



At the Table:
**Women's
Resource
Guide**

Change the Conversation

Executive Alliance is changing the conversation about women in the workplace. We connect accomplished women on professional and personal levels to expand their impact and influence in the board room, the community, in leadership of businesses, civic organizations, and government. Executive Alliance's goal is to meet the

needs of women throughout their career. Through advocacy, education, and mentorship we take decisive action to ensure women have seats at the table. Executive Alliance accelerates the success and leadership of women in Maryland by enhancing their skills and broad networks.

I invite you to become involved in Executive Alliance as a

member, partner, mentee or as part of our community of interest. Join the conversation.



Angie Barnett,
Board Chair
Executive
Alliance

WOMEN IN THE ROOM & AT THE TABLE

Learn more at [executivealliance.org](https://www.executivealliance.org)



Membership

Executive women members from a range of sectors including non-profits, media, law, real estate, consulting, coaching, marketing, banking and more. **Learn more at [executivealliance.org/membership](https://www.executivealliance.org/membership)**

Signature Events

October 11 - Women of Excellence, with Jackie Ininger keynote, sparking brilliance in teams with the science of positivity.

March 2023 - Honor Roll, celebrating Maryland organizations that promote women in top leadership roles. Applications open for Honor Roll 10/12 at www.executivealliance.org



Membership is open to senior-level executives (all are welcome) who support the goals and initiatives of Executive Alliance. **Learn more at [executivealliance.org/membership](https://www.executivealliance.org/membership).**

Effective Impact Mentoring Program

Are you ready to take your career to the next level? This highly-acclaimed, competitive, year-long program provides individual mentoring and professional workshops to help women at the mid-level of their careers achieve their goals. Deadline is May 15 for a July 2023 start. **Learn more at www.executivealliance.org/programs/mentorship**

Annual Census Report of Women Board Directors

Executive Alliance has measured the number of women in the C-suites and board rooms of Maryland companies since 2007. Read our latest Census Report, included in our Honor Roll publication at <https://bit.ly/HonorRollAwards2022>

Education

From the Green Bag initiative to programs focusing on becoming more board ready to professional development sessions, Executive Alliance strives to help women move forward.

Board Matching Program

Executive Alliance connects organizations with a talented pool of women professionals interested in serving on corporate and nonprofit boards. We offer a straightforward process: simply fill out our Request for Board Candidates form and we will identify highly qualified members of Executive Alliance as candidates for consideration. Learn more at [executivealliance.org/programs/looking-for-board-members](https://www.executivealliance.org/programs/looking-for-board-members)



ERGs give a sense of community, help shift company culture

By Gina Gallucci, Special to Executive Alliance

Stephanie Baker, chief experience officer for Worldwide Assurance for Employees of Public Agencies (WAEPA), helped to start and now leads an Employee Resource Group (ERG) focusing on diversity, equity, inclusion and belonging program about a year and a half ago.

An ERG is a group of co-workers who join together in a workplace because they share characteristics or life experiences or they wish to be an ally. Mentoring for personal and professional development including learning leadership skills can also be another aspect to ERGs.

“The external culture is ever changing and so is the workforce,” she said. “I thought it was really important that the organization make sure that we meet our employees where they are. I think it is important for employees, when they show up to work, that they see somebody else that maybe looks like them or has maybe the same diverse train of thought. I thought that was important. ... (The group) has been a real great start for us and it has been received really well by the staff.”

The ERG has embarked on awareness training on topics such as different disability spectrums and non-binary identification for staff at multiple levels, provided resources

and even helped to craft the nonprofit’s diversity and inclusion policy. “I just think it is great to be able to provide that information so people are aware,” Baker said. But the work of the group will continue. “We can’t stop here. We have to continue to provide information to folks and solicit topics that people would like to know more about or are interested in that is not just tied to diversity, equity, and inclusion.”

A dozen years ago, Sasha Day was looking for ways to connect with women that were at a higher level in her company. Today, as chief growth officer for Aramark Collegiate Hospitality, she was part of the founding group and is a leader for the company’s women’s ERG. “Now I have such a passion for and a desire for really creating opportunities for more women in our workplace,” she said. “I think the ERG can really support that.”

Day is also a member of the company’s African American ERG as an ally. “Me being in the conversation helps me to understand more and to consider my impact and how I can help advance other affinity group goals,” she said. “I think when you get into the conversation, you just have a more educated and empathic point of view. You can

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Women's Resource Guide

Accounting & Financial Women's Alliance

Baltimore, MD | 443-738-9385

Accounting & Financial Women's Alliance

Cari White
afwa.org/baltimore

Ameris Bank

Various locations

Women in Banking

amerisbank.com/About/What-Guides-Us/Diversity-Inclusion/Employee-Resource-Groups

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

100 Light Street, 19th Floor,
Baltimore, MD 21202

Women's Initiative

Jennifer L. Curry
bakerdonelson.com
jcurry@bakerdonelson.com

Baltimore Gas & Electric

"NEW" Network of Exelon Women

Madison Kafer
madison.kafer@bge.com

Bank of America

410-547-4222

Leadership, Education, Advocacy & Development for Women (LEAD for Women)

Betzy Hepburn
Michelle Jones
betzy.hepburn@bofa.com
michelle.v.jones@bofa.com

Brown Advisory

901 S. Bond Street
Baltimore, MD 21231 | 410-537-5476

A Woman's View (external); Making HerStory (internal)

Dana Cooksey
brownadvisory.com/us/diversity-inclusion
dcooksey@brownadvisory.com

Emerge Maryland

PO Box 185,
Monrovia, MD 21770 | 301-788-1661

Emerge Maryland Candidate Training

Diane Fink
md.emergeamerica.org
contact@emergemaryland.org

Executive Alliance Effective Impact Mentoring Program

Effective Impact Mentoring Program

Rebecca Snyder
executivealliance.org/programs/mentorship
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Rebecca Snyder
executivealliance.org/programs/looking-for-board-members
info@executivealliance.org

First Energy

Multiple Locations

Women in Leadership Helping Women Grow Family Network

firstenergycorp.com/careers/diversity_inclusion/ebrg.html

Frederick County Chamber of Commerce

118 N. Market St. Suite 200,
Frederick, MD 21701 | 301-662-4164
S.H.E. Week

Jennifer Gerlock
frederickchamber.org/
sheweek2022.html
Jgerlock@frederickchamber.org

Girl Scouts of Central Maryland

4806 Sefton Dr.,
Baltimore, MD 21215 | 410-358-9711
Leadership Development for Girls

Violet M. Apple
gscm.org
vapple@gscm.org

Gordon Feinblatt LLC

233 East Redwood Street,
Baltimore, MD 21202 | 410-576-4065

Women's Alliance

Laura Johnson, Esq.
gfrlaw.com/womens-alliance-and-initiatives
ljohnson@gfrlaw.com

