—for feedback and guidance, as they can help prepare you for your path toward advancement.

Manage your emotions and stress: Trying to advance in a career can be stressful. There is a lot on the line, as you have a personal stake in your own success, and failure is always an emotional experience. However, you must resist the urge to react impulsively and emotionally since this type of reaction can cost you dearly and reveal that you don't respond well under pressure.

Although the adage "the squeaky wheel gets the grease" might sound like a bad thing, it also rings true in reverse. Those who stay silent will be overlooked when it comes time for advancement.

- Embrace and learn from challenges: If you are rejected from an advancement opportunity, don't be afraid to ask for feedback. Figure out what skills you can develop further or what was "missing" from your interview so that you can ace the process next time an opportunity arises. Take failure as a learning opportunity that you can use to improve yourself.
- Don't blame yourself (or others): When you encounter an obstacle in your career path, it is important not to blame yourself or others. Sometimes, things simply don't work out as you had hoped. Instead of lingering on what happened, you should emphasize momentum and growth.
- Build a support network: Many individuals don't realize the tremendous value of a strong support network. Surrounding yourself with people who care about you and your success will improve your morale. These people can also be a resource in helping you improve. Ask people you trust—especially

Additionally, taking a proactive approach to your development can be valuable. When you want to move up in your career, taking your progression into your own hands is necessary. This means taking steps to make you a more appealing candidate for forward movement, like attending workshops, taking courses, achieving certifications and applying for grants, awards or conference presentations. These steps show that you are serious and invested in your professional and personal growth.

Although women may see the "broken rung" on the ladder to their professional development and be discouraged, it is crucial to persevere through these obstacles. Strategies like practicing assertive communication, developing resilience and taking a proactive approach to development can help women thrive in an environment that is inconducive to their growth.

Shiela Mie Legaspi is an organizational development expert and the president of Cyberbacker, the leading provider of worldclass administrative support and virtual assistant services from anywhere in the world to anyone in the world.

FIFTH THIRD BAN

Accounting & Financial Women's Alliance

WOMEN WHO COUNT



WHO ARE WE?

As the Accounting & Financial Women's Alliance, we want to build the largest nationwide network of individuals supporting women in accounting and finance. Because we believe a network is more than about making connections for your next career move. Through empowered networks, members can share experiences, connect with career mentors, learn from each other, and establish friendships who will share in the highs and lows of being a working woman.

WHY AFWA?

- Through AFWA, members are able to connect with other like-minded professionals in the accounting and finance field
- Gain on-the-job leadership training through committee experiences and improve your skills beyond the typical workday
- Receive Member discounts through our new MEMBER DEALS, which includes: Walt Disney World Resort, Universal Orlando Studio Resort, concert or show tickets, travel, shop online discounts, and so much more!

JOIN US AND MAKE A DIFFERENCE!

- Join AFWA as a member
- Become a Partner of AFWA
- Corporate Memberships
- FREE CPE Sesions
- Nationally ranked conferences in the top 10!
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WHY ADVERTISE ~ SPONSOR ~ PARTNER WITH US?

- Increased brand, business, or company exposure.
- Build brand awareness
- Our readers and audience are highly engaged with our Accountability Newsletter
- Reach new clients and acquire new customers
- Increase your audience, which can lead to an increase in sales



Contact us: afwanational@afwa.org www.afwa.org

New Construction Industry Improvements in 2024

The construction industry offers numerous opportunities for workers of all skill sets. In 2021, President Biden signed the Bipartisan Infrastructure Law to improve infrastructure by creating 800,000 jobs in the construction and similar industries. Since most of these projects are federally funded, they fall under the requirements of the Davis-Bacon and Related Acts, which ensure equal pay and protections for workers.

Unfortunately, outdated policies and a lack of oversight on financial issues have made the act difficult to comply with.

To combat this, the Department of Labor has implemented new rules to amend the Davis-Bacon and Related Acts to ensure the construction industry is paying workers fairly and have the proper protections. Here's what you need to know about the updated protocols:

Updated Definitions

Though this change may seem insignificant at a glance, updating definitions will allow for lawmakers and beneficiaries to better understand their rights in the workplace. The rule will return to the definition of "prevailing wage" used from 1935 to 1983 to ensure prevailing wages more often reflect actual wages. It also updates the definition of "building or work" to include more modern projects, such as energy infrastructure, and clarifies that truck drivers and other worksite principles are also covered under Davis-Bacon.

Wage Accuracy

In the past, outdated wage information prevented workers from receiving wages that would cover their expenses. The new rule will implement a more frequent and efficient survey system to ensure that prevailing wage rates match the current economic needs of construction workers. The rule also recognizes that the Wage and Hour Division has the authority to adopt state or local wage determinations as the federal prevailing wage under certain circumstances.

Stronger Worker Protections

The final rule includes debarment and new anti-retaliation provisions, meaning more enforcement options and stronger protections of workers' rights. Strengthening and streamlining the wage determination process will ensure wages paid to workers on federally funded construction projects better reflect the realities of today's labor market. When employers compete on equal footing, it benefits construction workers, their families, their communities and taxpayers.

The Davis-Bacon Act regulations are as important as they've ever been, and this new rule will ensure they address the modern workforce as unprecedented investments in America's roads, bridges, federal buildings and energy infrastructure continue to be made. As projects open up opportunities around the nation, the above efforts ensure that good jobs are created with fair compensation and safe conditions.

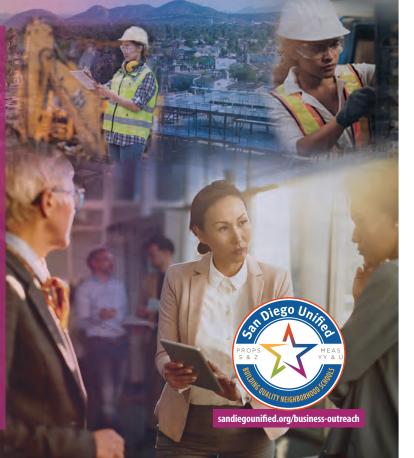
San Diego Unified has construction opportunities for Women-Owned Business Enterprises

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

San Diego Unified has over \$11.6 billion in funding to repair, renovate, and revitalize neighborhood schools as part of its capital improvement program. Construction projects include new/renovated facilities, safety and security upgrades, athletic fields, classroom technology, charter schools, 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, minority, and disabled veteran-owned business enterprises.

Don t miss out on opportunities — If you are a woman with 51% ownership of a construction contracting company or related business, contact Alma D. Bañuelos, San Diego Unified Business Outreach Coordinator at abanuelos@sandi.net.



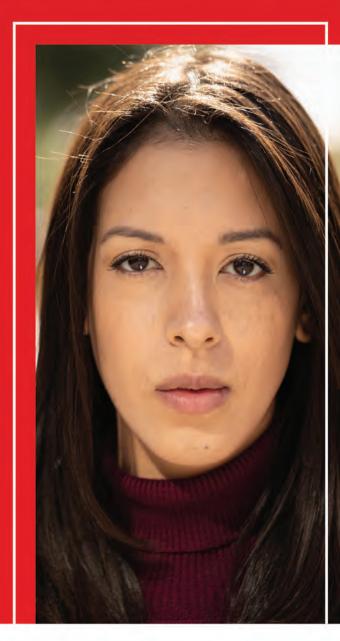
57 CENTS.

That's **the amount** Latina workers receive for each dollar earned by white, non-Hispanic males.

Let's make jobs work for Latinas. Because when Latinas thrive, we all succeed.



Explore the issue in our new report.





How to Prepare Your Financial Future at Every Phase of Your Career

hether you're taking on your first full-time job, have been in your field for many years or are preparing to retire, it's never too late to prepare for your financial future. To best prepare workers for the eventual transition to retirement, here are some tips suggested by the Department of Labor, that can help you during your transition:

Phase 1: The Early Years

As you are just beginning your career, you'll want to make sure that you begin to save for retirement as early as possible. With time on your side, this will help ease the stress of retirement preparation in the future. You'll want to:

- Enroll in your company's retirement plan to begin the easiest form of saving as soon as possible.
- Avoid debt early, ensuring that you always make timely payments on loans or credit card debt that you accrue. The sooner these expenses are handled, the easier it becomes to save for retirement.
- Determine a monthly savings rate and a goal. The earlier that you figure out how much money you would like to have by retirement will help you to determine how much you should be saving per paycheck to meet your goal. Tools to find the right amount can be found on the Department of Labor's website.

Phase 2: Mid-Career Analysis

Once you have your plans in place, it's important to check in on your savings and readjust when necessary. Marriages, divorce and welcoming children can all change your financial needs and should be readjusted to accommodate your retirement plans. You may also want to:

 Plan for emergencies: Things like medical bills, job loss, the death of loved ones and home repairs may take priority over your need to save for retirement. Having a separate savings account for your emergency needs and retirement savings is a great way to make sure you don't accidentally dip into your future funds. Make sure to budget how much money you should put away per account before emergencies happen to best help yourself in the future. benefits in the event of a divorce or separation. In turn, they may also have access to your benefits. If you find yourself in a change of marital status, you'll want to discuss your rights and requirements with a planner or lawyer.

Phase 3: Heading Into Retirement

As you near closer to retirement, you'll have a better grasp on what

finances will cover it. Make adjustments accordingly to ensure you don't have a savings gap to close before retirement.

Remember health insurance: Health care is an expensive necessity, especially as you age. You'll want to make sure that you choose and then budget for a plan that will cover your needs without breaking the bank. If you're retiring at an earlier age than most, this is especially



- Check your target saving rate: As inflation decreases and increases over the years, its critical to make sure your target saving goals will still be beneficial to you in the future. Make sure to check in on this rate every so often and adjust accordingly.
- Know your spousal rights: Depending on your situation, you may have rights to some of your spouse's retirement

your finances will continue to look like. You'll want to keep making adjustments as you now know what your near future expenses will be and to save in order to be as financially comfortable as possible. Additionally, you may want to:

Budget your retirement: Taking the information you have on your saved income and any additional income that you will receive, create a budget of your expenses and make sure your important as Medicaid doesn't go into effect until the age of 65.

Be smart with your funds: Develop a spending strategy to manage your retirement funds so they last. Take taxes, investments and emergency funds into consideration. You should enjoy the reward of your labor, but still be wise with your money in order to care for the financial needs of your future self.

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Things NOT to Include on Your Resume

ost of us know the basics of what goes into a resume: job experience, schooling and your contact information. But when does your resume start to give away too much information? Regardless of your skillset and experience, including too much or unnecessary information on your resume could unintentionally sabotage your chances of getting an interview. Before applying for a job, take a look at your resume to ensure it doesn't include the following:

Personal Information

Sure, you'll want to include your name, email and phone number on your resume, but besides these basics, you shouldn't be disclosing any other personal details about yourself. Including information like your date of birth, marital status, political beliefs, personal social media accounts and headshots (unless specifically requested) is not only unnecessary in most cases, but could accidentally open up your application to unconscious bias. Remember, your application isn't as much about getting to know you as it is about understanding what your expertise can bring to the workplace.

Certain Fonts & Formats

There is nothing wrong with incorporating a bit of flare to your resume style, but picking the wrong fonts, colors and templates may



render your resume illegible and unprofessional. Above all else, your

resume should be professional and easy to understand. Stick to fonts

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such as Calibri, Ariel and Times New Roman, size 12 and font colors in black, darker grays and blue.

