

Visit Us Online: ExecutiveAlliance.org



EXECUTIVE
ALLIANCE

CELEBRATING

30
YEARS

A CATALYST FOR WOMEN LEADERS IN MARYLAND

At the Table:

Women's Resource Guide

Advertising Supplement



Marsh McLennan
Agency



Sandy Spring
Bank



Morgan Stanley
THE BELL-BROSEK GROUP
AT MORGAN STANLEY



MEDIA SPONSORS



ENGAGE, INSPIRE AND TRANSFORM

Executive Alliance raises up women of excellence. Since 1993, Executive Alliance has been a catalyst for women leaders in the greater Baltimore area. This Resource Guide highlights the many opportunities women have to engage, inspire and transform one another.

As Executive Alliance enters its 30th year, we look with a renewed emphasis on empowering and diversifying Maryland's executive leadership to provide paths to women's leadership and growth. Back in 1993, the organization then known as Network 2000 thought that well-timed advocacy and a sound business case would increase women's representation to respectable levels by the turn of the century. Thirty years later we know that the struggle for parity, especially for women of color, will continue. Through the years, creating a strong, passionate network of women that support other women has been crucial, inspiring women to take risks and develop themselves personally and professionally.

I hope you will also take this opportunity to get to know the members of Executive Alliance. Our diverse and strong membership accelerates

the success and leadership of women in Maryland through advocacy, education, and mentorship. This publication spotlights the influential women of our membership and we invite you to learn more about them in our online member directory at www.executivealliance.org/membership-directory.

Together, we can change the outlook for Maryland's professional women and ensure that all women are fully represented at the highest levels of business, civic and government leadership.

Angie Barnett
Executive Alliance Chair



Rebecca Snyder
Executive Director



WOMEN IN THE ROOM AND AT THE TABLE

Learn more at executivealliance.org

Membership

Members represent a wide range of sectors, including non-profits, media, law, real estate, consulting, coaching, marketing, banking and more. Learn more at executivealliance.org/membership

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



Effective Impact Mentoring Program

Are you ready to take your career to the next level? This highly-acclaimed, year-long program provides individual mentoring and professional workshops to help women at the mid-level of their careers achieve their goals. Learn more at executivealliance.org/programs/mentorship



Signature Events

October - Women of Excellence

Attended by approximately 800 business leaders, it is the premier opportunity to network with Maryland women in business.

March - Honor Roll

Celebrating Maryland organizations that promote women in top leadership roles. Applications open for Honor Roll in September at www.executivealliance.org

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 executivealliance.org/news-resources

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 publicize to the highly qualified members of Executive Alliance as candidates for consideration. Learn more at executivealliance.org/programs/looking-for-board-members

Member's Perspectives: Achieving Women's Representation

We asked Executive Alliance members about the past, present, and future of women's representation and EA's role.



“You can't really overestimate the value of learned and shared experiences. Organizations who create a culture of mentorship are positioning themselves for success.

— Sarah Mogol, Founder, Inform Strategies



“Our grandmothers never imagined that we would be able to manage careers, children, working from home, and global travel. Yet, our work is not complete. The needs of our daughters and their daughters require our focused tenacity

— Karen Bond, Director, Judge Alexander Policy Center, University of Maryland



“Over the past 30 years, there have been significant improvements in women's representation, but disparities still exist.

Executive Alliance remains important in addressing these gaps and advocating for gender equality in leadership.

— Giselle Jones, CEO
SOAR Consulting Services



“It is exciting to watch women advance to leadership positions. We bring a different kind of leadership that others appreciate. Executive Alliance empowers us to collaborate on best practices and mentor younger women who will push corporate systems forward so that women are equally represented on boards and in C-Suites.

— Sharon Krevor-Weisbaum, Partner, Brown, Goldstein & Levy, LLP



EA: Why is Executive Alliance important to you personally?

“I've reached a point in my career where I've accomplished many of the early goals that I set for myself. As

I look ahead to the next 10 years of my professional career, I'm setting new goals and challenges to tackle and Executive Alliance has provided me with a network of accomplished and seasoned women from whom to learn. I also look forward to sharing what I have learned through the years with women who are charting their own career paths.

— Chelsea Jones Crawford, Partner, Brown, Goldstein & Levy, LLP



“If net worth = network, then membership in EA is far more valuable than our annual dues.

— Ellen Shiery, Wealth Management Advisor, Merrill Lynch

WHY EXECUTIVE ALLIANCE? 30 YEARS STRONG.

Thirty years ago, a working woman faced a significant gender-based pay gap, limited representation in senior leadership positions, and discrimination and harassment that would not be tolerable today.

While much has changed, too much remains to be done, said Karen Bond, past president of Executive Alliance (2017-18).

“Our grandmothers never imagined that we would be able to manage careers, children, working from home, and global travel,” remarked Bond. “Yet, our work is not complete. The needs of our

daughters and their daughters require our focused tenacity.”