Harford County Commission for Women

Department of Community Services

125 N. Main Street,
Bel Air, MD 21014 | 410-638-4739

Harford County Commission for Women

harfordcountymd.gov/404/
Commission-for-Women

Greater Baltimore Committee

410-727-2820

The Baltimore Women's Advisory Board

Lisa Byrd
gbc.org/committee/bwomen
lisab@gbc.org

Johns Hopkins Carey Business School

Various Locations | 410-234-9363

The Academy for Women and Leadership

carey.jhu.edu
carey.exceed@jhu.edu

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Owings Mills, MD 21117 | 443-394-7211

Junior Achievement Women's Alliance

Mandy Snyder

juniorachievement.org/web/ja-centralmaryland/womens-alliance
msnyder@jamarlyland.org

Junior League of Baltimore

5902 York Road,
Baltimore, MD 21212 | 410-435-5521

Junior League of Baltimore

Brina Masi Eades, President

jlbalt.org
president@jlbalt.org

Kaiser Permanente

WE @ KP;
Women Empowered at Kaiser
Permanente

Biana H. Rey

kp.org
bianca.h.rey@kp.org

Kennedy Krieger Institute

707 N. Broadway,
Baltimore, MD 21205 | 443-923-4416

Women's Leadership Initiative

Maureen van Stone, Esq., MS
kennedykrieger.org

M&T Bank

1 Light Street, Baltimore, MD 21202

Women's Interest Network (WIN)

mtb.com/careers/diversity-inclusion/employee-resource-groups

Maryland Business Express — Small, Minority and Women Owned Businesses

301 W. Preston St.,
Baltimore, MD 21201 | 410-697-9600

Programs and Funding

businessexpress.maryland.gov/grow/minority-and-women-owned

Maryland Commission for Women

311 W. Saratoga St.,
Baltimore, MD 21201 | 1-800-332-6347

Commission programs include Maryland Women's Hall of Fame, the Maryland Young Women Leaders Awards as well as projects like the 2022 Maryland Women and the COVID-19 Crisis Report.

Chair Tawanda A. Bailey

dhs.maryland.gov/maryland-commission-women/

Maryland Women's Business Center

Various locations

Women's Business Leadership Program

marylandwbc.org

Merrill Lynch

11333 McCormick Rd, 3rd Fl,
Hunt Valley, MD 21031 | 410-527-7759

The Women's Exchange

Beth Terry

Miles & Stockbridge P.C.

100 Light Street,
Baltimore, MD 21202 | 410-385-3449

Women's Network

Michele Cohen

milesstockbridge.com
mcohen@milesstockbridge.com

Montgomery Women

P.O. Box 4023, Rockville, MD 20850

Montgomery Women

Notre Dame of Maryland University

4701 N. Charles Street,
Baltimore, MD 21210 | 410-532-5177

Women's Leadership Institute of
Baltimore

Maricka Oglesby

ndm.edu/about-us/institutes/women
moglesby@ndm.edu

PNC Bank

1 East Pratt Street, C3-C411-10-3,
Baltimore, MD 21076

Women Connect, Greater Maryland

Tracy DeCock

pnc.com

Salisbury University

1101 Camden Avenue,
Salisbury, MD | 410-543-6089

Women's Professional
Development Programs

Mary Angela Baker, Director
salisbury.edu/administration/president/cell/professional-development.aspx
mbaker@salisbury.edu

Severn Bank

Several locations

Advisory Board

Andrea Colender

severnbank.com
acolender@severnbank.com

Sodexo USA

9801 Washingtonian Blvd.
Gaithersburg, MD 20878

SoTogether:

The Advisory Board for Gender Equality

us.sodexo.com/corporate-responsibility/diversity-equity-and-inclusion/employee-communities.html

Stanley Black & Decker

701 E. Joppa Road,
Towson, MD 21286 | 443-220-1172

Women's Network

Audrey Van de Castle

stanleyblackanddecker.com/careers/our-inclusive-workforce

Stanton Chase

400 East Pratt Street,
Baltimore, MD 21286 | 410-528-8400

Women on Boards Recruitment

Lyn Cason

stantonchase.com
l.cason@stantonchase.com

TEDCO

7021 Columbia Gateway Drive,
Suite 200, Columbia, MD 21046

Women Entrepreneur Leadership
Programs

Tammi Thomas

tedcmd.com/women-programs
tthomas@tedco.md

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The Center Club

100 Light Street,
Baltimore MD 21202 | 410-727-7788

Viewpoints

Michelle Dase
centerclub.org
mdase@centerclub.org

Towson University

7400 York Road,
Towson, MD 21252 | 410-704-4577

Professional Leadership Program
for Women

towson.edu/campus/partnerships-
research/leadership/womens-
leadership
womensleadership@towson.edu

Tydings

1 East Pratt Street, Suite 901,
Baltimore, MD 21202

Women in Business

Diane D'Aiutolo
tydingslaw.com
ddaiutolo@tydingslaw.com

UHY LLP

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Columbia, MD 21046 | 410-423-4800

Women Invested in Success and
Excellence

Nancy Johnson
uhy-us.com/about-us/Women-
Invested-in-Success-and-Excellence

United Way of Central Maryland

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Baltimore, MD 21230 | 410-547-8000

Women United

uwcm.org/membership-groups/
women-united

ULI Baltimore

11 1/2 West Chase Street, 2nd Floor,
Baltimore, MD 21201

WLI-Women's Leadership Initiative

Lisa Norris
baltimore.uli.org/get-involved/
womens-leadership-initiative

Under Armour

1020 Hull Street, Baltimore, MD
21230

Women Inspiring, Leading & Living
(WILL) Employee Resource Group

Jessica Rice
about.underarmour.com
jrice@underarmour.com

University of Maryland Francis King Carey School of Law

500 W. Baltimore St.,
Baltimore, MD 21201-1786 | 410-
706-7714

Women, Leadership & Equality Program

law.umaryland.edu/Programs-
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Sparking a Change

By Gina Gallucci, Special to Executive Alliance

Author and Harvard Business Review Advisory Council member Jackie Insinger believes positive psychology is a necessary tool for the workplace.

“I think there is so much negativity inundating us everywhere,” she said. “There is so much stress and so much burnout. It feels often that we are swimming up stream and checking things off a list.”

Sure, the Forbes Coaches Council member knows each of us have had fulfilling moments and connections in recent times



but overall the world has been in a dark place for several years. Positive psychology, the scientific study of people flourishing and using an applied approach to optimal functioning, can be achieved by individuals willing to change their brain.

“The idea there is you get to control how you show up and how you show up impacts how everybody around you shows up,” Insinger said. “...As a leader, not only do you impact the layer below

Continued on page 12

A photograph of three women in an office setting. The woman on the left is wearing glasses and a dark top, holding a mug. The woman in the middle is looking towards the camera. The woman on the right is wearing a patterned top and smiling. The image is overlaid with a blue banner containing text and the USI logo.