Then, before submitting your resume, take a look at it as a Word document, PDF or whatever format your employer will be viewing it as. Then print the resume and have a look at it there. Can you read it? Did the formatting of your resume become disheveled when you converted it into a PDF? It can also be helpful to have a friend read your resume before submitting it to ensure that it appears as you intended it to.

Lengthy Explanations

It can be difficult to edit many years of job experience into a few short sentences, but it can be done. Resumes that overexplain or give too-detailed a description of dayto-day activities can be boring and difficult to read through. Remember, this is a resume and not a CV. Keep your job experience short and to the point. Sentences like "Successfully oversaw the daily tasks and procedures of 50+ employees" can just as easily pique the interest of a hiring manager as a two-paragraph explanation. If you want to provide more detail or share a specific story on how you demonstrated your skills, these are things that can normally be discussed during the interview process.

Irrelevant Job Experience

Unless your job experience is limited, you'll only want to discuss your most recent and applicable work experience in your application. For example, if you're applying to become the manager of a tech firm, you'll want to showcase your latest employment opportunity and previous positions you've held as a manager or in the tech field. Details about the retail job you had in high school or your experiences in a completely different industry may be irrelevant to mention under the "job experience" section. If you want to convey that you hold knowledge in retail or unrelated fields, this information can be included as a bullet point in the "skills" section or can be excluded altogether.

Spelling & Grammar Errors

While everyone makes spelling and grammatical errors from timeto-time, including them in your resume is unprofessional. Especially with simple errors, hiring managers who spot these may assume you lack attention to detail, aren't taking the job seriously or throw your resume out altogether. Luckily, spelling and grammatical errors are some of the easiest to fix before turning in your resume. Go through and edit your resume after you've written it, use spellcheck and have a friend go through and read it to check for errors. Certain online applications that are trained to find these kinds of errors can also be helpful to utilize.

Negativity

Both in your resume and your interview, omit any details about your negative experiences with previous employers or why you left those positions. Instead, focus on why you want to be considered for the position you're applying for. Mention how this position could be an opportunity for career growth and include references from your previous job if possible. Expressing negativity about previous places of employment, especially so early on in your relationship with a potential employer, may label you as ungrateful or difficult, thus lowering your chances of becoming employed and/or getting the job you really want.



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4 Principles for Diversifying Your Recruitment Strategy

iversity and inclusion are key to business success. They foster a wider range of ideas, bring in a larger clientele, improve workplace morale and have statistically brought in more money than companies without proper DEI policies. If you're looking to attract, hire and retain diverse candidates at your company, here are four basic principles you should practice:

Write Inclusive Job Descriptions

Before you publish your job posting, you'll want to make sure the language used in your job description is accessible and inclusive. Job descriptions often have advanced language, company lingo and unconscious bias that can deter certain groups from even wanting to apply. For example, if your job posting uses complex phrases and advanced vocabulary in an attempt to sound "professional," it can be more difficult for neurodivergent or those who speak English as a second language to understand.

Descriptive words or workplace rules can also unconsciously dissuade candidates from applying. Words or phrases that are often used in a positive way, such as "youthful spirit" or "hard-working American," are unconsciously associated with younger, American-born candidates, possibly discouraging older workers, people of color and immigrants.

Before posting your job description, let others within and outside of your company read it and provide feedback. You'll want to make sure the job description is easy to understand, and doesn't discourage specific groups of people from applying. If you're utilizing an online source to publish your job posting, you may also want to have it checked for accessibility measures to ensure that people using forms of assistive technology can easily access, read and apply for the position.

Tweak Your Workplace Requirements

It's normal for companies to have policies on dress and appearance to maintain a certain standard of professionalism, but often times these policies can be culturally, religiously and even physically insensitive. For example, prohibiting head coverings may seem like a good idea to prevent baseball hats or distracting headwear, but it can also exclude people who wear head coverings for religious reasons. The same can also be true when it comes to enforcing rules on hairstyles, tattoos and physicality that are unnecessary for job completion (i.e. demanding employees never sit down to maintain professionalism).

Not everyone can adhere to certain hairstyles due to the type and texture of their hair; not all head coverings need to be banned if they are being worn for religious, cultural or medical purposes; and standing isn't necessarily required, especially for employees with certain disabilities.

Review your workplace's rules and analyze how they might be exclusive to certain communities. You can then tweak these rules to have inclusive language or remove them altogether if they are unnecessary. You may also want to consult with individuals of differing backgrounds to see which rules need to be changed.

Partner with Diverse Organizations

There are several organizations that are dedicated to providing opportunities and resources to diverse groups of people. Organizations like the National Society of Black Engineers (NSBE) and AfroTech are dedicated to strengthening Black and African American STEM professionals. Disability:IN provides partnership opportunities for business owners and job candidates with disabilities, and groups like the Women's Business Enterprise National Council (WBENC) provide professional women with the tools they need to thrive in the business world.

As part of their mission, organizations like these host career fairs, conferences and networking opportunities for diverse job candidates and hiring companies to form business connections. To increase your recruiting net, especially if you're looking to diversify your workforce, consider partnering with these organizations. You'll not only be able to meet qualified candidates for the position you want to fill, but will learn how to better your own workplace DEI initiatives, broaden your network and make a statement on behalf of your company in support of inclusion.

Practice What You Preach

The commitment to diversity and inclusion displayed through your partnerships, events and the interview process shouldn't stop once the hiring process is complete. Companies that don't practice what they preach in terms of DEI are more likely to see higher rates of turnover. If you don't already, begin implementing inclusive practices into your workplace. Bring diversity training to your employees, establish firm policies on discrimination, create ERGs, have one-on-one conversations with your employees and be receptive to the feedback they give. By putting diversity at the forefront of your company, you'll not only retain new hires but increase the chance of a safer, communicative, empathetic, motivated and overall successful work environment.





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Tamika Abbott Director, Security Technology Department of State Bureau of Diplomatic Security

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"I have one rule, especially involving women - many will count you out. Don't let them..."

- Tamika Abbott

Breaking Barriers in Foreign Policy

The U.S. Department of State's First Black Female Security Engineering Officer

• •

- Making history as the first
- black female Security
- Engineering Officer (SEO) at the
- U.S. Department of State was not
- on Tamika Abbott's radar
- growing up in Virginia. As the first black woman to hold an SEO
- position, Abbott recognized that people were "taken aback" by
- her presence and recalls a time
- that she was mistaken as an
- intern. But for Abbott, her career path is more about fulfillment than glory.

Serving as Director of Security Technology, Abbott currently oversees more than 2,300 diverse staff, ensuring the United States can safely and securely conduct diplomacy worldwide. Instead of being celebrated as a "first" in her field, Abbott hopes other women will look at her accomplishments and know they too can ascend the ranks and make meaningful, lasting impacts in their professions. "I have one rule, especially involving women - Many will count you out. Don't let them. If you feel like you can do it, go for it," says Abbott.

Throughout a distinguished 24-year career with the U.S. Department of State, Abbott has served as Regional Director of Security Engineering for Europe and the Senior Engineer for missions in Thailand, Egypt, Nigeria, and Afghanistan. Through her leadership and dedication, Abbott was presented with the Diplomatic Security (DS) 2017 Employee of the Year award and was acknowledged for her work in Afghanistan, where she modified programs that saved lives and enhanced global security.

With a Bachelor of Science in Electronics Engineering Technology from Virginia State University, Abbott is hopeful for the future of STEM professions and the exciting possibilities it holds specifically for engineers. "As technology continues to advance, the role of engineers will become increasingly important and necessary to solve some of the world's most pressing challenges."

Honoring Our Diversity, Equity & Inclusion Pioneers

By Laurie Dowling

Over the past few years, diversity, equity and inclusion has lost some of the pioneering champions of the field—scholars, business leaders and public servants who paved the way for the generation of leaders now coming to the forefront. This is a small tribute to their memories.

Price M. Cobbs, MD (1928-2018)

Price M. Cobbs, MD, was a best-selling author, psychiatrist, management consultant and civil rights leader. Dr. Cobbs opened a psychiatric clinic in San Francisco with Dr. William H. Grier, who would become his writing partner on the seminal study of the experience of Black Americans in the mid-20th



century, *Black Rage* (Basic Books, 1968). *Black Rage*, based on the clinical work of Drs. Cobbs and Grier, provided a narrative of how the legacy of centuries of slavery and Jim Crow-era discrimination had a devastating effect on the lives of many Black Americans. This book, and the media attention it generated,



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helped advance crucial actions on civil rights and discussions about equity in business and society.

Dr. Cobbs followed this groundbreaking work with teaching and management consulting for organizations and companies including The Executive Leadership Council, PepsiCo and the UCLA Anderson School of Management, among many others. His additional publications included, The Jesus Bag, also with William H. Grier (McGraw-Hill, 1971); Cracking the Corporate Code: The Revealing Success Stories of 32 Minority Executives, with Judith L. Turlock (Amazon, 2003) and My American Life: From Rage to Entitlement (Atria Books, 2005).

The Honorable Gwen Moore (1940-2020)

Los Angeles native Gwen Moore served from 1978 to 1994 in the California State Assembly for the 47th and 49th districts. During her tenure she was a champion of "common sense laws," authoring over 400 bills, but it was General Order 156 (GO-156) that has had a significant and long-lasting impact on the diversity, equity and inclusion landscape in California, and which has been a model for other states.

GO-156, which was adopted in 1988, required the California Public Utilities Commission to establish a procedure for electrical, gas, water, wireless telecommunications and telephone providers to "submit annual detailed and verifiable plans for increasing women-owned, minoritv-owned, disabled veteran-owned and LGBT-owned business enterprise procurement in all categories." Both inside the legislature and after her departure, Assemblymember Moore continued to encourage participation in GO-156, speaking regularly at the California Public Utilities Commission Supplier



URTESY OF CHERYL BROWNLEE

Diversity En Banc hearing. Her catalyst efforts continue to bear fruit today. In 2022, California utilities reported spending \$14.3 billion with diverse suppliers—30.6% of the total spend, according to the California Public Utilities Commission's Sept. 28, 2023 report.

Assemblymember Moore also is known for her authorship of the Moore Universal Telephone Service Act in 1994, which established a lifeline telephone service program providing access to affordable residential telephone service for low-income California households.

Judy B. Rosener, PhD (1929-2022)

Judy B. Rosener, PhD, was a groundbreaking scholar on diversity in management, especially women in management, and Professor Emerita at the University of California, Irvine, Merage School of Management. Dr. Rosener was a traditional housewife and mother until the opening of UC Irvine near her home, where she was one of the first three graduate students. Dr. Rosener started teaching part-time at UCI Extension, but in order to become a professor, she knew that she would need a PhD, which led to her receiving a doctorate at age 50 from Claremont Graduate University and then becoming a full-time instructor at the UC Irvine Graduate School of Management, where she served for 30 years.



Dr. Rosener was the author of the path-breaking article, Ways Women Lead (Harvard Business Review November/December 1990) and co-author of Workforce America! Managing Employee Diversity as a Vital Resource (Business One Irwin, 1991), the first book about managing a diverse workforce as a business case. Her book, America's Competitive Secret, Women Managers (Oxford University Press, 1997), paved the way for significant growth in scholarship on the role that diverse managers' unique cultural and gender perspectives can play in helping their companies.