Founded in 1993 as Network 2000, the organization was created by four women with the goal of highlighting women in leadership and galvanizing the greater business community in the effort to create more pathways for women to attain greater representation in senior roles and as board directors. The name change to Executive Alliance came in 2016, along with a renewed charge to focus on diversity as well as mentorship and community among female leaders. Today, Executive Alliance focuses on three pillars:

education, advocacy and mentoring to move women's representation forward. These pillars are supported by a strong network of women supporting other women. Members find lifelong friendships and sage advice within the organization.

EDUCATION

In 2007, Network 2000 published the first annual Census Report of Women Board Directors in Maryland, which expanded in 2016 to include an Honor Roll Award for Women's Representation, recognizing Maryland companies and nonprofits that achieve

Continued on 15

WOMEN'S RESOURCE GUIDE

ACCOUNTING & FINANCIAL WOMEN'S ALLIANCE

Accounting & Financial Women's Alliance

Cari White
afwa.org/baltimore
443-738-9385

AMERIS BANK

Women in Banking

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

ANNE ARUNDEL WOMEN GIVING TOGETHER

Giving Together

givingtogether.org
giving@givingtogether.org

ATHENA POWERLINK BALTIMORE

PowerLink

athenapowerlinkbaltimore.org

BAKER, DONELSON, BEARMAN, CALDWELL & BERKOWITZ, PC

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

LEAD for Women

Elizabeth Phelan, Betzy Hepburn
about.bankofamerica.com/en/making-an-impact/reaffirming-our-investment-in-women
elizabeth.phelan@bofa.com
betzy.hepburn@bofa.com

BFG FINANCIAL WELLNESS

Corporate Financial Wellness

Amanda Pancake
getfinancialwellness.com
apancake@bfgfa.com

BROWN ADVISORY

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

Dana Cooksey

brownadvisory.com/us/diversity-inclusion
dcooksey@brownadvisory.com
410-537-5476

EMERGE MARYLAND

Emerge Maryland Candidate Training

Diane Fink
md.emergeamerica.org
contact@emergemaryland.org
301-788-1661

EXECUTIVE ALLIANCE EFFECTIVE IMPACT MENTORING PROGRAM

Effective Impact Mentoring Program
Rebecca Snyder

BUSINESS BANKING

YOU HAVE BUSINESS STRATEGIES. WE HAVE STRATEGIES FOR BUSINESSES. GROWING ONES.



Let's talk about your business goals.
Call 800.399.5919 or visit
sandyspringbank.com/business.



Member FDIC. Sandy Spring Bank NMLS # 406382. Sandy Spring Bank and the SSB logo are registered trademarks of Sandy Spring Bank. © 2022 Sandy Spring Bank. All rights reserved.

MEDIA SPONSORS

MARYLAND
THE DAILY RECORD

AFR 
THE BLACK MEDIA AUTHORITY

**BALTIMORE
BUSINESS JOURNAL**

 **THE BALTIMORE BANNER**



88.1 FM YOUR NPR NEWS STATION

executivealliance.org/programs/mentorship
info@executivealliance.org

EXECUTIVE ALLIANCE BOARD MATCHING SERVICE

(non-profit, start-up, private and public company boards)

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

FIRST ENERGY

Women in Leadership
 Helping Women Grow
 Family Network

firstenergycorp.com/careers/diversity_inclusion/ebrg.html

FREDERICK COUNTY CHAMBER OF COMMERCE

S.H.E. Week

Jennifer Gerlock
sheweek.org
Jgerlock@frederickchamber.org
 301-662-4164

GIRL SCOUTS OF CENTRAL MARYLAND

Leadership Development for Girls

Violet M. Apple
gscm.org
vapple@gscm.org
 410-358-9711

GORDON FEINBLATT LLC

410-576-4065

Women's Alliance

gfrlaw.com/womens-alliance-and-initiatives

GREATER BALTIMORE COMMITTEE

The Baltimore Women's Advisory Board

Lisa Byrd
gbc/org/committee/bwomen
lisab@gbc.org
 410-727-2820

HARFORD COUNTY COMMISSION FOR WOMEN DEPARTMENT OF COMMUNITY SERVICES

Harford County Commission for Women
harfordcountymd.gov/404/Commission-for-Women
 410-638-4739

JOHNS HOPKINS CAREY BUSINESS SCHOOL

The Academy for Women and Leadership

410-234-9363

JUNIOR ACHIEVEMENT OF CENTRAL MD

Junior Achievement Women's Alliance

Mandy Snyder
juniorachievement.org/web/ja-centralmaryland/womens-alliance
msnyder@jamaryland.org
 443-394-7211

JUNIOR LEAGUE OF ANNAPOLIS

jlanapolis.org
newmember@jlanapolis.org



Downsizing, Moving, or Cleaning Out? We can help!