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WAVE, Women Attorneys at Venable

Stacie E. Tobin

venable.com/about/diversity/wave

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Women of Walker & Dunlop

walkeranddunlop.com/power-people/diversity/employee-resource-groups/
Info@walkeranddunlop.com

Women's Law Center of Maryland

305 W. Chesapeake Ave. #201,
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Michelle Siri

wlcmd.org
Admin@wlcmd.org

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Grace Women's Network

grace.com

World Trade Center Institute

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Women Spanning the Global Leadership
Conference

Susan Aplin

wtci.org/wsglc
walter@wtci.org

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Executive Alliance's Honor Roll Award for Women's Representation is designed to recognize and celebrate companies that are creative and supportive in recruitment, development, support and advancement of women in the workplace and corporate boards. Each Honor Roll award winner has a unique opportunity to receive public recognition for workplace programs that promote equity, diversity and inclusion for women.

The Honor Roll award raises the bar for women's representation in the C-Suite and board room. To recognize Executive Alliance's 30th anniversary, Honor Roll companies must have AT LEAST 30% of their executive leadership AND 30% of their board of directors seats held by women.

Applications open till
Nov. 3 at executivealliance.com



Moving women forward.

Executive Alliance believes in women's leadership. The Effective Impact Mentoring Program is a transformational, year-long experience that provides individual guidance and professional skills to help mid-level women achieve their career goals. The cross-industry cohort meets monthly in structured half-day workshops with individualized mentoring focusing on the mentee. Our small class size (just 10-15 mid-level management women) means that no one gets lost in the crowd.

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Applications open for July 2023 start



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ERGs give a sense of community, help shift company culture

Continued from page 3

read about something but if you are in the conversation and interacting with people who have personal experience, it can really shift your perspective and for me, it certainly makes me think and consider different things in my decision making at work and how we recruit and the language we use.”

While each company or organization is different, Day notes women can play a role in changing their workplace’s culture or moving the needle in a more inclusive direction. Her company’s women’s ERG hosts an annual virtual symposium open to everyone in their workspace. “When we create the symposium topics, we are advancing topics that are really important to us and we are then advertising and marketing our symposium to our entire employee base,” she said. The messages and reinforcement of the topics might not have happened outside of the ERG’s work. “Elevating those stories, those communications, those topics for everybody can absolutely influence culture.”

Alta G. Marzzacco, Regional Banking Senior Manager, Vice President of Wells Fargo Bank, N.A., notes ERGs are important because they increase employee engagement and empowerment as well as making them feel more invested in the company or organization. “We are able to give people options on how they can grow both personally and professionally,” she said.

Wells Fargo has around a dozen ERGs and Marzzacco has been a

part of nearly all of them as a participant and ally. About a decade ago, she helped to found the company’s women team member network for Maryland. “For me, I really wanted to be more involved,” she said. “I really wanted to help make more of a difference.”

The chapter, which she serves as workforce outcomes chair, is in the process of merging with the Washington, D.C. chapter. The group has offered a number of resources for women including lunch and learns and seminars of topics like resume building, interview tips and work life balance. They also host a year-long mentoring program where women can learn from other women in different parts of the company. Marzzacco served as a mentor years ago and helped build the confidence of her mentee. When a new opportunity became available, she helped her mentee with interview preparation which led to her getting the position. “It was nice to see her grow professionally,” she said. “For me, I just really like seeing people develop and grow.”

Stephanie Baker, chief experience officer for Worldwide Assurance for Employees of Public Agencies (WAEPA), helped to start and now leads an Employee Resource Group (ERG) focusing on diversity, equity, inclusion and belonging program about a year and a half ago.



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Sparking a Change

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you, but you also impact the layer below them who you might never interact with almost instantaneously just by how you show up.

There is this opportunity to be the first domino in changing the tide, of changing from this sitting in a stuck space or negative space into deciding that we want to shift it and move into this positive place where there is more fulfillment, where there is more joy, where there is more connection, where there is more success. So much of it is an intentional choice around what you can do.”

As a way to help working professionals, the founder and executive and team dynamics coach at Insinger Insights released “Spark Brilliance: How the Science of Positive Psychology Will Ignite, Engage, and Transform Your Team” earlier this year. “My thinking is— how do you create something sustainable that people can put into practice and see not just immediate benefits from reading something interesting but having real sustainable change,” she said. This is the process for how she built the book. Folks can read the book from start to finish where one module builds upon the previous into a platinum leadership form or as a choose your own adventure style where you can focus on specific areas an individual feels they need more tools such as communication, trust or psychological safety.

Leaders with multiple years of experience may not feel like they need training but Insinger notes everyone has room for growth. “Most leaders are excellent at their jobs,” she said. “They started being excellent at their work and then you

elevate into a leadership position. (But) there is a big difference even though it just sounds like a nuance between managing (employees) and leading people. ...My whole thing is let’s simplify what is messy. Simplifying things that are complicated in a way that optimizes your time, optimizes your revenue and profits, optimizes retention, engagement, all of those things.”

While the word brilliance has different meanings, Insinger defines the word as the unique spark in an individual that ignites their potential and brings others along with them. “Especially for women — I believe we all as women have to really discover and honor our own authentic leadership style and really ground ourselves in what that looks like for each of us and defining that path along the way that feels true for who we are and feels authentic to who we are and how we want to lead so we create a truly fulfilling career path in life,” she said. “So much of the book is not just how you lead the team but how you discover these things about yourself first and then bring them to your team.”

Her biggest hope for readers is they realize that ‘It begins with you.’ “That is the first line and the last line of the book,” she said. “The whole idea — you get to chose, you get to change the whole tide of how people feel, how they perform, how fulfilled they are and the success of your business just by deciding how you want to show up. I think in a world where so much is out of our control lately, bringing that power back to each woman to realize that it is not a responsibility necessarily (but) you have the opportunity and the privilege to ignite this spark in everyone on your team and really change the course and direction of the past few years. That to me is so exciting and I just hope people leave with that and some real action they can take with that.”



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Karen B. Albert

VP, Head of Internal Audit & Internal Control
Constellium

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Board expertise: Internal Audit, Internal Control, Risk Management

Angie Barnett

President/CEO

Better Business Bureau of Greater Maryland

Experienced Chief Executive Officer with a demonstrated history of working in the non-profit organization management industry. Skilled in Nonprofit Organizations, Strategic Planning, Business Development, Marketing Strategy, and Team Building.



Board expertise: Nonprofit Management

Katie Allston, LCSW-C

Executive Director

Marian House

Katie Allston, LCSW-C, is the President & CEO of Marian House, located in Baltimore City. She is a Licensed Clinical Social Worker with over 25 years of experience in areas such as homelessness, addiction and domestic violence.