Dr. Rosener not only opened the door to discussions that validated

the unique ways that women managers can lead their companies, with *America's Competitive Secret*, she highlighted the value to companies in gender-specific knowledge of their women employees—helping to lead the way for an additional value proposition for companies to consider when assessing the importance of their diverse teams.

The Honorable Harold D. Williams (1944-2022)

Following a successful career with Baltimore Gas and Electric Company, including serving in the position of Director of Procurement Services, Harold D. Williams was appointed to the Maryland Public Service Commission in 2002. That experience in procurement turned out to have an important impact on diverse business enterprises in the state of Maryland and on the entire utilities and communications industries in the United States.

During his service from 2002



to 2016, Commissioner Williams proved to be a tireless champion for supplier diversity, leading the efforts of the Commission with his fellow commissioners to create and implement Public Conference 16 in 2008. PC16 (now PC 52) created a voluntary memorandum of understanding between the Public Service Commission and 16 regulated utilities for annual reporting on spend with diverse suppliers. The PC 52 program reports in 2023 showed that regulated utilities in Maryland spent \$1.53 billion with diverse business enterprises.

During his tenure on the Maryland Public Service Commission, Commissioner Williams also was one of the founders of the Utility Marketplace Access Partnership of the National Association of Regulatory Utility Commissioners (NARUC), which focused on encouraging knowledge and action among regulatory commissions in support of supplier and workplace diversity in the utilities and communications industries. This entity, now called the Select Committee on Regulatory and Industry Diversity, has been a valuable resource to regulatory commissions around the United States.

In honor of Commissioner Williams' dedication to the PC52 program and its significant and positive impact on diverse business enterprises and utilities and communications in Maryland, the Maryland Public Service Commission voted in 2023 to rename the annual supplier diversity hearing, "The Harold Williams Supplier Diversity Hearing."

To view additional tributes, spanning the years from 2013 to 2023, please visit the National Utilities Diversity Council website at nudc. com.

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International Women's Day: Women of Firsts

very day, women from around the globe are working to make their communities more inclusive spaces. By becoming the first in their craft, they defy norms and tell others they, too, can achieve greatness. This International Women's Day, we reflect not only on the accomplishments of women in the United States but the work that has been done by women worldwide during the last year.



Canada: Toronto's First Woman of Color Elected Mayor

One of Canada's most populous cities, Toronto, elected its first mayor of color this last year. During the summer of 2023, Chinese Canadian politician Olivia Chow broke barriers when she was elected mayor. She beat out 102 candidates, a record number for the city, and ran on a platform advocating for affordable housing and improvements to public transportation. Chow is also an immigrant, having moved to Toronto from China at age 13. She brings a fresh perspective on immigrant life and rights to the city, which is almost half populated by immigrant families. Chow comes to office after a long career in local government positions, having served with the Toronto Board of Education, Metro Toronto Council and as a member of parliament.



United Kingdom: Premier League's First Woman Referee

In the United Kingdom, Premier League soccer matches are one of the most anticipated sporting events of the year. Male referees oversaw these high-profile games for years, but all of that changed just before the new year. On December 23rd, 39-year-old Rebecca Welch became the first woman to referee a Premier League game. She was the lead officiant for the Fulham vs. Burnley match after taking on some lower-level refereeing positions for the league. Welch also has experience officiating games for the National League (fifth tier of English soccer) and the Women's World Cup, and she was the first woman to referee a professional English game.



Mexico: The Election of the First Woman President

Much like the United States, Mexico will be holding an election this year for their country's next president. While we don't know who will take office for the upcoming term, we know that the president will be a woman. In September 2023, both of Mexico's leading parties nominated a female candidate to represent them. The Morena party selected Claudia Sheinbaum, the former mayor of Mexico City, while the Broad Front chose National Action Party senator Xóchitl Gálvez. As the two primary candidates, it is nearly guaranteed that one of these women will win the presidency and become the country's first female president, coincidentally just past the 70th anniversary of women gaining the right to vote in Mexico.







Netherlands: First Transgender Women to Compete in Miss Universe Competition

Every year, countries from around the world hold nationwide competitions to find their representative for the Miss Universe beauty pageant. Actress and model Rikkie Valerie Kollé of the Netherlands and model Marina Machete of Portugal made history when they were crowned as Miss Netherlands and Miss Portugal, respectively, achieving a first on a country and global level. Not only did the two become the first transgender women ever to hold their titles, but they jointly became the first openly trans women to ever compete in the renowned Miss Universe pageant. Though neither woman won the Miss Universe title, both opened the door to opportunities for more transgender women to compete in future competitions.



HECTOR VIVAS/GETTY IMAGES

Nigeria: First Nigerian Woman Artist to Win a GRAMMY

In 2023, Tems, a singer from Nigeria, became the first Nigerian woman to win a GRAMMY. Tems was awarded Best Melodic Rap Performance for her vocal performance on Future's hit song "Wait for U," featuring Drake. Tems also made a huge name for herself over the past few years for her writing credits and musical collaborations with popular artists. She co-wrote "Lift Me Up" with Rihanna, a hit song from the *Black Panther: Wakanda Forever* soundtrack that was an Oscar nominee in 2023. Tems is also the talent behind songs like "Free Mind," "Me & U" and "Higher" and has also worked on music with Beyonce and Wizkid.

Questions About Supplier Diversity? We Have Answers

ou may have heard the term 'supplier diversity' and the benefits it can bring to your small business and corporation alike. If you're interested in growing your business, especially as a disability-owned business owner; here is what you should know:

What is supplier diversity?

Supplier diversity refers to the use of minority-owned businesses as suppliers. A supplier diversity program is a proactive business program which encourages such use within an organization's supply chain. Supplier diversity most often refers to the partnership between larger scale businesses and businesses owned by underrepresented racial minority, women-owned, veteran-owned, disability-owned and LGBTQ+-owned businesses.

How does this partnership benefit the supplier?

As a small business owner, teaming up with a larger scale business not only guarantees a dependable client, but gives you access to the experiences and insights of a corporate company. A supplier diversity partnership can provide networking and mentorship opportunities, access to a wider clientele and even increases your opportunities to bid and receive larger business contracts. In short, suppliers are able to increase their knowledge, outreach and funds while in a supplier diversity partnership.

How does this partnership benefit the supplied?

Companies who put diversity and inclusion at the forefront of their plans have proven to be more successful than those that don't. Supporting a diverse workplace not only increases morale, but allows for a wider flow of ideas and access to a larger and more diverse client base. In turn, these factors often increase a company's revenue.

Inviting a supplier team to your business will support your company's diversity initiatives, widen your business lens and increase opportunities for new products and further audience reach. This will in turn bring in more revenue for the supplied business. Utilizing small businesses can also foster new jobs and a higher tax revenue. opportunities, educational resources and more.

Do I need to become certified to be a diverse supplier?

Not necessarily, however most companies require or even prefer to work with small businesses that have been officially certified through a third-party agency, such as the National Minority Supplier Diversity Council (NMSDC), of the same requirements. For example, Disability:IN; which works to certify disability-owned businesses, requires the following:

- Documentation supporting at least a 51% ownership and management of a business by a person or group with a disability.
- Proof of citizenship or permanent resident status.
- Disability status documentation.
- Your business license or permit.
- Tax forms and return docu-



How can I become a diverse supplier?

The best way to enter a supplier diversity partnership as a supplier is through a certification agency. You can be officially certified as a minority business owner and once you are given the official status, you will gain access to partnership opportunities for your business. Certifications can also help grow your business by providing scholarship and funding opportunities, media coverage, mentorship and networking Disability:IN, the Women's Business Enterprise National Council (WBENC) or other applicable organizations.

This certification announces to potential partners that your business has been vetted and deemed legitimate and reliable by a trusted professional certifying agency.

How do I become certified?

Every organization will have different qualifications for certification, but many of them will have some ments

- Resume of business owners.
- A history of your business and business plan.

Supplier diversity partnerships not only encourage diversity in the business world, but support for small businesses, a boost in the economy and extended business opportunities for everyone involved. Whether you're a big corporation or a small business, a supplier diversity partnership may be the perfect solution to help your business thrive.

Kelly Vlahakis-Hanks

President & CEO ECOS

ECOS

A longstanding women-owned household essentials supplier, helping deliver innovative products for customers nationwide.

Women make the difference.

Supplier Inclusion is not just good for business, it's also good for communities. At Walmart, we understand the importance of working with women-led businesses to help create economic opportunity for a more inclusive and equitable marketplace.



Bettaway Celebrates 40 Years

The family and woman-owned firm started as a small soda-bottling business, expanded into trucking, warehousing, and pallet delivery; today it operates one of the nation's largest pallet supply and management networks.

John Vaccaro remembers walking through his father's soda factory watching bottles of soda of all flavors being filled and capped on a rolling assembly line, and placed into crates. Then his father would load the finished product into a truck, and drive to local bodegas throughout Brooklyn, chatting up owners, asking about their families and their business, and building a market for his locally made soda pop.

As the industry evolved, eventually local soda bottlers and their neighborhood-branded soda products were displaced by large beverage companies. So, the senior Vaccaro, sensing the need to pivot, changed along with it. Major beverage companies needed local distribution. And in an early nod to outsourcing, those beverage makers didn't want the trucks themselves. They wanted a trusted partner to hire the drivers and operate trucks on their behalf, a partner for whom trucking and distribution was their core competency, who knew the area and knew the customers.

And with that Bettaway Beverage Distributors was born, with an initial fleet of one tractor trailer and two sideloader straight trucks doing beverage delivery. The focus was on beverage distribution, initially with Snapple as its first customer, serving the New York boroughs. That was 1983. Several years later, adding other start-up beverage businesses like Arizona Iced Tea, the trucking operation was expanded into a third-party logistics provider, and a new division was created – Bettaway Traffic Systems.

In the early 1990s, to address the emerging need for supply, maintenance and management of pallets Bettaway Pallet Systems was formed.

Bettaway is celebrating four decades of service as a local, family and woman-owned New Jersey business. No longer is it just a distributor of beverages. Today, after some half-dozen reinventions and expansions, adding related businesses such as dedicated warehousing and pallet supply, and jumping early into emerging market opportunities like packaging and fulfillment, Bettaway Supply Chain Services has become one of New Jersey's leading integrated logistics, trucking, supply chain and pallet supply management companies.

The firm supports a wide range of beverage and other businesses with logistics, warehousing, order fulfillment and custom packaging, and transportation services across the Northeast. As it continued its journey of diversification, it won the business – and the trust – of other major brands, including Monster Beverages, SOBE, Vitamin Water, and Body Armor, among others.

Later, other strategic partners came on board, including logistics industry titans such as C.H. Robinson. Coyote and Arrive; and PECO Pallets.

The company launched PalletTrader at the end of 2022, the industry's first neutral, independent online site where pallet buyers and sellers can post their needs and their inventories, negotiate a price, complete a transaction and arrange transportation – all through one familiar e-commerce like process.

John Vaccaro, the company's second-generation leader, along with his sisters Laura, June and Tracey, learned first-hand from their parents about anticipating customer needs and evolving with them – and how that would lead to growth and success. "Pallets is a good example," he notes. "In the early '90s there were no rental pallets and a poorly designed pallet exchange program. The market was ripe for innovation. So, we created a pallet retrieval and supply management program for beverage distributors. That expanded into providing all the pallets to the manufacturing facilities of our new age beverage customers.