- ✓ Downsizing
- ✓ Relocation
- ✓ Online Auctions
- ✓ Cleanouts
- ✓ Move Management

We're a local company with a national network, focused on helping families with too much "stuff"!

443-965-9834

baltimore@caringtransitions.com
CaringTransitionsBaltimoreMetro.com
 See our auctions at www.ctbaltimore.com

Help & Solutions For Families in Transition



WOMEN'S RESOURCE GUIDE

JUNIOR LEAGUE OF BALTIMORE

Brina Masi Eades, President
jlbalto.org
president@jlbalto.org
410-435-5521

JUNIOR LEAGUE OF PRINCE GEORGE'S COUNTY

Kasey Edwards
JLPGC.org
president@jlpgec.org

KAISER PERMANENTE

WE @ KP; Women Empowered at Kaiser Permanente
Biana H. Rey

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

KENNEDY KRIEGER INSTITUTE

Women's Leadership Initiative

Maureen van Stone, Esq., MS
kennedykrieger.org
443-923-4416

M&T BANK

Women's Interest Network (WIN)

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

MD BUSINESS EXPRESS - SMALL, MINORITY AND WOMEN OWNED BUSINESSES

Programs and Funding

businessexpress.maryland.gov/grow/
minority-and-women-owned
410-697-9600

MARYLAND COMMISSION FOR WOMEN

Commission programs include Maryland Women's Hall of Fame and the Maryland Young Women Leaders Award.

Chair Tawanda A. Bailey
dhs.maryland.gov/maryland-commission-women

MD WOMEN'S BUSINESS CENTER

Women's Business Leadership Program
marylandwbc.org

MERRILL LYNCH

The Women's Exchange

Ellen Shiery
ml.com/women-investors.html
ellen_shiery@ml.com
410-527-7759

MILES & STOCKBRIDGE P.C.

Women's Network

Michele Cohen
milesstockbridge.com
mcohen@milesstockbridge.com
410-385-3449

NOTRE DAME OF MD UNIVERSITY

Women's Leadership Institute of Baltimore

ndm.edu/about-us/institutes/women
410-532-5177



LET US
AMAZE
YOU

Experience, knowledge and creativity are the powers we have to bring your online presence to the next level.

WE CAN HELP YOUR BUSINESS GROW WITH:

- ✓ Website Design
- ✓ Search Engine Optimization
- ✓ Content Creation
- ✓ Social Media
- ✓ Online Reputation
- ✓ Digital Advertising
- ✓ Digital Marketing Strategies
- ✓ Email Marketing
- ✓ Photography / Videography
- ✓ Day of Event Promotion

(410) 696-3305

info@pinkdogdigital.com
www.pinkdogdigital.com



McCormick & Company
is proud to support

Executive Alliance
Women of Excellence



McCORMICK
UNITING THE WORLD THROUGH FLAVOR™

PNC BANK

Women Connect, Greater Maryland

Tracy DeCock

pnc.com

SALISBURY UNIVERSITY

Women's Professional Development

salisbury.edu/administration/president/cell/professional-development.aspx

410-543-6089

SHORE UNITED BANK

Advisory Board

Andrea Colender

shoreunitedbank.com

andrea.colender@shoreunitedbank.com

SODEXO USA

SoTogether: The Advisory Board for Gender Equality

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

STANLEY BLACK & DECKER

Women's Network

Audrey Van de Castle

stanleyblackanddecker.com/careers/our-inclusive-workforce

443-220-1172

STANTON CHASE

Women on Boards Recruitment

Lyn Cason

stantonchase.com

l.cason@stantonchase.com

410-528-8400

TEDCO

Women Entrepreneur Leadership Programs

Tammi Thomas

tedcomd.com/women-programs

tthomas@tedco.md

THE CENTER CLUB

Viewpoints

Michelle Dase

centerclub.org

mdase@centerclub.org

410-727-7788

TOWSON UNIVERSITY

Professional Leadership Program for Women

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

womensleadership@towson.edu

410-704-4577

TYDINGS

Women in Business

Diane D'Aiutolo

tydingslaw.com

ddaiutolo@tydingslaw.com

UHY LLP

Women Invested in Success and Excellence

Nancy Johnson

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

410-423-4800

UNITED WAY OF CENTRAL MARYLAND

Women United

uwcm.org/membership-groups/women-united

410-547-8000

ULI BALTIMORE

WLI-Women's Leadership Initiative

Lisa Norris

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

UNDER ARMOUR

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

about.underarmour.com

UNIVERSITY OF MARYLAND FRANCIS KING CAREY SCHOOL OF LAW

Women, Leadership & Equality Program

law.umaryland.edu/Programs-and-Impact/Women-Leadership-and-Equality-Program

410-706-7714

VENABLE LLP

WAVE, Women Attorneys at Venable

Stacie E. Tobin

venable.com/about/diversity/wave

410-244-7400

WALKER & DUNLOP

Women of Walker & Dunlop

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

Info@walkeranddunlop.com

301-215-5500

WOMEN'S LAW CENTER OF MARYLAND

Advocating for physical safety, economic security and autonomy of women throughout the state.

wlcmd.org/

Admin@wlcmd.org

410-321-8761

W.R. GRACE & CO.