Board expertise: Non-profit management, social work, behavioral health

Karen Bond

Executive Director

The Educational Access Group

Bond is a trailblazer in the diversity and inclusion space. Her experience includes strategic planning & organizational development. In 2017, she became the first African-American president of Executive Alliance. She is a graduate of Duke University & JHU.



Board expertise: Strategic Planning, Marketing and Communication, Diversity

Violet M. Apple

Chief Executive Officer

Girl Scouts of Central Maryland

Violet has a thorough understanding of the complexities of delivering safe, contemporary programs to youth. She holds an MBA from Penn State University, a Bachelor of Arts in Social Work from Millersville University.



Board expertise: Strategic Business Planning, Diversity and Equity Strategy Training, Budgeting & Profitability

Alison G. Brown, MPH, BSN

President | *University of Maryland*

Medical System, Midtown Campus

Dynamic health care leader, currently President of Univ. of MD Medical Center's Midtown Campus, inspiring teams to deliver safe, respectful, equitable and compassionate care in a teaching hospital serving Baltimore City as an anchor institution. Previously served as Chief Strategy Officer for UMMS' thirteen hospital regional health system. Passionate about leadership development for women.



Board expertise: Strategic & Financial Planning, Marketing & Communications, Mergers & Affiliations, Leadership Development

Katherine Bays Armstrong

Certified Financial Planner

Heritage Financial Consultants, LLC

Kathy Armstrong specializes in comprehensive financial planning in the areas of wealth management, retirement planning, education funding, personal risk management, business succession, estate planning and wealth transfer.

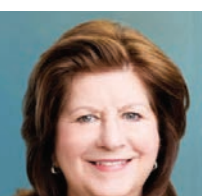


Carolyn Cason

Managing Director

Stanton Chase International

Global leader in media, technology, consumer, non-profit executive search. Brings over 25 years of experience identifying and recruiting exceptional senior level talent. Full service leadership consulting from talent strategy, to recruitment and assessment.



Board expertise: Digital Media, Succession Planning, Compensation, Finance

Stephanie Baker

Senior Vice President, Member Services

Worldwide Assurance for Employees of Public Agencies (WAEPA)

Stephanie is an Operations Executive and implementer of change who also serves as Board Secretary of Executive Alliance, Board member of The Y In Central Maryland, a member of the Consumer Council of Maryland, and DC founding member of Chief.



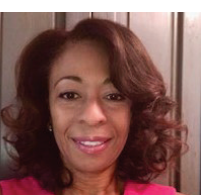
Board expertise: Strategy, Governance, Operations

Carla A. Nelson Chambers

Managing Principal

The Nelson Ideation Group, LLC

We specialize in appraising diverse certified firms to meet our clients' need. Our extensive experience in corporate, government and P3 development projects uniquely qualifies us to cultivate critical relationships and create strategic alliances where needed.



Board expertise: Marketing, community engagement, supplier diversity, fundraising

Continued on 14

Executive Alliance members

Faiza Chaudhry

VP- Corporate Banking | PNC Bank

Always have been inspired by women entrepreneurs and strongly encourage women leadership and their presence in the market. I would have been able to run my own business at one point and always love to connect with self motivated, dedicated and driven women at all levels.

Board expertise: Empathy, Vision, Communication, Accountability, People Management



better outcomes for the 37 million Americans impacted by kidney disease.

Board expertise: Non-profit Management, Marketing, Fund Development, Program Development, Strategy Development

Kimberly Davis

Chief Financial Officer | Versant Health

Senior financial leadership experience including: M&A, integrations, strategic enterprise wide growth initiatives and driving financial success for publicly traded and private equity backed firms. Passionate about providing mentorship to aspiring leaders.

Board expertise: Finance, accounting, planning, M&A and tax



Michele L. Cohen

Principal | Miles & Stockbridge P.C.

Michele has an integrated commercial real estate and business and technologies transactions practice, with clients worldwide. She takes a practical and collaborative approach to resolving complex negotiations and winning favorable terms for her clients.

Board expertise: Legal, Commercial Real Estate, Privacy



Sasha Day

VP, Growth | Aramark Higher Education

An executive leader and change agent, focused on profitable growth, delivering results and building organizational capabilities. Passionate about the elevation of women and diverse talent in the workplace.



Laura Crandon

Vice President, Market Strategy & Solutions CareFirst BlueCross BlueShield

This sought-after strategic executive builds capacity for growth, new businesses, functions and teams. Laura curates collaborative teams. She has extensive demonstrated success establishing productive and lasting external and partnerships and financial acumen.

Board expertise: Governance, Finance, Change Management, Growth

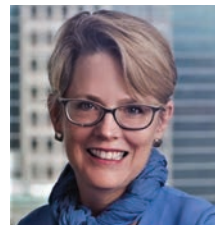


Tracy J. DeCock

Executive Vice President/ DMV Market Leader | PNC Bank

25+ year capital raising advisor to mid-market and large corporate clients in various industries who is passionate about helping, mentoring and advancing women in financial services and in our broader community.

Board expertise: Strategic Planning, Financial, Talent Development, D&I



Diane V. D'Aiutolo

Managing Partner | Tydings & Rosenberg LLP

Diane is Tydings & Rosenberg LLP's managing partner and has represented clients, especially those in health care, in litigation matters in state and federal courts. A trial attorney, she also has extensive experience in resolving disputes through mediation.

Board expertise: Leadership; legal background; CEO level experience; risk management; financial

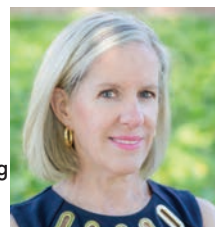


Karen Deeley

Senior Vice President - Associate Broker

MacKenzie Commercial Real Estate Services, LLC
Experienced in advising middle market corporations, financial institutions, professional services, healthcare companies & non profits with identifying and analyzing their real estate needs and developing customized occupancy, growth and relocation strategies.

Board expertise: Commercial Real Estate Strategies, Strategic Planning and Governance.



Maria J. Darby

Strategic Leader, Operations Enthusiast, Organizational Change Agent and Governance Guru | Darby Enterprises

Darby Enterprises provides strategic management, communications, development and project management consultation and services for nonprofits, educational institutions and businesses, offering a pragmatic perspective on translating vision to impact.

Board expertise: Strategic Planning, Operational Alignment, Board Governance, Communications, Development



LynAnn Dippel

Principal and Senior Advisor | Bay Point Wealth

Financial advisor to women professionals who seek a collaborative approach to financial planning, tax planning, and investments (including ESG and socially responsible investing).

Board expertise: Financial Reports, Projections, Planning



Pattie Dash

Executive Director

National Kidney Foundation,
Serving Maryland & Delaware
NKF Serving MD & DE is a major voluntary nonprofit health organization, and lifeline for all people affected by kidney disease. We are an activist organization that takes action to ensure



Executive Alliance members

Harriet Dopkin

President/Partner

The Classic Catering People

Imagination, craft and inspiration lie at the center of Classic's vision of honoring food traditions while embracing new tastes and techniques, and serving the community with the same dedication as we serve our clients.