"We've got a model and a philosophy that has worked for 40 years, and we're going to stick with it," Vaccaro says. "Create value for the customer through innovative solutions. Do what you say. Honor your commitments."

For more information, visit us at Bettaway.com



WE BELIEVE THE BEST WAY TO BUILD A LONG-LASTING BUSINESS IS TO BUILD LONG-LASTING RELATIONSHIPS.



c. 1983



For 40 years, and as a result of long-lasting strategic partnerships, Bettaway has delivered consistent, high-quality service to our customers. Working together is how we inspire confidence and earn trust, resulting in a business built on so many long-standing relationships.

After four decades, it's the best way we know to build a business. The fact is, it's the only way we know.



Visit us at Bettaway.com

Trailblazing Paths in Business: Lessons from a Female Leader in Franchising

By Jania Bailey

s we celebrate International Women's Day, it's always a prime time to reflect on one's journey and the lessons learned along the way. From my beginnings at a small bank in Kentucky to now serving as the CEO of an international franchise, my path has certainly been full of unexpected turns, especially as a woman leader in a traditionally male-dominated field. But these experiences are what shaped my approach to both leadership and business.

The Long and Winding Road

My career began as a secretary in the banking industry. With determination and an eagerness to learn, I worked my way up through various departments, gaining extensive knowledge about the banking sector. An opportunity soon arose to become a management trainee in commercial lending. Despite warnings about the risks and challenges of this role—if I failed, it would have been a major setback—I embraced the opportunity and dove in headfirst.

This decision proved to be one of the best I ever made, leading to a rewarding and fruitful 18-year career in banking. I ultimately left the industry as the vice president of a large regional bank, where I managed a significant division of commercial activities. The journey from a secretary to a vice president was an extraordinary and fortunate progression in my career.

After my tenure in banking, I ventured into entrepreneurship, founding a consulting and training company focused on customer service. During this time, one of my clients—a franchisee and regional owner of a hair care company offered me a position as regional director, overseeing operations across five states. I accepted this role and spent over six years in it before transitioning to the corporate office of the franchisor.



It was around this time that I first encountered FranNet after making some connections with the team. This led to an incredible opportunity to join the FranNet family in 2006 as president and COO, and eventually as CEO in 2015.

Now, 17 years later, I reflect on this decision with immense

transparency. I believe that sharing information openly builds trust and strengthens relationships within the team. My management style reflects what I always yearned for in a leader throughout my career: flexibility and a balanced give-andtake dynamic.

At FranNet, I encourage my team

It's important to realize that women don't need to emulate male leadership styles we have our unique approaches and strengths. Trusting our intuition, which is often more finely tuned than we give ourselves credit for, is key.

satisfaction and a sense of wonder at the unexpected turns my career has taken.

A Unique Leadership Perspective

Entering the world of franchising, I quickly realized that being a woman in a traditionally male-dominated industry came with unique challenges. However, it also offered a chance to bring a different perspective to the table.

As a female leader, my approach to leadership is inherently anchored in honesty, straightforwardness and

to prioritize family time and attend important events in their children's lives, for example. However, when faced with tight deadlines or significant projects, I expect them to reciprocate by committing extra effort. This mutual flexibility is crucial for our collective success. Being selective about the workplace culture you commit to can make a significant difference in achieving a healthy work-life balance, especially for women who may not have someone to pick up the children from school or take care of the home like men often do.

Advice for Female Business Leaders

My core advice to women embarking on their entrepreneurial journey or stepping into leadership roles is to remain authentic to themselves. It's important to realize that women don't need to emulate male leadership styles—we have our unique approaches and strengths. Trusting our intuition, which is often more finely tuned than we give ourselves credit for, is key.

Acknowledging our weaknesses is equally important, and we should focus on building teams that complement and enhance our skill sets. This approach not only fosters personal growth but also contributes to a more robust and dynamic business environment.

In terms of diversity and inclusion, I prioritize hiring based on merit and alignment with our organizational culture, rather than merely filling quotas. At FranNet, we strive to create a level playing field, offering equal opportunities to all, irrespective of gender or other factors. This approach has fostered a more inclusive and effective workplace, where the best talents are recognized and nurtured.

Looking forward, I believe the future is bright for women in business. We are seeing more female leaders emerging, bringing change and innovation across industries. As we continue to break barriers and support each other, we pave the way for the next generation of women leaders. Let's embrace our unique strengths and continue to inspire change in the business world.

Jania Bailey joined FranNet in August 2006 as president and COO while the company was transitioning to new ownership, and assumed the role of CEO in 2015. Under her leadership, she led the company through unprecedented growth and has established FranNet as the most respected voice in the franchise consultant industry in North America. Bailey served on the Executive Board of Directors for the International Franchise Association (IFA) for six years and is a certified franchise expert.

Charting Progress & Looking Ahead: MassMutual's Ongoing Journey in Supplier Diversity and Inclusion

n December of 2020, Massachusetts Mutual Life Insurance Company (Mass-Mutual®), a life insurance and financial services company, embarked on a transformative journey that centered around inclusive practices, specifically with the company's procurement and supplier diversity programs.

Through meticulous strategic planning, MassMutual established ambitious objectives. Elevate diverse spend by \$150 million and impact the growth and expansion of 175 diverse businesses through intentional partnerships—a number that dovetails with the company's 175th anniversary in 2026. This deliberate and focused approach underscores the company's commitment to drive meaningful change in supplier diversity.

Jessica Lozano Williams assumed the role of Head of Responsible Sourcing in 2022, bringing with her over a decade of experience in this area. Her addition enriched MassMutual's seasoned team, fostering a collective synergy that unified its expertise, leading to substantial achievements within a year.

Charting Progress: 2023 Milestones and Achievements

At the top of the supplier diversity team's list of achievements in 2023 are its programs and partnerships. Particularly noteworthy are those partnerships with diverse business groups, such as the National Minority Supplier Development Council (NMSDC), the United States Hispanic Chamber of Commerce (USHCC). Disabilitv:IN. United States Pan Asian American Chamber of Commerce (USPAACC), National Veteran Business Development Council (NVBDC), the National LGBT Chamber of Commerce (NGLCC) and the

Women's Business Enterprise National Council (WBENC).

MassMutual's collaboration with WBENC has been nothing short of remarkable, uniting influential women within the company through a collective, powerful effort. Lozano Williams; Beth Valente, Mass-Mutual's Director of Business Market Development; and Supplier Diversity Manager April Cimorelli are among the numerous key contributors.

"I've worked with WBENC for close to two decades," says Cimorelli. "It's an amazing organization dedicated to providing a full range of professional and networking resources for women entrepreneurs and business owners, including a comprehensive programming and thoroughly vetted certification that levels the playing field and helps women thrive."

MassMutual's strategic sponsorships with WBENC have impacted over 700 women-owned businesses. and consisted of live virtual seminars and a new e-learning platform that provides on-demand educational content, allowing businesses to access resources on their timeline while running their businesses. Lozano Williams; Valente; Naina Patel, Head of Category Management, Investment Management, Enterprise Risk, Institutional & CFO; and Category Management Consultant Angela Rankins-Jones were among the MassMutual team that helped prepare these sessions on topics such as "Secrets to Make Your Business Successful" and "Strengthen Your Business Through Strong **Business Succession Plan**ning."

Valente continues, "The seminars and webinars have been engaging and successful. We've had inquiries about how MassMutual's products and services can help diverse communities. We've reached a wide variety of business groups. We're excited to expand our efforts to underrepresented communities. The momentum is incredible!"

Another program that MassMutual is proud to continue is our own: Forward by MassMutual, an innovative program designed to offer executive education and foster the growth of diverse business leaders and owners. This program is the product of our continued relationship with the Tuck School of Business at Dartmouth College. Over the last two years, the program has produced 72 graduates and has allowed these diverse businesses to make meaningful connections with various corporate partners across the nation.

Internally, the MassMutual team diligently worked towards a seemingly modest yet crucial milestone—successfully launching the supplier diversity team's internal registration portal.

Lozano Williams says, "Though it may seem simple, it serves as a centralized hub for all our encountered suppliers, enabling us to gather crucial information to support their business needs. This tool allows us to prioritize relationship-building and conveys our commitment to helping these suppliers do business with MassMutual while also fostering the overall growth and strength of their businesses."

Looking Ahead: 2024 and Beyond

This next year will be critical in carrying MassMutual's momentum forward. Procurement and supplier diversity are continuing to transform towards a more vertical alignment that will allow MassMutual to focus on specific data, actively understand its suppliers' needs, identify gaps and anticipate upcoming opportunities. The supplier diversity team has expanded its focus to include sustainable sourcing and will now incorporate the title of responsible sourcing within its scope. This expansion reflects MassMutual's commitment to sustainability across the supply chain, encompassing environmental, social and governance (ESG) considerations and setting specific ESG-related objectives for its supply chain.

Additionally, MassMutual's global footprint is expanding beyond the U.S. and will focus on its offices in Romania, India and the United Kingdom.

"We acknowledge the need to assess the impact on diverse buyers and underrepresented communities in these regions. Collaborating with local organizations will help us better understand these markets and identify vendors for our international supply chain," Lozano Williams says.

To complete the circle, MassMutual remains committed to amplifying collaborative programs with partner organizations. This commitment advances its goal of impacting 175 businesses for growth and fortifies relationships with these partners. This dual approach boosts MassMutual's brand presence while nurturing deeper connections that transcend the life insurance and financial services realm.

Aligned with its core values, MassMutual's supplier diversity program remains dedicated to promoting ongoing investment in diversity, equity and inclusion with its suppliers in 2024 and beyond. The strategy persists in fostering stronger ties with diverse-owned enterprises while supporting programs and partnerships aimed at their expansion and advancement.

*This article was provided and paid for by MassMutual.

From Dreams to Realities: The Dynamic Landscape of Entrepreneurship

By Brittany Dolin

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Witnessing the growth of a business, seeing it flourish and making a positive impact on the lives of clients and employees are immensely gratifying moments. The sense of autonomy and the ability to shape one's destiny contribute to a profound satisfaction. However, entrepreneurship is not without its struggles. The path is riddled with uncertainties, financial challenges

The dichotomy of joy and struggle is inherent in the entrepreneurial experience, forming a tapestry that defines the unique and rewarding journey of building and sustaining a business.

and the constant need to adapt to a dynamic business landscape. Balancing the demands of work and personal life becomes a delicate dance, and the weight of responsibility can be overwhelming. Yet, it is within these struggles that entrepreneurs often discover their resilience, learning valuable lessons that shape both their professional and personal growth. The dichotomy of joy and struggle is inherent in the entrepreneurial experience, forming a tapestry that defines the unique and rewarding journey of building and sustaining a business.

Here is our story of entrepreneurship—the struggles, the joy and everything in between:

In 2012, my co-founder Nicole and I embarked on our entrepreneurial journey after working as assistants for an ultra-high-networth family in Los Angeles. Initially content with the notion that their complex lives would define our careers, the universe had different plans, steering us toward the role of authors in our own narrative-a story of entrepreneurship and success. While assisting, we recognized a gap in the job market and, leveraging our extensive network, transitioned into founding Pocketbook Agency to address this need.