Grace Women's Network

grace.com

WORLD TRADE CENTER INSTITUTE

Women Spanning the Global Leadership

Maggie Pringle

wtci.org/wsglc

Maggie@wtci.org

410-576-002

WOMEN'S VILLAGE SPONSORS

Acclaimed Promotional Specialties 410.654.0480

 ATHENA PowerLink[®] BALTIMORE

 MARIAN HOUSE

 EXECUTIVE ALLIANCE
A CATALYST FOR WOMEN LEADERS IN MARYLAND

 EFFECTIVE IMPACT
MENTORING PROGRAM
a program of Executive Alliance

LESSONS LEARNED: I HOPE YOU FAIL



Get ready for inspiration. Annually, Executive Alliance brings a nationally known speaker to October’s Women of Excellence. This year, we are proud to bring a trailblazing CEO that combines business acumen, philanthropy, and a whole new take on vegan eating.

Pinky Cole is the founder, CEO, and force behind Slutty Vegan, a fast-growing vegan restaurant chain which she launched as a food truck in 2018. Today, the chain operates nearly 15 stores and five food trucks in multiple states and continues to expand.

“When I started Slutty Vegan, I had no idea that it was going to become a worldwide phenomenon,” she said. “But, the universe is showing me that my dream job is helping people to reimagine food.”

Cole had worked in television and owned another successful restaurant, which burned to the ground in 2016 as a result of a grease fire. Without fire insurance, Cole lost her savings, apartment, car, and was forced to reassess her path forward starting from nothing.

Continued on 16



Leaders engage us, allow us to take chances, unite our voices, and focus our ideas into action.

Wells Fargo is a proud sponsor of Women of Excellence, and salutes **Executive Alliance** for its efforts to connect accomplished women on a professional and personal level to expand their impact and influence in business and in their communities.

© 2022 Wells Fargo & Company. All rights reserved. PDS-3829788



Karen Albert

Vice President,
Head of Internal Audit and Internal Control, Constellation



Adrienne Allgire

Vice President of Operations SECU of MD



Katie Allston, LCSW-C

President & CEO, Marian House



Violet Apple

Chief Executive Officer, Girl Scouts of Central Maryland



Donyel G Bacon

Chief, Innovation, Equality & Strategy, Department of Defense



Stephanie Bagley

President, SCB Management Solutions Inc.



Angie Barnett

President and Chief Executive Officer,
Better Business Bureau of Greater Maryland



Karen Bond

Director, Judge Alexander Policy Center,
University of Maryland



Alison Brown

President, University of Maryland
Medical System Midtown Campus, retired



Meryl D. Burgin

Executive Vice President, General Counsel &
Corporate Secretary, CareFirst BlueCross BlueShield



Faiza Chaudhry

VP- Corporate Banking, PNC Bank



Michele Cohen

Principal, Miles & Stockbridge P.C.



Laura Crandon

President & Founder, Touch4Life



Chelsea Jones Crawford

Partner, Brown, Goldstein & Levy, LLP



Diane D'Aiutolo

Managing Partner, Tydings & Rosenberg, LLP



Maria Darby

Chief Operating Officer, The Jack & Nancy Dwyer
Workforce Development Center, Inc. (DWD)



Pattie Dash

Executive Director, The National Kidney Foundation
Serving Maryland & Delaware



Kimberly Davis

Chief Financial Officer, Versant Health



Sasha Day

Chief Growth Officer, Aramark Collegiate Hospitality



Tracy DeCock

Executive Vice President/DWV Market Leader, PNC



Karen Deeley

Senior Vice President/Associate Broker,
Mackenzie Commercial Real Estate Services, LLC



Carol Dodson

Vice President and Chief Customer Officer,
Baltimore Gas & Electric Company



Harriet Dopkin

President/Partner, The Classic Catering People



Dr. Frances Murphy Draper (Toni)

CEO & Publisher, AFRO-American Newspapers



Lynne Durbin

President and General Counsel, InLine LLC



Kathleen Durkin

Chief Executive Officer, ARC of Baltimore



Julie East

Vice President, Talent, Org Effectiveness and
Human Resources, Atlas Restaurant Group



Michele Eberle

Executive Director, Maryland Health Benefit Exchange



Aileen Eskildsen

Chief Executive Officer, Ellin & Tucker



Karen Evans

Vice President, Whiting Turner



Suzanne Fischer-Huettner

Managing Director, The Daily Record, Bridgetower Media



Ellen Fish

Market Leader, Sandy Spring Bank



Yvette Gray

Director, Human Capital Strategy, Department of Commerce



Elisabeth Albert Hayes

Senior Vice President, Investments, Chapin Davis, Inc.