Karen Evans

Vice President

Whiting-Turner

Whiting-Turner, a privately held national construction management and general contracting firm has been in business for 113 years, and is headquartered in Baltimore. Karen is responsible for one of the firm's operating groups and delivers successful projects.



Board expertise: Partnerships, mentoring, community engagement

Frances "Toni" Draper

Chief Executive Officer

AFRO-American News

Seasoned executive with five decades of experience collaborating with the leadership of key civic, business, educational and religious organizations; broad -based experience includes public speaking, racial equity, media relations, and board governance.



Board expertise: Fiduciary Oversight, Marketing and Communications, Diversity and Inclusion

Aileen Eskildsen, CPA

Director and Chief Operating Officer

Ellin & Tucker

As the Chief Operating Officer at Ellin & Tucker, Aileen manages the firm's diverse business operations, sets comprehensive goals for performance and executes on the strategic vision of the firm.

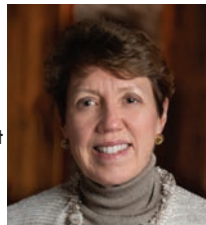


Board expertise: Accounting and Auditing, Business Operations and Strategy, Audit Committee Experience

Lynne M. Durbin

President and General Counsel | *InLine LLC*

Seasoned business C-level executive and non-profit board leader with experience in corporate governance, international operations, risk management and insurance, regulatory compliance, M&A, human resources and intellectual property management.



Board expertise: Corporate Governance, Law, Finance

Suzanne Fischer-Huettner

Senior Group Publisher

The Daily Record / Bridgetower Media

The Daily Record is Maryland's essential, daily business and legal news source. Find us at TheDailyRecord.com or in print. Our special products, events and online opportunities educate, recognize and celebrate innovation and leadership.



Board expertise: Leadership, Marketing, Advertising, Project Management, Finance, Team Building

Kathleen M Durkin

Chief Executive Officer

The Arc Baltimore

The Arc Baltimore supports people with developmental disabilities to live and work in their communities. She is a board member of Leadership Baltimore Co, a member of the Balt Co Commission on Disabilities and was honored as a Maryland's Top 100 Women.



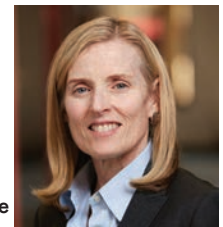
Board expertise: Disability, Leadership, Board Engagement

Ellen Fish

Market Leader

Sandy Spring Bank

Recognized leader in banking having held C-Suite positions. She is responsible for the strategic growth and expansion initiative for the Baltimore region. She is a recognized leader in the community serving on the USM Board of Regents and UMMS Board.



Board expertise: M&A, Audit, Finance, Corporate Governance, Strategic Planning

Michele Eberle

Executive Director

Maryland Health Benefit Exchange

For over 30 years, Michele has been a leader in the insurance, healthcare, non-profit and government sectors. She currently serves as executive director of Maryland Health Benefit Exchange, one of the nation's leading state based marketplaces.



Board expertise: Strategic Planning, Financial Management and Oversight, Organizational Leadership, Board Governance, Staff Development and Growth.

Vicki Franz

Publisher/Founder | *195 BUSINESS*

195 BUSINESS serves as a catalyst to connect business people, promote economic development & innovation in the Mid-Atlantic Region for over 10 years. 195 is a mission-driven, woman-owned publishing company. We believe in the power of WORDS. WORDS MATTER(TM).



Board expertise: Marketing, Branding, Organizational Skills

Continued on 16

Executive Alliance members

Swata Gandhi

Counsel | Miles & Stockbridge P.C.

Swata is a corporate transactions lawyer with 25 years of experience in advising companies in all stages of growth. Her practice focuses on Mergers and Acquisitions and she helps clients with contract review, corporate governance, company formation.

Board expertise: Corporate Governance



systems and solutions for every type of business need and problem.

Board expertise: Organizational development, capital planning and Investment control, information technology, business process engineering, ERPs

Ellen Katz

Managing Member

Park Investment Group

Ellen is a senior-level operations leader with experience providing strategic and tactical oversight to national and global business units as well as start-up ventures. She has strong organizational and prioritization abilities and expertise in resolving a broad range of operational challenges including integration, restructuring, implementation, and streamlining business processes.

Board expertise: Operations, administration, management, finance



Elisabeth Albert Hayes (Betsy)

Senior Vice President - Investments

Chapin Davis Investments

I'm a registered Securities Broker and Investment Advisory Representative at Chapin Davis Investment as well as a long-standing member of the Board of Directors. Prior to joining Chapin Davis, I was a Securities Analyst for many years.

Serving on additional corporate boards, due to industry regulations and potential conflicts of interests, is not an option for me.



Greta Engle Kessler

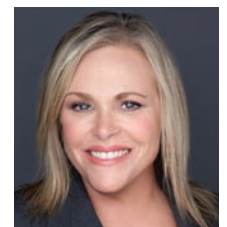
Vice President Employee Benefits, Partner

USI Insurance Services, Inc.

Greta has been a trusted advisor in the employee benefits consulting community for over 20 years.

She is a impact driven professional whose personal mission is to improve the healthcare experience for clients, employees and their families.

Board expertise: Pharmacy, Reinsurance, Private Health Insurance Programs



Lisa H. R. Hayes

Counsel

Gordon Feinblatt, LLC

As a lawyer, CPA and former banker, Lisa is skilled in wealth and financial planning for high net worth individuals and families. She is an insightful, collaborative, strategic thinker and excellent communicator. She is a Past President of Executive Alliance.

Board expertise: Legal, Tax, Financial & Estate Planning, Non-Profit Governance



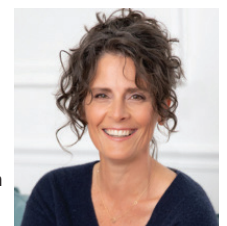
Jennifer Klepper

Co-Founder & Head of Operations

Early Works

A technology start-up founder with a background in corporate law, Jennifer Klepper was the first employee and eventual Chief Compliance Officer at Workbench, an ed tech company acquired by Google in 2018. In 2022, she co-founded Early Works, a multi-disciplinary studio creating technology solutions across industries, where she heads up operations.

Board expertise: Legal, Start-ups, Privacy



Mary Jean Herron

Partner

Wilmax Advisory LLC

Ms Herron is a transformative business, financial, and operating leader experienced driving profitability and organizational growth on behalf of Fortune 500 public, private and nonprofit companies. She now focuses on executive coaching/leadership development.