The early days were a challenging yet transformative experience, wearing multiple hats and learning the ropes of business management. From playing CEOs and finance managers to HR officers and recruiters, we navigated risks and uncertainties, propelling our work from a duo to a dynamic team of 12 operating nationwide. Positioned in a competitive market, Pocketbook became the trusted choice for highnet-worth families and companies across industries, seeking exceptional support staff.

Entrepreneurship, we learned, is akin to a rollercoaster-testing resilience at every turn. Our anchor amidst the chaos was a profound love for connecting people, evolving into the soul of our entire team. "Keep pushing" became our mantra, shaping our approach to challenges. Diverging from impersonal approaches, we introduced a tailored touch ensuring clients and candidates felt genuinely seen and appreciated, with trust and integrity as crucial elements. Our background as former assistants provided a unique advantage, enabling effective matchmaking by understanding the real needs on both sides of the equation.

Clients and job seekers engaging with us experience the passion we have for our mission, extending beyond job placement to professional matchmaking. Witnessing the



perfect fit between individuals and employers, we derive satisfaction from making a tangible difference in their lives. Behind the scenes, our success is a collaborative triumph, thriving in a dynamic, passionate and diverse culture where every team member shares the commitment and enthusiasm of its founders.

Reflecting on our journey, our advice is one of persistence—pushing through challenges and embracing each step, no matter how small—as progress toward a dream. Our pride in Pocketbook extends beyond COURTESY OF BRITTANY DOLIN

individual effort—it is a result of a cohesive team weathering challenges together. United in excitement, we look forward to continuing our mission of connecting people with their passions. Professional matchmaking isn't merely a job; it has evolved into our craft, a means of creating meaningful connections in the professional world.

DiversityComm Magazine (DCM): What prompted you to create the Pocketbook Agency and what do you see as its main

NISSAN

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.





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mission?

Pocketbook Agency was created out of a need in the marketplace the need to innovate and modernize an age-old industry. Our mission is truly matchmaking—we approach everything we do very passionately and with a mentality to truly make the best possible match between job seekers and employers. We are on a mission to place employees in fulfilling jobs and find the best fit for employers.

DCM: How have your experiences as personal assistants given you the edge in your business today?

Our history as personal assistants gave us first-hand experience into what it takes to succeed in the role. We understand what employers are looking for and it has greatly helped us in matchmaking.

DCM: As a boutique recruitment firm, can you speak to the importance of companies incorporating DEI into their workforce?

DEI in the workforce is not just a trend but a strategic imperative for companies seeking sustained success and innovation. The significance of DEI lies in its capacity to foster a workplace culture that values and celebrates differences among employees. This inclusivity not only contributes to a more vibrant and dynamic work environment but also enhances creativity and problem-solving by incorporating a variety of perspectives. This is always an important conversation we have with the employers we work with. Many employers realize the importance of it, but if they do not discuss it, we will make a point to explain its importance and how they can add diversity their team.

DCM: In your opinion, what are a few of the skills and/or attributes employees need to get hired in today's marketplace?

In today's dynamic and competitive job market, prospective employees must possess a multifaceted skill set and a range of attributes to stand out to employers. Technical competencies, including digital literacy, data analysis and industry-specific knowledge, are imperative in navigating the contemporary professional landscape. Equally critical are soft skills, such as effective communication, problem-solving acumen, adaptability, creativity and a strong sense of teamwork. Interpersonal skills, particularly emotional intelligence, networking and negotiation abilities, contribute significantly to successful professional engagements.

DCM: As a women-owned firm, what advice would you give to other women entrepreneurs looking to start their own business?

As a women-owned firm, my advice to fellow women entrepreneurs on the journey of starting their own business is rooted in the pillars of confidence, networking and embracing uniqueness. Cultivate confidence in your abilities and trust in your entrepreneurial vision. Establish a robust network of mentors and peers who can provide guidance and support. Embrace your unique perspective as a woman, recognizing diversity as a potent asset in business. Prioritize continuous learning, especially in financial management, to navigate the complexities of entrepreneurship. Build a strong support system, both personally and professionally, and set realistic goals to mark your progress.





National Minority Supplier Development Council Advancing Economic Equity Together

Get NMSDC Certified

The NMSDC Network certifies and matches over 16,000 minority business enterprises (MBEs) with over 1,700 member corporations that want to purchase their products, services, and solutions.

Criteria for Certification

- United States citizen.
- Businesses must be at least 51% minority-owned, managed, and controlled by an individual who is at least 25% Asian-Indian, Asian-Pacific, Black, or Hispanic. For Native Americans, a tribal card and a blood degree certificate are required.
- Must be a for profit enterprise and physically located in the U. S. or its trust territories.
- Management and daily operations must be exercised by the minority ownership member(s).

Benefits of Certification

MBEs have access to numerous benefits including:

- Access to Capital.
- Executive Education.
- Contract Opportunities.Networking Opportunities.
- Matchmaking Opportunities.
 And so much more!
- Capacity Building Programs.

Reimbursement Opportunities

NMSDC's certification reimbursement initiative enables corporate members to support MBEs by reimbursing the cost of the application fee. Funding criteria and restrictions apply.

LEARN MORE



Visit www.nmsdc.org/certify

for more information about certification requirements.



SUPPLIER DIVERSITY program

PROMOTING PARTNERSHIP WITH WOMEN-OWNED BUSINESSES

COMMITTED TO CREATING SPACE AT THE TABLE

Hilton is committed to being a global brand that is more representative of the world at large and to partnerships that reflect the communities in which we all live, work and travel. To that end, Hilton Supply Management encourages the growth and development of a diverse range of suppliers, including women-owned businesses. Through thoughtfully designed events, programs, grants, mentor relationships and networking opportunities, HSM is helping to make sure that women not only have a seat at the economic table, but a strong voice in driving the conversation.

To learn more about our industry-leading Supplier Diversity Program, visit **mysupplymanagement.com**.





A Conversation with HSM's Supplier Diversity Director

A corporate commitment to diversity is essential in today's business. Simone Ray, Supplier Diversity Director at Hilton Supply Management (HSM), knows that increasing Hilton's commitment to women-owned businesses is a huge step toward promoting inclusion, support and visibility within the hospitality landscape. HSM's industry-leading Supplier Diversity Program carries this important charge forward.

What have you been able to accomplish with HSM's Supplier Diversity Program?

The program began a decade ago, and since then we have cultivated relationships with more than 4,900 women-, minority-, veteran- and LGBTQ-owned businesses. Our supplier spend with these types of businesses has reached over \$266 million, and we've committed to doubling our sourcing from diverse suppliers by 2030.

Can you share the overall journey of the Supplier Diversity Program?

In 2019, we embarked on a journey of transformation. The journey included investing even further in the program, innovating our communications and outreach to better tell our story and increasing Hilton's involvement in the conversation around supplier diversity. We have truly elevated our program to best-in-class.

How has this transformation journey included a focus on women?

HSM has made it a priority to offer content and programing that is relevant and empowering to women, like our collaboration with the Women Presidents' Educational Organization (WPEO) to host our annual "Doing Business with Hilton" event. Suppliers in attendance were able to hear firsthand from industry leaders and experts and to make important connections. We also recently partnered with the Women's Business Enterprise Council (WBENC) to host our second annual Supplier Diversity Summit.

How is HSM's commitment to woman-owned businesses making a difference?

The economic development strategies from HSM's Supplier Diversity team are designed to accelerate innovation and entrepreneurship among our suppliers, which results in highquality goods and services that benefit our incredible owners, customers and clients. When the procurement playing field is level, excellence emerges, and everyone wins.

KEY STATS



16,000+ properties touched by HSM's programs



total diverse supplier spend



5,000+ diverse and women-owned suppliers



Ranked #3 best supplier diversity program by Fair360



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Zendaya -The Queen of Breaking Barriers

By Kimberly Gladden-Eversley

endaya is the queen of breaking records and barriers in Hollywood. She carries multiple titles, revealing her mastery of the performing arts as an actress, producer, singer, songwriter and dancer. Just

10 years after her first major television appearance, starring as Rocky Blue on Disney's second highest-rated sitcom *Shake It Up*, Zendaya had a euphoric win, becoming the youngest lead actress in a drama series ever to receive an Emmy at just 24 years young. Viola Davis, who became the first Black woman ever to win the award, has opened the door for the second Black woman to grace the stage as a winner within the same category.

Today, Zendaya makes it clear that it is not only her time to open the door but to swing it wide, ensuring it remains open. "There's always this idea that there can only be one, and I oppose that idea. When you open the door, your job is to jam it open for other people to come in," said Zendaya during her attendance at BeautyCon in New York City.

Her mission to create a more inclusive Hollywood that directly reflects the beauty of diversity ingrained in the America we see today is evident. "I'm like, 'I don't know what America you live in, but from what I see when I walk outside my streets of New York right now, I see lots of diversity, and I see the real world, and it's beautiful, and that's what should be reflected, and that's what is reflected so you're just going to have to get over it,'" she continued.

Behind every calculated decision that pays homage to Black culture—from her fashion choices to carefully picked hairstyles and rehearsed lines—she consistently places the heart of the Black community at the forefront.

Her leading role as an executive producer and songwriter while starring as Rue in HBO's hit drama series *Euphoria* landed her four Emmy nominations. Once again, Zendaya added another historic win as the youngest Emmy nominee

VARON J. THORNTON/GETTY IMAGES

for producing and the first Black woman to receive back-to-back nominations for acting and songwriting within a single orbit around the sun. As fate allowed, following over a decade of hard work and dedication, Zendaya became the youngest actress to take home two Emmy wins in Hollywood history.

A Star is Born

Before dropping her last name in 2016, Zendaya Maree Stoemer Coleman was born and raised in Oakland, California—a place of refuge during the Great Migration. African Americans sought to escape the corruption of Jim Crow laws in the U.S. South, which legalized race-driven segregation while reinforcing anti-Black laws to oppress people of color. This act of courage transformed Oakland into a stomping ground for Black leaders and activists alike.

As a result, Zendaya's mother, Claire Stoemer, who has a long German and Scottish ancestral line, and father, Kazembe Ajamu Coleman, with Nigerian roots, united two worlds-leading to Sept. 1, 1996, when a star was born. Zendaya's parents were strong educators in the inner city who did not shy away from educating their daughter with unwavering guidance and support, creating the powerhouse we see today. Fortunately, the village it takes to raise a child engulfed Zendaya into a modern-day civil rights movement. While growing up in her father's childhood home where Black Panthers gathered, she recalls her aunts' fearless contribution to the Black Panther Party, determined to dismantle systemic racism.

Despite her dual heritage, Zendaya remained conscious of her Blackness, showcasing the lion-hearted, ineradicable pursuit of equality entrenched in her bloodline. However, this trailblazer created a path of her own, after her early introduction to theater classes at Cal Shakes, as she accompanied her mother who took a managerial summer job to make ends meet.

Unknowingly, a once shy and timid 7-year-old Zendaya, who had to repeat kindergarten due to

Zendaya arrives at the 54th Annual NAACP Image Awards at Pasadena Civic Auditorium on Feb. 25, 2023 in Pasadena, California. her extreme introversion, finally came out of her shell thanks to her exposure to the performing arts.