THE AFRO AMERICAN NEWSPAPERS

Joins in Saluting The

EXECUTIVE ALLIANCE

Celebrating

WOMEN OF
Excellence

2023

AFR 

THE BLACK MEDIA AUTHORITY

Visit us
afro.com

Subscribe
410•554•8200
or **afrosubs.com**



Follow Us



Scan for info on
AFRO events

Frances (Toni) Murphy Draper, CEO and Publisher



Lisa Hayes

Counsel, Fedder and Garten



Mary Jean Herron

Partner, Wilmax Advisory LLC



Jennifer Herwig

VP, Human Resources, BGE / Exelon



NaTasha Horton

Senior Vice President, Regional
Community Development Manager, Truist Bank



Heather Iliff

President & CEO, Maryland Nonprofits



Tracy Imm

Founder and CEO, Tracy Imm Worldwide, LLC



Linda Folsom Jackson

President, Chief Executive Officer, Info Age Solutions, Inc.



Giselle Jones

CEO, SOAR Consulting Services

THE DAILY RECORD
MARYLAND'S
**TOP 100
WOMEN**

Maryland's Top 100 Women recognizes high-achieving Maryland women who are making an impact through their professional achievement and leadership, community service and mentoring. Three-time winners are inducted into the Circle of Excellence.



NOMINATE AN EXCEPTIONAL WOMAN LEADER!

NOMINATION DEADLINE: FEBRUARY 3, 2024

Nominations can be made online by scanning the QR code or visiting thedailyrecord.com/event/top-100-women



Follow us @MDdailyrecord and use #TDRevents

Circle of Excellence Sponsor:



Reception Sponsor:



To learn more about sponsorship opportunities and benefits
email shuettner@bridgetowermedia.com.



Greta Kessler

Vice President, MarshMcLennan Agency



Sharon Krevor-Weisbaum

Partner, Brown, Goldstein & Levy, LLP



Joyce Kuhns

Principal, Offit Kurman, P.A.



Melanie Lundquist

COO | CFO, Southway Builders



Kelly Makimaa

Executive Director,
Girls on the Run of the Greater Chesapeake



Leslie Mancuso

President and Chief Executive Officer, Jhpiego,
an affiliate of Johns Hopkins University



Dr. Pamela Love Manning

Founder and President, DP Love Enterprises



Lynn Manthy

Senior Vice President, Wells Fargo Bank



Martina Martin

SVP & Chief Operating Officer, United Way of Central MD



Damita McDonald

Senior Director, University Communications & Public Relations, Notre Dame of Maryland University



Melissa McGuire

Member, Gordon Feinblatt, LLC



Susan Mitcheltree

Principal, Berman McAleer, LLC



Sarah Mogol

Founder and Executive Director, Inform Strategies



Natasha Museles

President, The Children's Cancer Foundation, Inc.



Your future demands no limits.

Today's employers need more than a broker and tomorrow's workforce is looking for more than a benefits plan. See how we can help you thrive at [MarshMMA.com](https://www.marshmma.com)

Business Insurance | Employee Health & Benefits |
Private Client Services | Retirement Services | Surety

Your future is limitless.SM

Copyright © 2023 Marsh & McLennan Agency LLC. All rights reserved.



Lena Nebel

Chief Operating Officer, BFG Financial Advisors



Karen Nelson

President and CEO, Planned Parenthood of Maryland



Candace Osunsade

EVP, Global Chief People & Diversity Officer, Catholic Relief Services



Anna-Maria Gonzalez Palmer

Vice President and Chief Human Resources Officer, GBMC Healthcare System



Katrina Dixon Patterson

Program Manager, Department of Disability Services



Mary Louise Preis

Mediator, Pratt Group ADR Services



Rhonda Pringle

Publisher, Baltimore Business Journal



Karen Proudford

Professor of Management, Morgan State University



Ann Quinn

Principal and Owner, Quinn Strategy Group



Gina Ramsey

President, Pink Dog Digital



Jill Reamer

President, Peak Partners



Lori Amos Robinson

Chief Communications Officer, McCormick & Co



Vicki Semanie

Life Coach, Seven Stones Life Coaching LLC



Ellen Shiery, CFP®

Wealth Management Advisor, Merrill Lynch



Mara L. Sierocinski

Vice President/Relationship Manager, Sandy Spring Bank



Rebecca Sinclair

VP C&I Relationship Manager, Orrstown Bank



Michelle Siri

Executive Director, Maryland Legal Services Corporation



Judy Smith

Principal Consultant, On Point Consulting



Toni St. John

Executive Director, Baltimore Collegetown Network



Donna Hill Staton

Co-Founder & Principal, Decision Point Strategy Group, LLC

BALTIMORE
BUSINESS JOURNAL

Be in the Know

Business
News &
Events



Angela DeLuca Thompson

Military Cyber Operations Program Area Manager,
The Johns Hopkins Applied Physics Laboratory