Board expertise: Financial, Governance, Risk, Compliance, ESG



Elizabeth A Klunk

Senior Vice President, Head Medical

Management Strategy & Development

Versant Health

Transformational clinical leader, combining more than 30 years of experience with proficiency in financial management, strategic leadership, resulting in positive member/customer satisfaction and quality clinical outcomes.

Board expertise: Strategy, Business Process Optimization, Consulting, Leadership



Tracy Imm

Founder & Chief Executive Officer

Tracy Imm Worldwide, LLC

Tracy Imm is a leadership coach and communications expert that works with global corporations, small business executives and higher education to improve communications and collaboration, manage change and create inclusive cultures.

Board expertise: Communications, Strategy, Technology, Human Resources/Leadership Development, Finance



Sharon Krevor-Weisbaum, Esq.

Managing Partner

Brown, Goldstein & Levy, LLP

It is exciting to watch women soar to leadership positions. We bring a different kind of leadership that others appreciate. I am excited to collaborate with my colleagues on best practices and mentor those women who will follow to make a better future.

Board expertise: Provide advice to not for profit entities, regulatory experience



Linda Folsom Jackson

President / CEO

InfoAge Solutions Inc. (IAS)

IAS is an IT expert in Organizational Development, Capital Planning / Investment Control, and ERPs supporting small / large and public / private organizations, successfully building over 1900



Executive Alliance members

Tina Kuhn

President and CEO

CyberCore Technologies

Tina Kuhn is an accomplished Senior Executive with demonstrated success spanning cybersecurity, US Government, and commercial industries. She has extensive experience in organizational transformations, growth strategies, operations and business development.

Board expertise: Cyber Security, Government Contracting, Organizational Transformations, Growth Strategy



Joyce A. Kuhns

Principal

Offit Kurman, P.A.

An experienced C-Suite advisor and board leader, Joyce Kuhns uses her unique blend of business, legal and strategic skills to reposition mid-market companies, across market sectors, to maximize stakeholder gains and achieve sustainable solutions.

Board expertise: Business and Debt Restructuring, Corporate Governance, Financial Services, Strategic Partnerships, Risk Analysis



Patricia McHugh Lambert, Esq.

Attorney/Principal

Pessin Katz Law, P.A.

Pessin Katz Law, P.A. (PK Law) is the eighth largest law firm in the Baltimore area and has been serving clients for over thirty years. PK Law's size, diversity and team approach provide clients with confidence.

Board expertise: Insurance, Law, Governance



Melanie Lundquist

Chief Financial Officer

Southway Builders, Inc.

Visionary executive leader who elevates organizational performance and optimizes profitability. Reputation for building best in class organizations using a people, process, and technology approach. Experience spans start ups to publicly traded companies.

Board expertise: Finance, Strategic Vision, Board Development



Kelly Makimaa

Executive Director

Girls on the Run of the Greater Chesapeake

Inspiring girls to recognize & embrace their inner strength is at the core of what we do at Girls on the Run. Our lessons are research-based & delivered by caring volunteers. We're giving girls connectedness & confidence at a critical time in their lives.

Board expertise: Nonprofit Management, Fundraising, Marketing



Dr. Pamela Love Manning

President

DP Love Enterprises, LLC

Executive Alliance member is a small business executive, leadership coach, and training consultant. Skilled in corporate governance including board refreshment, stakeholder relations, organizational development, strategic planning and crisis management.

Board expertise: Governance, Strategic Planning, Executive Search



Lynn S. Manthy

Senior Vice President, Commercial Banking

Wells Fargo Bank

As a Senior Vice President/Senior Lead Commercial Relationship Manager Lynn has been advising both public and privately held Maryland based/ owned companies on their capital and banking structures for almost 20 years.

Board expertise: Finance, Leadership



Lisa Manzone

Senior Vice President Human Relations

McCormick & Company, Inc.

An Executive Alliance member, she is a dynamic leader at McCormick, a global leader in Flavor and a Diversity Inc Top 50 company. A Management Committee member, she leads the company's overall people strategies which include DEI, Engagement and Total Rewards

Board expertise: Executive Compensation, Strategic Planning, Human Resources, Chair of 2 NonProfit Boards



Martina A. Martin

SVP and Chief Operating Officer

United Way of Central Maryland

Martina Martin, SVP & COO, United Way of Central MD, leads Strategic Planning, Governance, HR, and Administration. She also led Marketing, 211, Regional Development, Volunteerism, and Planned Giving. Her career spans global work and extensive board service.

Board expertise: Governance, Strategic Planning, HR and Human Capital Development, Marketing, Risk Management



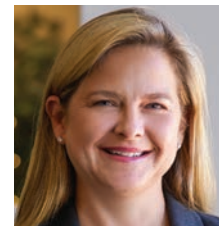
Melissa Menkel McGuire

Partner

Liff, Walsh & Simmons

Melissa is her law firm's Employment Law Practice Director. She partners with employers to address the ever-changing employment law landscape. She provides practical guidance, investigates complaints, conducts training and litigates employment claims.

Board expertise: Employment Law; Workplace Investigations; Personnel Policies and Practices; Workplace Training; Employment Contracts; Personnel Best Practices; Employment Claim Defense

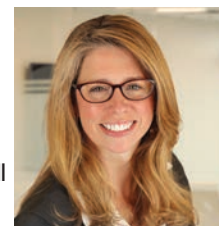


Susan Mitcheltree

Partner | Berman McAleer

A partner at wealth management firm Berman McAleer, Susan sits on the firm's executive management team and leads the compensation committee. She handles all communication and branding initiatives for the firm as well as Director of Communications.

Board expertise: Finance, Governance, Executive/ Strategic Leadership, Marketing and Communications Management



Continued on 18

Executive Alliance members

Sarah Mogol

Founder and Executive Director
Inform Strategies/ InformBlue, LLC

A driven strategist and coalition builder that loves to break down silos! I specialize in the design, implementation and advising of strategic communications and engagement programs for political and civic organizations, and the corporate sector.

Board expertise: Communications, Strategic Partnerships and Engagement, Fundraising



Candace Osunsade

EVP, Global Chief People & Diversity Officer

Catholic Relief Services

HR thought leader and Diversity, Equity, and Inclusion Strategist, with expertise in leading transformational change. Certified Senior Human Resource Professional, Non-Profit Standards of Excellence Consultant, and a certified Leadership Coach.

Board expertise: Human Resources



Michele Moore

SVP Member Services
SECU Credit Union

I am an influential and strategic senior executive with 25 years of extensive experience spearheading large-scale transformations in diverse and ever-changing environments. Additionally, I execute on challenges and maintain a forward-thinking mindless aligned with an enterprise vision. I am proficient at building powerful teams, establishing expectations, communicating vision, and maximizing effectiveness on the team. In my current role, I lead all of retail banking for Maryland's largest credit union. This includes member experience, digital sales, wealth management and small business needs of our members.