Starting from small beginnings, with her first non-speaking role as a silkworm in her elementary school play, "James and the Giant Peach," Zendaya is credited with taking home over 36 awards and 94 nominations, earning her the title of one of *Time's* 100 Most Influential People of 2022. From zero lines to leading roles, she is now one of the highest-paid Black actresses in the entertainment industry. After two successful seasons as the executive producer and main character in *Euphoria*, Zendaya renegotiated her contract, earning a massive \$1 million per episode.

"I grew up watching *That's So Raven* and *Lizzie McGuire* and I said to myself that I could do that one day, and here I am. This is a dream come true, and I am just ecstatic to be here living out my childhood dreams," she shared.

From Acting to Activism

"I am Hollywood's, I guess you could say, acceptable version of a Black girl, and that has to change. We're vastly too beautiful and too interesting for me to be just the only representation of that," said Zendaya.

Despite her enormous success, her awareness of the realities many face remains. The once-silent Zendaya is no longer silenced by the oppressive hands of institutionalized racism and the added challenges of colorism in Hollywood. As she acknowledges her privilege, she continues to advocate for women of color without self-degradation. "As a Black woman, as a light-skinned Black woman, it's important that I say—listen, I can use my privilege, my platform, to show you how much beauty there is in the African American community."

The struggles of a bi-racial American, surrounded by the advantages and disadvantages of racial ambiguity, create an immense racial divide. As a minority within a minority, Zendaya had to overcome unique obstacles, adding to her vulnerability to culture wars within her own community. As a beneficiary and victim of colorism, her desire to dismantle anti-Black, Eurocentric beauty standards guided her decisions to reject opportunities that further perpetuate "beautyism" and gender bias.

A Comeback on Her Terms

After the success of *Shake It Up*, Zendaya decided it was time for a comeback, but this time, on her terms. "A big reason why I wanted to come back to Disney is because I saw a lack of diversity on the channel. To see a Black family, to see a young girl with these adorable Afro puffs...little things like that are so important," she said during an interview with *Marie Claire*.



Zendaya attends the HBO/HBO Max Emmy Nominees Reception at San Vicente Bungalows on Sept. 12, 2022 in West Hollywood, California.



Zendaya attends the Louis Vuitton Menswear Spring/Summer 2024 show as part of Paris Fashion Week on June 20, 2023 in Paris. France.



Zendaya performs with Labrinth at the Mojave Tent during the 2023 Coachella Valley Music and Arts Festival on April 22, 2023 in Indio, California.

<image>

(L-R) Maude Apatow, Hunter Schafer, Sydney Sweeney and Zendaya attend *Euphoria* FYC at Paramount Theatre on Dec. 18, 2022 in Los Angeles.



Val Chmerkovskiy and Zendaya perform during the 2013 Radio Disney Music Awards at the Nokia Theatre L.A. Live on April 27, 2013 in Los Angeles.



(L-R) Benedict Wong, Benedict Cumberbatch, Jacob Batalon, Marisa Tomei, Zendaya and Tom Holland attend the Sony Pictures' *Spider-Man: No Way Home* premiere on Dec. 13, 2021 in Los Angeles.

Ready to break the rules, Zendaya used her platform, demanding access for underrepresented groups while challenging the dated narrative that inaccurately mirrored society.

For her, it was time for Black girls to see a reflection of themselves behind the screen with stories centered around the Black family. At just 16 years young, her meeting with the heads of Disney would become one of the most pivotal moments of her career, setting the trajectory of what was yet to come.

"I think any of us who have ever been in meetings or been in the rooms, you can see it every day; you feel like you are the only person there who looks like you. In my opinion, it's not a lack of talent; it's a lack of opportunity," she continued at BeautyCon.

The vibrant and unapologetic actress presented a list of requirements before signing on for the 2015 Disney sitcom *K.C. Undercover*. To start, Zendaya was ready to produce while orchestrating a character that resembled a girl who no longer played into the age of patriarchy. She will not sing, she will not dance and she will not be intrinsically artistic; instead, her character will magnify the mental and physical strengths of girls around the globe. "There are other things that a girl can be," she said while recalling her experience during an interview with *Vogue*. "I want her to be martial arts–trained. I want her to be able to do everything that a guy can do."

Owning Her Power

Zendaya learned early on that sitting on the sidelines in the face of adversity was not an option. Her parents ingrained in her the importance of lending a helping hand and throwing down the ladder if someone is in need.

Despite her countless acts of activism comparable to the pioneers of our generation, the 2016 *Glamour* Woman of The Year refuses to wear the title. "I have always hesitated to use the word 'activist' for myself. That is a lifestyle. That is a choice every day to be doing the work and devoting your life to a cause. And I don't feel I am deserving of the title... I'm an actress, but I'm also just a person who has a heart and wants to do the right thing," she said during a conversation with Patrisse Cullors, the co-founder of Black Lives Matter.

Determined to solidify an inclusive world, Zendaya is paving the way for Black talent in the entertainment industry, blazing through with an all-Black cast for New York Fashion Week and an all-Black team of stylists, photographers and makeup artists for her feature with *InStyle*. These iconic moments earned Zendaya the 2020 Green Carpet Fashion Visionary Award, making it clear that we are here and we are now.

This timeless treasure continues to captivate



(L-R) Director Denis Villeneuve and actors Zendaya and Timothée Chalamet laugh onstage as they promote their upcoming film *Dune: Part Two* during CinemaCon at The Colosseum at Caesars Palace on April 25, 2023 in Las Vegas, Nevada.



Alessandro Onorato, Priyanka Chopra Jonas, Mayor of Rome Roberto Gualtieri, Jean-Christophe Babin and Zendaya attend the Bulgari Hotel Roma opening event at Bulgari Hotel Rome on June 8, 2023 in Rome, Italy.

multiple generations for her generosity and dedication beyond the Hollywood glitz and glam. Her collaboration with various organizations, in hopes of combating social issues, amplifies the cries of the oppressed.

Zendaya is recognized by many names, from the politically aware MJ in *Spider-Man: Homecoming* and a fearless warrior named Chani in *Dune* to the tenacious Tashi in the upcoming film *Challenger*. It's no secret that every character harnessed a part of her, allowing her to authentically play each role in ways no one else could.

Showcasing her range through her exceptional acting skills radiates from the depths of her lived experiences while owning the strength of a Black girl who knows her power. "A lot of people don't realize their power," she says. "I have so many friends who say yes to everything or feel like they can't stand up for themselves in a situation...no, you *have* the power."



Zendaya and Law Roach arrive for the 2019 Met Gala at the Metropolitan Museum of Art on May 6, 2019, in New York.

Zendaya celebrates the unveiling of two new figures of herself with her parents at Madame Tussauds San Francisco on Nov. 21, 2015 in San Francisco.



Zendaya poses with the Star of the Year Award during the CinemaCon Big Screen Achievement Awards at The Colosseum at Caesars Palace on April 27, 2023 in Las Vegas, Nevada.

Dr. Jill Biden to Head White House-Led Initiative on Women's Health

By Natalie Rodgers

omen's health has been understudied, underrepresented and underfunded for decades. This not only leads to a lack of understanding, research and expertise on women's health, but directly contributes to the misdiagnoses and mistreatment of women facing different health conditions.

For half of the population, it can be a challenge to go through any kind of health struggle, but a new initiative from the White House is seeking to change this.

For the first time in our country's history, the United States will have an initiative specifically dedicated to women's health research. Headed by First Lady Dr. Jill Biden and Dr. Carolyn Mazure, a leader in the field of women's health research, the program will galvanize government and private entities to pinpoint the biggest concerns in women's health and make a plan to fund important research, educate medical professionals and overall improve the sector.

"Every woman I know has a story about leaving her doctor's office with more questions than answers. Not because our doctors are withholding information, but because there's just not enough research yet on how to best manage and even treat common women's health conditions," Dr. Biden said in an official statement from the White House. "Our new White House Initiative on Women's Health Research will help change that by identifying bold solutions to uncover the answers that every woman and her family deserves."

Following the announcement of this initiative in mid-November, President Biden assembled members from federal agencies such as the U.S. Departments of Health and Human Services, Defense and Veterans Affairs to form a board-like group that advises on concrete action that should be taken surrounding women's health. This discussion includes



Doctor Jennifer Van Eyk (L) explains lab studies to First Lady Jill Biden during a tour of the Van Eyk lab at Cedars-Sinai Medical Center in Los Angeles on Dec. 8, 2023. The First Lady is visiting the research labs at the Barbara Streisand Women's Heart Center as part of the White House's new Women's Health Initiative.



President Biden signs a Presidential Memorandum establishing the first-ever White House Initiative on Women's Health Research in Washington, D.C. on Nov. 13, 2023. Also pictured (L-R) are First Lady Jill Biden, Deputy Director of the Office of Management and Budget Shalanda Young, Director of the White House Gender Policy Council Jen Klein and Maria Shriver, founder of the Women's Alzheimer's Movement.

how research should be conducted and improved, the best ways to maximize funding towards the endeavor and what improvements can be made to how health disparities and inequities are addressed.

The conversation lasted for 45

days and while the specifics of the discussion were unknown, the White House previously stated that health concerns such as cardiovascular disease, rheumatoid arthritis, endometriosis, Alzheimer's, menopause and reproductive health care will also receive priority attention through the initiative's goals. Research funding that is currently being distributed for women's health is also hopeful to change.

Additionally, the group will seek out partnerships with the private sector and philanthropic leaders to further assess the needs and solutions for women's health, as well as drive innovation, increase funding and awareness and strengthen the initiative's mission.

In a discussion with *Fortune Well*, well-known women's health advocate Maria Shriver was one of the many who spoke highly of the initiative and sees its presence as a beacon of hope for change.

"For decades, we've been asking for equity when it comes to investing in women's health research," Shriver stated during her interview. "It's a big day for every woman in this country, no matter her age, her political affiliation, her religious identity or ethnicity. This is a historic moment for women and their families and their health care providers."





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Mark your calendar: August 5-9, 2024 WIFLE Foundation Annual Leadership Training Details: WIFLEFoundation.org Registration opens February 2024



TAPIA CONFERENCE *Celebration of Diversity In Computing*



Association for Computing Machinery



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\$93 Million in Grants to Support Diverse Colleges & Universities

The U.S. Department of Education has announced a \$93 million grant that will be distributed among 20 colleges and universities. These grants will be specifically geared towards Historically Black Colleges and Universities (HBCUs), Tribally Controlled Colleges and Universities (TCCUs) and Minority-Serving Institutions (MSIs) to support research and development and to improve completion rates for underserved students.

The grants are being provided under the Research and Development Infrastructure (RDI) program and the Postsecondary Student Success Grant (PSSG) program. The RDI program provides funds to HBCUs, TCCUs and MSIs to transform their research infrastructure through strengthening their research productivity, faculty expertise, physical infrastructure and partnerships leading to increases in external funding. The PSSG program aims to equitably improve postsecondary student outcomes, including retention, transfer, credit accumulation and completion, by leveraging data and implementing, scaling and rigorously evaluating evidence-based approaches.

These grants build on more than \$25 billion in funding to HBCUs, MSIs and TCCUs through the Department in the last four years. Specifically, \$7.3 billion in cumulative investments in HBCUs, \$474.5 million for TCCUs and \$18.1 billion for MSIs.