Stacie Tobin

Co-Manager, Litigation Division, Venable LLP



Michele Walsh

Partner, Gordon Feinblatt, LLC



Dr. Kristin Washington

President and CEO, W2 Consulting Corporation



Marot Williamson

Assistant State's Attorney,
Office of the State's Attorney for Anne Arundel Co



Donna Wilson

CEO, Wilson Johnson & Associates, LLC



J. Nicole Windsor

Partner, Bowie & Jensen LLC



Ellen Yankellow

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



THE DIFFERENCE MAKER IN MANAGEMENT CONSULTING

- Project Management
- Training and Technical Assistance
- Health IT
- Communications and Branding
- Research and Evaluation



www.w2consultingcorp.com | 800-214-0389

Equal Treatment — Not Special Treatment.

PNC's Project 257SM is helping
to level the playing field.



Fifty years ago, trailblazers helped to pass Title IX, accelerating equality for women in collegiate sports.

With Project 257SM, we're working to accelerate women's financial equality by closing the economic gender gap.

Visit pnc.com/women to learn about Project 257 and how we can help you move forward financially.



Project 257 is a service mark of The PNC Financial Services Group, Inc.
©2022 The PNC Financial Services Group, Inc. All rights reserved.
BB PDF 0422-080-2031201



ACCELERATING WOMEN'S
FINANCIAL EQUALITY

To learn how we can help you
move forward financially, contact:

PNC Corporate Banking
Women's Business Advocate
faiza.chaudhry@pnc.com

pnc.com/women

WHY EXECUTIVE ALLIANCE? 30 YEARS STRONG.

Continued from page 3

at least 30% female seats in senior leadership and board positions.

"The Honor Roll brought even more attention to the issue of women in leadership roles," said Bond. "We were able to publicly share these numbers and celebrate companies who are making strides to advance women."

ADVOCACY

Advocating for women's seats at the leadership table is about more than just representation, explained current Board Chair Angie Barnett.

"Diversity in the c-suite, in mid-level management, and in the boardroom ensures various points of view are considered in the overall success of any organization," said Barnett. "Research supports that there are gender variances in risk assessment, relationship building, collaboration, and innovation - and it is the convergence of these differences that provide greater outcomes for the business as whole."

MENTORING

However, women need support and guidance as they climb the ranks to senior leadership, and once they arrive. Executive Alliance gives its

members a forum to share experiences and offer mentorship to each other. This community is what makes the organization strong, shared Bond.



"Executive Alliance matters because it is a community of women who know their responsibility to advancing and promoting the place of other women. This is especially important for women of color, who have not always had that support," said Bond.

Sarah Mogol, Executive Alliance board chair-elect, explained that the opportunity to connect and engage with like-minded women offer growth pathways for rising women leaders.

"You can't really overestimate the value of learned and shared experiences." Mogol said, adding that organizations who create a culture of mentorship are positioning themselves for success. "Mentoring creates a dynamic that allows for guidance, as well as innovation for future leaders."

NaTasha Horton, a newer member of Executive Alliance shared advice for women who are seeking a mentor, "The first step is to take a self-inventory: identify your goals and ask yourself what would you want from a mentor," said Horton. "Remember that

mentorship is a two-way street. Building a strong mentorship relationship often involves mutual respect and willingness to learn and grow."

Finding mentors and creating mentoring relationships is not always a formal process, in fact it often happens organically, said Ellen Shiery, who joined Executive Alliance in 2022. "It can be as simple as having lunch with a new employee, creating a culture of belonging so that new hires feel accepted and safe in that space."

Shiery adds that it is important to seek people who support you, and avoid detractors.

"Everytime someone told me not to try, that was bad advice," she said. "Whether I was a success or failure I would have learned something, rather than giving someone the opportunity to deflate my balloon."

While Bond shared that she would love to see a world where organizations like Executive Alliance are not needed, the reality is very different.

"This is a long road. When I started my career, I was like 'look out world'. Now I have the perspective to understand that we cannot stop working to advance the place of women."



LESSONS LEARNED

Continued from page 8

"That was an eye-opening moment because it gave me the ability to rise above the circumstance," said Cole. And, it taught her that failure is a necessary part of the growth process.

"Failure is not failure at all. It's really an opportunity to navigate through those circumstances and rise above them," she said. "But, a lot of people don't know how to do that."

This idea inspired Cole's new book, *I Hope You Fail: Ten Hater Statements Holding You Back From Getting Everything You Want*, released October 10. In it, she describes how failure and self-doubt can become the biggest motivators to achievement, calling on her own experiences as proof.

"I needed those things to happen to me, because it gave me the courage and the ingenuity to be able to continue on when I felt like giving up," she explained. "I know what it feels like to fix the hardest times of my life, but I also know what it feels like to look back and say, I see why that happened."

In speaking to fellow female leaders, entrepreneurs, and executives at the Women of Excellence event, Cole wants women to recognize how powerful they already are, and to see beyond the confines of identity and labels.