Business Development / Change Agent and Influencer/ Training and Development / Diversity and Inclusion



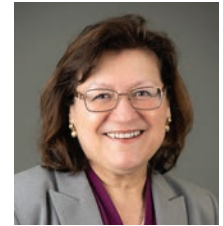
Anna-Maria Gonzalez Palmer

Vice President & Chief Human Resources Officer

GBMC Healthcare System

Expertise executing accountable Human Resources systems in Talent Acquisition, Employee/Labor Relations, Total Rewards, Organizational Development & Occupational Health. She serves as a community leader for Baltimore County Workforce Development and ICJS.

Board expertise: Human Resources, M & A, Workforce Optimization



Emily Plahanski

Director

Stanton Chase International

Emily has more than a decade of professional search consulting and leadership experience and is passionate about disrupting the traditional ways of attracting and retaining top executive talent. She helps leaders think and act differently about finding and hiring the right executives to help elevate their teams. Emily is extremely active in her community.

Board expertise: Non-profit, Technology, Consumer Products, Succession Planning



Natasha Museles

President

The Children's Cancer Foundation, Inc.

The Children's Cancer Foundation, Inc. (CCF), a local non-profit, raises funds to invest in research and programs to ensure improved treatments and outcomes for local kids facing a diagnosis of cancer.

Board expertise: Executive Leadership, Corporate Partnerships and Governance



Mary Louise Preis

Mediator

Pratt Group ADR Services

After serving as Maryland Commissioner of Financial Regulation for 5 years, ended her career as a senior regulatory attorney for Citicorp's several consumer credit businesses.



Lena Nebel

Chief Operating Officer
BFG Financial Advisors

Lena M. Nebel, CFP®, MSFS is a Principal and the Chief Operating Officer at BFG Financial Advisors. Lena joined BFG in 2018, bringing with her nearly two decades of financial advisory experience. An advocate for women in finance, Lena is constantly working to build a path for other female advisors, whether as a mentor to the associates within her firm or through leadership in the industry itself.



Rhonda Pringle

Publisher

Baltimore Business Journal

In her role as market president and publisher, Rhonda oversees the coordinated efforts of editorial, advertising, events and audience development to promote strategic growth in all areas and adherence to the mission of The Business Journals.

Board expertise: Marketing and communications, budgeting, fundraising, contract negotiations, strategic planning



Karen Nelson

President and CEO

Planned Parenthood of Maryland

Planned Parenthood of MD provides sexual and reproductive healthcare to over 25,000 patients in 7 health centers. Karen has worked for the agency since 1994 and is responsible for the organization's three functions: medical care, education, and advocacy.

Board expertise: Health Care Delivery; Board Governance; Security; Crisis/ Issues Management; Leadership



Executive Alliance members

Ann Quinn

Principal and Owner Quinn Strategy Group

Quinn Strategy Group advises executives on the challenges of developing and implementing organizational strategy, building organization capacity and board governance. We work closely with leadership teams and boards to move plans into action.

Board expertise: Governance, Strategy, M&A



Board expertise: Leader in Diversity & Inclusion. Strategic thinker who sees around corners. Energy policy and regulatory expertise. Organizational change leader

Gina Ramsey

CEO | Pink Dog Digital

We are a full-service digital agency providing website design, SEO, social media, content creation, digital advertising & email marketing campaigns. We help businesses grow through their digital footprint.

Board expertise: Digital Marketing



Katherine Schulze

Founder Ethics Maryland

Experienced in-house counsel, Chief Compliance & Ethics Officer, Senior Vice President, regulator, board director, active committee member, and chair. Trusted advisor on legal, compliance, governance, risk, regulatory and ethical issues. Licensed consultant.

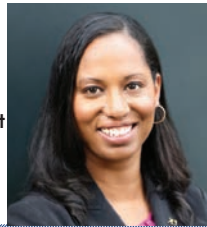
Board expertise: Legal, Compliance, Ethics, Governance, Audit



Kera Ritter

Principal | The Ritter Group LLC

The Ritter Group LLC is a Baltimore-based, minority-owned consulting firm that provides customized support to businesses, community and social enterprises, cooperatives, and nonprofit organizations undergoing significant transformation.



Vicki Semanie

Vice President of Finance St. Mary's Seminary & University

I have been in management and leadership positions for about 30 years and at the vice president level for 20 years. I started and led the Johns Hopkins Medicine Finance Division mentoring program. I am a 2019 graduate of The Leadership program and have completed the Executive Mastery Program of GAP International.



Lori Amos Robinson

Vice President Corporate Branding, Communications and Social Responsibility McCormick & Company

Executive Alliance Member is an experienced Marketing and Communication professional with a passion for mentoring the next generation of leaders and building resilient communities. Currently serving on the Diversity, Equity and Inclusion committee.

Board expertise: Executive Communications, Crisis Management, Sustainability, Employee Communications, Corporate Reputation

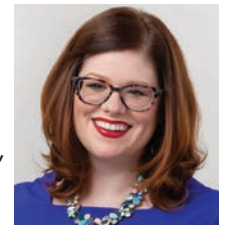


Ellen Shiery

Wealth Management Advisor Merrill Lynch, Pierce, Fenner & Smith Inc.

Passionately engaged in volunteer and philanthropic efforts, Ellen is an advocate for children in foster care, mental health initiatives and empowering women to change their financial trajectory because nothing bad happens when women have more money.

Board expertise: Fundraising, Board Development, Strategic Partnerships



Lisa Rusyniak

President & CEO

Goodwill Industries of the Chesapeake, Inc.

For 25 years Lisa has provided leadership to the \$50 million social enterprise also one of the largest workforce development agencies in the region for the those with the greatest challenges to access employment, with 33 retail stores & donation sites.

Board expertise: Marketing



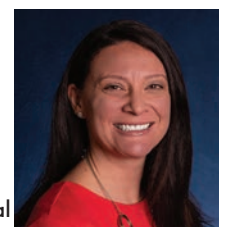
Michelle Daugherty Siri, Esq.

Executive Director

The Women's Law Center of Maryland, Inc.

The Women's Law Center of Maryland is a nonprofit law firm dedicated to ensuring the physical safety, economic security, and bodily autonomy of women in Maryland. We further our mission through direct legal services, free hotlines, and legislative advocacy.

Board expertise: Legal, Human Resources, Event Planning



Melanie Santiago-Mosier

Deputy Director

Clean Energy Group

Nationally recognized, award-winning energy and utilities expert implementing a vision for diversity, equity, inclusion, and justice in and through clean energy. Strategic leader in directing state and federal policy development and advocacy.



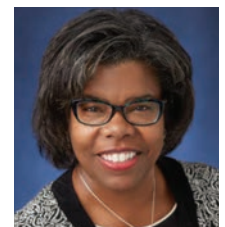
Judy L. Smith

Principal | On Point Consulting

On Point Consulting is a management consulting company that serves both the public and private sectors. Our services include: strategic planning, operational analysis, growth strategies, governance, risk management, and technology adaption and optimization.