"The Biden-Harris Administration recognizes the urgency of this moment in higher education and that creating opportunities for students of color and other underserved students to succeed in today's most cutting-edge fields has never mattered more," said U.S. Secretary of Education Miguel Cardona. "These grant awards will help many of our nation's most inclusive and diverse colleges and universities expand their capacity to drive research and innovation, and propel more students to graduation day and fulThese grants build on more than \$25 billion in funding to HBCUs, MSIs and TCCUs through the Department in the last four years:

\$7.3 billion for HBCUs \$474.5 million for TCCUs \$18.1 billion for MSIs.

filling careers. This is how we raise

attainment in this country and close equity gaps in higher education that

the bar for college excellence and

have no place in the 21st century."

awarded to five HBCUs, two

Institution (AANAPISI).

RDI program grants are being

TCCUs, three HSIs and a dual HSI

American Pacific Islander-Serving

will support institutions in increas-

ing their level of research activity

Classification designations to move

from the Doctoral and Professional

Universities (D/PU) classification

toward the Doctoral Universities

with High Research Activity (R2)

classification. It also will increase

their R2 classification toward the

Doctoral Universities with Very

For TCCUs, the funds will

support an increase in research

opportunities, faculty develop-

ment, research development and

infrastructure, including physical

infrastructure and human capital

activities, undergraduate research

High Research Activity (R1)

category.

in alignment with the Carnegie

For HBCUs and MSIs, the grant

and Asian American and Native

development. Because of their central role in educating underserved students, including students of color, it is important for HBCUs, TCCUs and MSIs to excel in research activity that can impact funding, faculty and student recruitment, student research opportunities and promote diversity in graduate students and faculty at an institution.

Nine institutions are receiving grants through the PSSG to fund evidence-based strategies that result in improved outcomes for underserved students. The funding is being awarded to six grantees that are in the early phase and three grantees in the mid-phase/expansion phase, based upon the amount of existing research validating their effectiveness in improving student postsecondary education outcomes.

The RDI program grantees are:

- Hampton University (Virginia)
- Southern University and A&M College (Louisiana)
- University of Maryland Eastern Shore (Maryland)
- Texas Southern University (Texas)
- Tennessee State University (Tennessee)

- United Tribes Technical College (North Dakota)
- Blackfeet Community College (Montana)
- City College of New York (New York)
- The University of Texas-Rio Grande Valley (Texas)
- California State University, Fullerton (California)
- Roosevelt University (Illinois)
- The PSSG program grantees are:
- The University System of Maryland (Maryland)
- Long Beach City College (California)
- Saint Peter's University (New Jersey)
- California State University, Fullerton (California)
- Tulsa Community College (Oklahoma)
- University of California, Berkeley (California)
- City College of New York (New York)
- Colorado State University System (Colorado)
- Georgia State University (Georgia)

Source: U.S. Department of Education

Heart Attack Symptoms & How They Differ for Women

e all know how important hearth health is. According to the Centers for Disease Control and Prevention (CDC), heart disease is the leading cause of death across genders and many racial and ethnic groups, with someone experiencing a heart attack every 40 seconds.

But even after years of research on the diagnoses and treatments of heart attacks, many people still don't know that the symptoms of a heart attack in women often differ from those that males face. Here's what you need to know:

The Difference in Symptoms

In movies and television shows, we often see heart attacks portrayed as being sudden and obvious. While this is something that can happen to anyone regardless of gender, men are more likely to experience chest pain or discomfort and other more obvious symptoms then women are. In fact, women are more likely to experience more uncommon symptoms, such as pain in the jaw or back, nausea, fatigue and shortness of breath. Women are also more likely to have "silent" heart attacks, in which heart damage is done but the person having the attack has few and/or mild symptoms.

A more comprehensive list of heart attack symptoms in women include:

 Pain in the back, jaw, neck, throat, arm or shoulder may not be able to sense their pain as strongly, and in women under the age of 65 who aren't expecting a complication like this to happen.

Seeking Treatment

Knowing these symptoms, no matter how severe, is critical for your heart health. If you or someone you know is experiencing a heart attack, call 911 right away and try

Heart disease is the leading cause of death across genders and many racial and ethnic groups, with someone experiencing a heart attack every 40 seconds.

Centers for Disease Control and Prevention (CDC)

- Nausea and vomiting
- Shortness of breath
- Extreme fatigue
- Heartburn or indigestion
- Anxiety

Because of the mildness of these symptoms, women are less likely to seek medical attention when experiencing a heart attack, increasing their risk of further heart complications. This is especially true for women with diabetes, who to get to the hospital as soon as you can. The person experiencing the heart attack should not drive under any circumstance. If you are able, let an ambulance come and pick you up in case you need to receive treatment in transit or before you can reach a hospital. The sooner you can receive treatment, the more likely you are to make a full recovery from an attack.

Prevention

Keeping a healthy lifestyle and understanding the symptoms are two of the best things you can do to prevent heart disease and heart attacks. Like most other diagnoses, heart attacks can be avoided or postponed by eating a healthy diet, frequently exercising and limiting your intake of alcohol and nicotine. It's also important, especially for women, to adhere to the following:

- Get at least seven hours of sleep every night.
- Schedule a yearly checkup so any signs of incoming illness can be detected and prevented early.
- Find ways to manage your stress levels and to de-stress.
- Stay on top of any other health conditions you have been diagnosed with (diabetes, high blood pressure, etc.).
- Don't forget to take any medication that you are currently being prescribed.
 Knowing and practicing all of the

above can help save you and/or the women in your life.

The Women of F1 2024

t the end of 2022, Formula1 Racing announced that it would be opening the F1 Academy in an attempt to inspire and train women interested in joining the field. A little over a year later, F1 will be showcasing some of the academy's best students through the Formula 4-spec series—an all-women race. Though none of them are the first women to drive in F1, their presence is long overdue. Without further ado, meet the women who will be racing in F1 in the 2024 season:

ART Grand Prix: Bianca Bustamante

Having just turned 18 this year, Filipina racer Bianca Bustamante was the first to be announced in the 2024 season. She is signed with the McLaren Driver Development Program—the first woman to ever sign with the company—and will compete in the ART Grand Prix. But despite her "firsts" in many areas, Bustamante is a veteran to racing. She's competed in the W series, Formula 4 UAE Championship and during the F1 Academy's 2023 season, where she finished seventh in the championship standings. Bustamante is one of the most influential female drivers in the world, amassing a large social media following.

Prema Racing: Tina Hausmann Though 2024 marks her debut,

Though 2024 marks her debut, 17-year-old Tina Hausmann is far from a stranger to the world of racing. Hailing from Switzerland, Hausmann has been racing competitively since she was 13 years old. She has competed for AKM Motorsport in the Italian F4 Championship, the Euro 4 Championship and the Formula Winter Series. As part of her F1 career, Hausmann will be driving for Prema Racing, a motorsport team from Italy, and will be representing Aston Martin.

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Prema Racing: Doriane Pin

Joining Hausmann for Prema Racing, French driver Doriane Pin is the most recently announced driver for the 2024 competition. At 20 years old, Pin already has quite the resume under her belt. She's raced competitively since 2016 and has driven in five different series since 2020, including the 2022 Ferrari Challenge Europe where she placed first. Pin will be backed by Mercedes as she enters an F1 race for the very first time.

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Rodin Motorsport: Abbi Pulling

ERIC ALONSO - FORMULA 1/FORMULA 1 VIA GETTY IMAGES

A fan favorite and frontrunner in the 2023 F1 series, Abbi Pulling will be racing on behalf of Rodin Carlin in this year's races. At nearly 21 years old, the British driver began racing at eight years old on a competitive level. She was the Super 1 National Junior TKM Championship winner in 2017 and 2018 and has accumulated many high-ranking finishes ever since. Last year, Pulling starred in the W series and placed fifth in the championship without a race win. Her teammates for F1 have yet to be announced at the time of writing.



ART Grand Prix: Lia Block

The only driver to be announced from America, 17-year-old Lia Block will be competing for ART Grand Prix in the 2024 season. Having raced in several professional series since 2021, Block is best known for her first-place win at the 2023 American Rally Association-O2WD, where she became the youngest champion in the race's history. She is a current member of the Williams Driver Academy and will be making her F1 debut this year. Block is also the daughter of Ken Block, a professional rally driver with the Hoonigan Racing Division.



Campos Racing: Carrie Schreiner

The only driver to be announced with Campos Racing at the time of writing, German driver Carrie Schreiner is the most experienced F1 academy driver in the 2024 season. At 25 years old, Schreiner has raced in several professional races, taking first at the 2018 Lamborghini Super Trofeo Middle East and the DMV Gran Turismo Touring Car Cup. Schreiner is also a regular competitor at the Nürburgring Endurance Series, where she placed third in 2020. She finished 11th in the 2023 competition on behalf of ART Grand Prix.

Although there are still a few more drivers to be announced, the 2024 F1 series is hopeful to increase gender diversity in racing and elevate drivers that will continue to compete in more prestigious competitions.

Get Ready for the 2024 WBENC Conference: What is the True Meaning of AMPLIFY?

et ready to be swept off your feet by the 2024 WBENC National Conference, the largest event of its kind for women-owned businesses, where we're cranking up the energy with our empowering theme, AMPLIFY!

Here we share inspiration and insight into the meaning of AMPLIFY. We also encourage you to visit our Conference website, where our co-chairs and the WBE Host Committee have shared some of their insights into what AMPLIFY means to them.

WBENC introduces AMPLIFY as its core theme for the National Conference, a vibrant and empowering call to action that resonates deeply with entrepreneurial women in business.

But what does AMPLIFY truly mean in this context?

Elevating Women in Business

The AMPLIFY theme for 2024 is fundamentally about enhancing the presence and impact of women in the business realm. This mission extends beyond a mere theme; it is a commitment to elevate the voices of



(From left) WBENC CEO Pamela Prince-Eason. Host Committee WBE Kathleen Hunt, Women's **Business** Council Southwest President Bliss Coulter and WBENC Board Chair Nedra Dickson celebrate (center) 2023 WBE Star Chanel Davis of Davis, Davis and Harmon IIC.

female entrepreneurs; acknowledging and addressing the challenges they may face.

AMPLIFY focuses on the practical aspects of elevating women in business, such as creating robust networks for support and collaboration, and offering targeted educational programs to equip them with essential skills in order to succeed. It emphasizes the value of diversity and inclusion in supply chains, urging corporations and government entities to engage with women-owned businesses.

This approach also promotes economic growth and innovation across industries. Celebrating the successes of women in business further serves as a source of inspiration, showcas-

business landscape and society. A Collective Call to Action

ing their achievements as a beacon

In essence, AMPLIFY is about

women's business achievements are

not just recognized but are pivotal in

driving transformative change in the

for future generations of female

creating an ecosystem where

entrepreneurs.

"A Collective Call to Action" under the AMPLIFY theme represents a powerful, unified movement that transcends individual efforts, bringing together a diverse group of stakeholders in the world of business. This rallying cry for unity and collaboration is an invitation to women entrepreneurs, corporate advocates and members of the broader WBENC network to band together in a concerted effort to reshape the business landscape.

The essence of this call to action lies in creating a synergistic environment where the collective wisdom, experiences and achievements of women in business are not just showcased, but actively utilized to drive change and progress.



The Women's Enterprise Forum gathers to discuss critical topics for WBE growth and development and how the Forum engages and supports that growth. Pictured: Forum 2nd Vice Chair Kelly Kolar of Kolar Design leads a table discussion.