"I know my business and how I built something so special. I think that that has nothing to do with color. I've never had an issue being a 'woman of color' growing a business," she



said, encouraging female leaders to see their femininity as a strength.

"I believe that we [women] have that third eye ability to use our intuition to help and support us make decisions," she said. "Women really are dynamic in every sense of the world. We know how to be moms and CEOs at the same time, and make it look good. We know how to multitask and we know how to be multi-dimensional."

But, she adds that women need to support each other - not only

professionally, but by providing each other safe spaces to be vulnerable.

"We have to be super women to everybody else. Sometimes we just want to take the cape off and just say, 'Hey this is what I'm going through, this is what I need to be better.'"

With all of her success, Cole is still amazed at what she has accomplished in just five years.

"Slutty Vegan has become something that, just seeing it from my lens in the driver's seat, some days, I still can't believe it. The company has done so much for the community, for the ecosystem, for people who want to shift their lifestyles and lift their consciousness. I'm just so happy that I've been able to build something that is going to resonate with people around the world."

Cole is a mother of two young children, and is expecting a third baby this year. A business leader, entrepreneur, wife, mother, daughter, friend, and more, Cole acknowledges how hard it is to balance the many roles that women carry in today's world.

"I don't know how I do it, but we do it, right? As hard as it is, we still do it. We still show up and make it happen every single day. And that is what makes it special."

THANK YOU

Executive Alliance appreciates its support from the business community. This support demonstrates a commitment to our mission of promoting the placement of women in leadership roles and the advancement of women in professional and executive positions.

SUSTAINING



ADVOCATE



MENTOR



MISSION



MEMBER



EFFECTIVE IMPACT MENTORING PROGRAM

a program of Executive Alliance

EXECUTIVEALLIANCE.ORG/MENTORSHIP

DEVELOP YOUR
PROFESSIONAL SKILLS

Grow your influence.



STRENGTHS

Explore your personal strengths and learn how to leverage them.



CONNECTIONS

Create meaningful connections in a diverse, expanded professional network.



VISIBILITY

Gain professional exposure to different industries and resources.



RELATIONSHIPS

Develop a personal, one-on-one relationship with a senior-level executive woman leader.



DEVELOP

Engage in a structured development program led by expert presenters focusing on you.



ACCESS

Access the expertise of Executive Alliance membership and selected events.

LOOKING FOR NEW BOARD TALENT?

Executive Alliance will help private companies and non-profits find board members. Learn more about our Board Matching Program at

EXECUTIVEALLIANCE.ORG/PROGRAM/LOOKING-FOR-BOARD-MEMBERS



OUR BOARD OFFICERS

Chair	Chair Elect	Past Chair	Secretary	Treasurer	Vice Chair	Vice Chair	Vice Chair
							
Angie Barnett Better Business Bureau of Greater Maryland	Sarah Mogol Inform Strategies	Mary Jean Herron Wilmax Advisory LLC	Michele Eberle MD Health Benefit Exchange	Linda Folsom Jackson Info Age Solutions	Karen Evans, Partner Engagement Whiting Turner	Lynn Manthey, Member Engagement Wells Fargo Bank	Martina Martin, Strategic Engagement United Way of Central MD






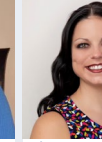






COMMITTEE CHAIRS & BOARD MEMBERS

Advocacy	Governance	Mentoring	Marketing
			
Greta Kessler MarshMcLennan Agency	Tasha Museles The Children's Cancer Foundation	Maria Darby The Jack & Nancy Dwyer Workforce Development Center	Pink Dog Digital
			
Karen Nelson Planned Parenthood of MD	DP Love Enterprises	Judge Alexander Policy Center	
Women on Boards	Programming	DEIB Task Force	Partnership
			
Joyce Kuhns Offit Kurman, P.A.	Sarah Mogol Inform Strategies	Lynne Durbin InLine LLC	Kelly Makimaa Girls on the Run of the Greater Chesapeake
			
Lisa Hayes Fedder and Garten	Aramark Collegiate Hospitality	Judge Alexander Policy Center	The National Kidney Foundation Serving MD and DE

2023-24 MENTEE COMPANIES/ORGANIZATIONS

- Ciena Corporation
- Ellin & Tucker
- Enterprise Community Partners, Inc.
- Gordon Feinblatt
- JHU Applied Physics Laboratory
- Johns Hopkins University
- Maryland Health Benefit Exchange (State of MD)
- Rampart Communications
- SECU
- Tydings & Rosenberg LLP
- Whiting-Turner

2023-24 MENTEE CLASS

					
Julie Bruce EA Mentor: Natasha Horton	Lauren Ellison Poster EA Mentor: Lynne Durbin	Louise Flavahan EA Mentor: Chelsea Jones Crawford	Virginia Jeffery EA Mentor: Anna-Maria Palmer	Cheryl Keeney EA Mentor: Vicki Semanick	Sabrina Knott EA Mentor: Mara L. Sierocinski
					