Board expertise: Governance, Strategic Planning, Risk Management, Financial Management, Cyber Security

Continued on 20



Executive Alliance members

Donna Hill Staton, Esq.

Founding Principal

Decision Point Law and Decision Point Strategy Group, LLC

Experienced public company director, including Governance and Nominating (Chair), Compensation and Executive Committees. Diverse industry board experience as director of financial, cultural, educational, legal and charitable organizations.

Board expertise: Governance; Legal; Crisis Prevention; Regulatory/Government; Strategy



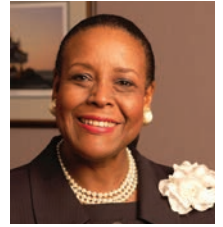
Donna C. Wilson-Johnson

President

Wilson Johnson & Associates LLC

Executive with distinct talent, cultivated by years of experience, teaching and consulting, to formulate effective business and marketing strategies. Plus, skilled in building productive teams; and fostering strategic partnerships in response to the market.

Board expertise: Strategic Planning, Brand and Communications Management, Building Strategic Partnerships



Angela DeLuca Thompson

Military Cyber Operations Program Area Manager

The Johns Hopkins Applied Physics Laboratory

Ms. Angela DeLuca Thompson is the Military Cyber Operations Program Area Manager at The Johns Hopkins University Applied Physics Laboratory. Angela has a Bachelor's Degree in Electrical Engineering from North Carolina State University and a Master's Degree in Systems Engineering from The Johns Hopkins University. Outside of work, Angela enjoys participating in community service and supporting her three kids in their many activities!



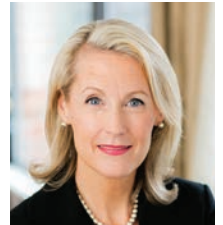
Board expertise: Strategic Planning, Leadership Development, Diversity and Inclusion, STEM Mentoring

J. Nicole Windsor

Partner | *Bowie & Jensen, LLC*

I work with CEOs, general counsel, human resource directors, and entrepreneurs to provide clear and actionable guidance on management-side employment law compliance and litigation matters.

Board expertise: All aspects of management side employment law including restrictive covenants, wage and hour laws, anti-discrimination laws as well as dispute resolution.



Stacie Tobin

Partner in Charge, Baltimore

Venable LLP

Stacie is a commercial litigator with more than thirty years' experience. Since 2019, she has served as the Partner in Charge of Venable's Baltimore office, home to approximately 400 lawyers and other business professionals.

Board expertise: Law, Hospitality, Governance



Amanda C. Zinn

President & CEO

Leadership Baltimore County

Executive Alliance member with a proven track record in business development/growth, strategic planning and navigating complex political, social and economic issues to attain goals. Accomplished nonprofit executive licensed by Standards for Excellence program.

Board expertise: Governance, Financial Management, Strategic Planning, Marketing



Maggie Villegas

Executive Director

Baltimore Creatives Acceleration Network

Latina creator, strategist, and organizer for a just creative economy. I combine my passion for connecting people, my creative energy, and my love of Baltimore to build platforms that invest in futures led by artists, cultural workers, and creators.

Board expertise: Creative Sector, Small Business + Entrepreneurship, Public Art, Gig Economy



Michele Walsh

Chair, Business Law Department

Gordon Feinblatt LLC

I keep business owners and their companies out of trouble. I am a member of Gordon Feinblatt and chair the firm's Business Law and Securities Practice Groups. I work with businesses through all stages of growth, from startup to capital raising to sale.

Board expertise: Corporate Governance, Mergers & Acquisitions, Commercial Agreements and Capital Raising



Carol Dodson

Vice President and Chief Customer Officer

Baltimore Gas & Electric Company

Miriam Fuchs

Assistant Counsel

United States Army Corps of Engineers

Jennifer Herwig

VP, Human Resources

BGE / Exelon

Karen Proudford

Associate Professor of Management

Morgan State University

Beth Terry

Vice President

Merrill Lynch

Ellen Yankellow

President & Chief Executive Officer
Correct Rx Pharmacy Services, Inc.

Additional Executive Alliance members

Women as a force for change in DEIB

“Today we raise our voices to support all women on their life-long journey of leadership. As Executive Alliance members, we take individual and collective responsibility and accountability for creating a welcoming, inclusive, and nurturing environment. We are stronger when women of different backgrounds, experiences and perspectives work together. Executive Alliance membership means feeling included, valued, and empowered to bring all aspects of who you are to this great organization.”

–Executive Alliance statement on DEIB

The challenge is clear and similar to the past twenty-five years in the business community. The case has been made for establishing a truly diverse workforce, at all organizational levels, and the case grows more compelling each year. Executive Alliance has focused on the business case: When women are at the table, the discussion is richer, the decision-making process is better and the organization is stronger. The same case is clear when it comes to diversity within our organization. Mary Jean Herron wrote these words in December 2021, at the establishment of Executive Alliance’s Task Force on Diversity, Equity, Inclusion and Belonging.

The work focuses on Executive Alliance and our unique perspective as a membership organization. Led by Karen Bond and Lynne Durbin, the group has developed our statement on DEIB as well as led the way with training for our board and looking at our organization and programs through a DEIB lens. Executive Alliance seeks to move all women forward.

This year, Executive Alliance is launching a series of briefings, some open to the public by zoom and others just for our members to encourage and challenge each of us to become more active in understanding and celebrating the unique perspective each person brings to our relationships. Join us on the journey.

Pulse Check: Maryland Businesses and DEIB recorded October 3 and available on the Executive Alliance YouTube channel, <https://bit.ly/ExecAlliance-YouTube>

Having Courageous Conversations

Members only, November 9

Karen Bond shares how you can put good intentions into practice in the moment.

We’re all Women, AND...

January, open to the public by Zoom

Melanie Santiago-Mosier jump into facets of identity and intersectionality. We are all women, AND our unique identities.

Through a DEIB lens

Members only, February 8

What questions should every business be asking to put DEIB at the center of their programs or work?

Building belonging in the workplace

Members only, April 12

Interrupting your own bias and gaining trust in the **workplace**

Takeaways and best practices

June, open to the public by Zoom

The capstone session brings together DEIB professionals and business representatives to talk about the next steps in this space and what’s working now.

Register for all events at executivealliance.org/events



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Rebecca Snyder
Executive Director

Interested in joining Executive Alliance?
Contact Rebecca Snyder at rebecca@executivealliance.com

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**Recognizes our Partnership
with Executive Alliance and
celebrates the return of
"Women of Excellence" in 2022!**

Please join us in amplifying our awareness and helping others by educating them in diversity, equity, and inclusion in the construction industry with Construction Inclusion Week which is October 17th - 21st.



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