Women-owned in retail title sponsor Target hosts a panel on "Building Your Ecosystem."



Pinnacle Group CEO Nina Vaca and WBENC Chief Operating Officer Jill Sasso announce and celebrate the creation of the Women of Color Hispanic and Latina Community Resource Group, now called Women of Color UNIDAS.

By sharing stories and expertise, women entrepreneurs and their allies can learn from each other's journeys, drawing lessons and inspiration. This sharing isn't limited to celebrating triumphs; it also involves openly discussing challenges, setbacks and strategies for overcoming them.

Such dialogues are vital for fostering a sense of community and belonging, helping to provide a broad range of opportunities, from providing guidance, offering valuable insights and inspiring ideas to informal mentoring, partnership investment and market expansion. For women entrepreneurs, especially those leading smaller or emerging businesses, this can mean access to resources and guidance that might otherwise be out of reach. This scenario reinforces the idea that the sky is not the limit but just the beginning for WBEs, offering a realm of possibilities that stretches far beyond conventional boundaries. For advocates in larger corporations, it offers a chance to contribute to meaningful change, helping to nurture an inclusive and equitable business environment. This approach not only opens new horizons for women entrepreneurs and their advocates but also shapes a dynamic and diverse business landscape.

A History of Impact

Since its inception, WBENC has played a pivotal role in amplifying the impact of women in the business arena. This journey of empowerment and growth, deeply embedded in the WBENC ethos, has been marked by a series of strategic initiatives and programs aimed at nurturing the potential of women entrepreneurs.

At the core of the WBENC mission is the creation of an environment conducive to the flourishing of women-owned businesses. This has been achieved through a multifaceted approach that includes programs focused on guidance, insights and inspiration, where seasoned businesswomen share their expertise and wisdom with emerging entrepreneurs. Such programs have been instrumental in bridging the gap between experience and innovation, providing women with the guidance and support needed to navigate the complex business landscape.

The AMPLIFY theme at the 2024 WBENC National Conference is a continuation and celebration of this enduring legacy. It encapsulates the commitment to not just supporting women in business but actively elevating their status and impact. AMPLIFY serves as a powerful reminder of the progress made and

BEREAL COMPANY

AND

the potential that lies ahead. It's a testament to the ongoing dedication of empowering women entrepreneurs, encouraging them to aim higher and achieve greater, thus continually elevating women-owned businesses to new heights of success and influence.

Join us in Denver, Colorado for the 2024 WBENC National Con-

ference, taking place March 19-22, 2024 at the Gaylord Rockies Resort & Convention Center. WBENC, along with our 2024 National Conference co-chairs, are set to amplify voices, unearth groundbreaking best practices, stay at the forefront of industry trends and commemorate the achievements of our outstanding WBEs and corporate members!



WBENC Board Chair Nedra Dickson hugs Destiny Wesley, founder of MeasureMe and first place winner of the 2023 Collegiate Accelerator Pitch Competition.

Partners

The Arc Builds Community Ties & Charts Path Ahead

The future of disability rights took center stage in New Orleans in November as The Arc gathered its mighty nationwide community for three days of visionary learning, sharing and connecting. Over 835 empowered attendees joined us—including people with intellectual and developmental disabilities (IDD), their family members, service providers and advocates.

Attendees received practical insights across 75+ sessions tackling critical issues they face daily, such as finding meaningful employment, getting a quality education, improving the criminal justice system, building leadership skills, strengthening grassroots advocacy and much more. Presenters like Chris Ulmer of Special Books by Special Kids deeply inspired attendees with his messages of "assuming capability" and leveraging positivity to build relationships and bring out the best in people with IDD.

But the event's true success lies in uniting The Arc's far-reaching network of passionate changemakers. Together with the broader disability rights community, we are an unstoppable force for equity and justice. From New York and Nebraska to Nevada, The Arc's 600+ state and local chapters don't operate in isolation. Our on-the-ground advocates are part of an interconnected movement fighting alongside people with disabilities and their loved ones to transform society. We left New Orleans with new tools, lifelong connections and insights into the challenges ahead. The Arc's national convention drives progress across our country-but our work is far from over.

We hope you'll join us in the fall of 2024 for our next convention as we come together in Columbus, Ohio with a renewed purpose. Because we know that only by linking arms can we build a more inclusive, just society. Visit thearc.org for more information.

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1: A person with a disability and his support person pose for a picture.

2: Attendees clapping and smiling during a presentation.

3: Attendees pose for a photo at the photo booth.

4: Chris Ulmer gives a keynote presentation on the power of acceptance and positivity.

5: Self-advocates pose with posters sharing what they advocate for.

6: Attendees pose for a photo with keynote speaker Chris Ulmer.

March

San Diego Festival of Science & Engineering

March 2 San Diego, CA usasciencefestival.org

UNIDOS Changemakers Summit March 4-6 Washington, D.C.

unidosus.org

Diversity, Equity and Inclusion Conference

March 5-6 Atlanta, GA conference-board.org/conferences

NAACP Image Awards

March 6 Los Angeles, CA naacp.org

The Business Show 2024

March 6-7 Miami, FL thebusinessshowus.com

NOBLE 2024 William R. Bracey Symposium March 7-9 Atlanta, GA noblenational.org

SHPE - Regional Leadership Development

Conferences March 7-9 Costa Mesa, CA & Indianapolis, IN shpe.org

Prospanica Leadership Summit

March 7-9 Dallas, TX prospanica.org

Out Women in Business (ROMBA) March 8 Los Angeles, CA reachingoutmba.org

HACR Latina Empow(h)er Summit

March 11-13 Dallas, TX hacr.org

SHPE - Regional Leadership Development Conferences

March 14-16 San Antonio, TX shpe.org

Abilities Expo

March 15-17 Los Angeles, CA abilities.com

SATELLITE 2024 Conference & Exhibition

March 18-21 Washington, D.C. satshow.com

CSUN

Virtual Event March 18-22 Anaheim, CA csun.edu

2024 Annual Employee Health Care Conference - San Diego March 19-20

San Diego, CA conference-board.org

WBENC

March 19-22 Denver, CO wbenc.org

Veteran EDGE

March 20-22 Addison, TX ivmf.syracuse.edu

NSBE 50 Convention

March 20-24 Atlanta, GA nsbe.org

City Career Fair

Diversity Employment Day Multiple Events See Calendar citycareerfair.com

NCRF Black College Expo

Virtual Event Multiple Events See Calendar thecollegeexpo.org

NVTSI REBOOT

Virtual Workshop Multiple Events See Calendar nvtsi.org

Hire GI

Multiple Events See Calendar hiregi.com

From Day One Forum

Multiple Events See Calendar fromdayone.co

Small Business Expo

Multiple Events See Calendar thesmallbusinessexpo.com

April

NFBPA Convention April 3-7

Baltimore, MD nfbpa.org

SHPE - Regional Leadership Development

Conferences April 4-6 Miami, FL shpe.org

CSAVR 2023 Spring Conference

April 6-10 Bethesda, MD csavr.org

The ARC Disability Policy Seminar

April 8-10 Washington, D.C. thearc.org

HACU Annual Capital Forum

April 9-10 Washington, D.C. hacu.net

Employing U.S. Vets Conference

April 11 New York, NY employingusvets.com

WiCyS

April 11-13 Nashville, TN wicys.org

ASHHRA Conference

April 14-16 Fort Worth, TX ashhra.org

NAVUB Conference

April 15-19 Reno, NV navub.org

SHRM Talent Conference & Expo 2024

April 16-17 Las Vegas, NV shrm.org

2024 Annual Employee Health Care Conference - New York April 16-17

New York, NY conference-board.org

GLAAACC Economics Dinner

April 19 Los Angeles, CA glaaacc.org

MANRRS - 38th Annual Training Conference & Career Expo

April 20-24 Chicago, IL manrrs.org

USHCC Legislative Summit April 22-24 Washington, D.C. ushcclegislative.com

Women In Tech Global Conference

Hybrid Event April 23-25 womentech.net

NAWLEE 28th Annual Conference

April 23-26 Las Vegas, NV nawlee.org

ABRCMS Spring Symposium

Virtual Event April 24 abrcms.org

Express Connect (East Coast)

April 25 Boston, MA vibnetwork.org

HACE Leadership Summit

April 25-26 Chicago, IL haceonline.org

Women Veterans Engagement Conference

April 27 Online & In-Person womenveteransengage.com

Diversity Alliance for Science – East Coast

Conference April 30 – May 2 Newark, NJ diversityallianceforscience.com

From Day One Forum

Virtual Event Multiple Events See Calendar fromdayone.co

City Career Fair

Diversity Employment Day Multiple Events See Calendar citycareerfair.com

Small Business Expo

Multiple Events See Calendar thesmallbusinessexpo.com

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NCRF Black College Expo

Virtual Event Multiple Events See Calendar thecollegeexpo.org

NVTSI REBOOT

Virtual Workshop Multiple Events See Calendar nvtsi.org

May

Military Mojo May 2-3 San Antonio, TX militarymojo.org

Abilities Expo

May 2-4 New York, NY abilities.com

NCOA Conference

May 6-8 Arlington, VA ncoa.org

SAME's Joint Engineering Training Conference & Expo (JETC)

May 14-16 Orlando, FL samejetc.org

NMSDC Minority Business Economics

Forum May 14-16 Seattle, WA nmsdc.org

NAWBO Women's Business Conference

May 15-16 Sacramento, CA nawbo.org

WPO National Conference

May 15-17 Colorado Springs, CO women-presidents.com

NVSBC Conference - Vets 24

May 20-23 Orlando, FL nvsbc.org

LA Fleet Week

May 22-27 Port of LA, CA lafleetweek.com

City Career Fair

Diversity Employment Day Multiple Events See Calendar citycareerfair.com

Small Business Expo

Multiple Events See Calendar thesmallbusinessexpo.com

From Day One Forum

Multiple Events See Calendar fromdayone.co

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Multiple Events See Calendar hiregi.com

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Learn more at www.ups.com/supplierdiversity



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It's why we believe in empowering women-owned businesses with tools and resources to succeed within our Supplier Diversity Program.

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From our supplier workshops and scholarships, to business development opportunities and our Champions Initiative, American Family is proud to actively build innovative and equitable collaborations with women-owned businesses like yours.

Our primary focus is to drive the economic impact necessary to champion dreams and opportunities across all communities so that everyone can rise.

AMERICAN FAMILY'S SUPPLIER DIVERSITY PROGRAM IS GROWING QUICKLY. WE'D LOVE TO LEARN MORE ABOUT YOUR WOMAN-OWNED BUSINESS.

TO VIEW OUR 2023 ECONOMIC IMPACT REPORT AND SUPPLIER DIVERSITY VIDEO, PLEASE VISIT AMFAM.COM/SUPPLIERDIVERSITY



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ENCOURAGING & INSPIRING WOMEN.

At PENN, we are proud to have a culture that fosters diversity and inclusion, and our female leadership is vital to this. Trailblazers in their fields, women at PENN bring valuable perspectives and ideas.

To further support and empower our female community, we created PENN Women, a group dedicated to promoting the advancement of women at PENN and beyond. PENN Women provides networking opportunities, mentorship, professional development, and a supportive community for women to connect and thrive.

Every day, we celebrate the incredible women who make PENN a dynamic and innovative place to work and learn. If you're looking for a company that grows with you, apply now!





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