Jessica Lopez EA Mentor: Jill Reamer	Leslie Nissenberg EA Mentor: Kim Davis	Mary Ann Saunders EA Mentor: Greta Kessler	Darci Smith EA Mentor: Suzanne Fischer-Huettner	JasGiel Stamp EA Mentor: Julie East	Katherine Watko EA Mentor: Traci Imm

STANDING ON THEIR SHOULDERS

The year was 1992 and a group of four women came together to discuss and ultimately launch an organization to highlight women in leadership. A secondary goal would later become a central focus as the organization evolved and that was to gain the attention of the broader business community in an effort to clear a path for more women to move into the ranks of senior management and boardrooms.

The origins of the name Network 2000 was based on the expectation that with a bit of focused advocacy and a rational business case for gender inclusion, the representation of women on boards would grow to respectable levels by the year 2000. Great concept, however, gender equality like the fight for equity for other marginalized groups would prove to be a long, heavy lift.

Four trailblazing women conceptualized the organization. The original founders included Carolyn Burrridge, Jackie McLean, Tuckey Ramsey, all deceased, and Lois Shofer the last survivor of the original four founding members. Their aim was to recruit the most senior women across various industry sectors and professions while limiting membership to no more than 50 in favor of quality over quantity. Other founding members were Floraine Applefeld, Sylvia Badger, Rita Colwell, Nancy Grasmick, Marilyn Maultsby, Clarice Mechanic, and Mary Ann Saar. Carolyn Burrridge and Tuckey Ramsey served as the founding co-presidents of the organization. Shortly after the group started other women were invited to join Network 2000 and several became very active in the organization. Betsy Hayes served as treasurer, Marsha Jews served a six-month term as president and Betsy Zaborowski succeeded Marsha Jews and ended up serving a two-year term as president.

PAST PRESIDENTS

2022 - present: Angie Barnett	2014 - 2015: Janine Stevens	2007 - 2008: Mimi Vaughan	1999 - 2000: Marian Hwang
2021 - 2022: Mary Jean Herron	2013 - 2014: Katherine Armstrong	2006 - 2007: Linda Burton	1998 - 1999: H. Frances Reaves
2019 - 2021: Lisa Hayes	2012 - 2013: Diane D'Aiutolo	2005 - 2006: Lynne Durbin	1997 - 1998: Deborah Jennings
2018 - 2019: Patricia Lambert	2011 - 2012: Ellen Fish	2004 - 2005: Nancy Sloane	1996 - 1997: Laura Black
2017 - 2018: Karen Bond	2010 - 2011: Karen Weatherholtz	2003 - 2004: Beth Dana	1994 - 1996: Carolyn McGuire-Frenkil
2016 - 2017: Ann Quinn	2009 - 2010: Ellen Yankellow	2002 - 2003: Dawn Hyde*	1993 - 1994: Carolyn Burrridge *
2015 - 2016: Traci Barnett	2008 - 2009: Eileen Rehrmann	2000 - 2002: Betsy Zaborowski*	1992 - 1993: Marsha Jews

*Deceased



EXECUTIVE ALLIANCE IMPACT BY THE NUMBERS



Community Participation

We sponsored and participated in The Daily Record leadership summit, BBJ Mentoring Monday, with members speaking on their area of expertise. Reaching over 500 women.

500



Public Education Sessions

We're especially proud to act as a convener, bringing together over 900 women through publicly available programs and events.

900



Mentoring Program

11 graduates of the Effective Impact Mentoring program joined the 143 women who have completed this transformational program.

154



Annual Publication Reach

Our publications, Women's Resource Guide and 2022 Census Report, reached over 10,000 business readers in Maryland and included a robust directory of members.

10,000



DID YOU KNOW?

- EA's Effective Impact Mentoring Program runs from August to June.
- EA's Board Matching Program will help match those looking for board members with talented women from our membership and from our partners.
- Honor Roll is open to private companies and non-profits. Nominate your company here: executivealliance.org/honor-roll
- All members and partners are spotlighted on our social media pages. Follow us on Facebook @ExecutiveAllianceMaryland and LinkedIn @ExecutiveAlliance
- Engaged members make EA more powerful. Want to become more active? Call Rebecca at 443-768-3281.



Applications open

DOES YOUR ORGANIZATION STAND WITH WOMEN?

Celebrate your success with Executive Alliance's Honor Roll Award

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 organization has a unique opportunity to receive public recognition for workplace programs that promote equity, diversity and inclusion for women.

Honor Roll
WOMEN'S REPRESENTATION

through December 31 at ExecutiveAlliance.org



**Recognizes our Partnership
with Executive Alliance
and celebrates
“Women of Excellence” in 2023!**

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 16th-20th.



WWW.WHITING-TURNER.COM