

Unstoppable Women  
Breaking Through Barriers



2024 Census Report  
**Women Board Directors  
IN MARYLAND**

Advertising Supplement

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## UNSTOPPABLE WOMEN: BREAKING THROUGH BARRIERS

Executive Alliance seeks to empower and diversify women leaders as they grow and develop through their careers. Since 1993, Executive Alliance has been a catalyst for women leaders in the greater Baltimore area.

We're excited to name 43 Maryland companies and non-profit organizations to our Honor Roll Award for Women's Representation. This award is designed to recognize and celebrate companies and organizations 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 AT LEAST 30% of their executive leadership AND 30% of their board of director seats held by women.

Executive Alliance seeks to change the conversation about women leaders through Advocacy, Education and Mentorship. There are many ways to become involved in the work we do. For women at the mid-level of their careers, consider our Effective Impact Mentoring program (applications will close in early June), or attending our In the Room mentoring event May 9. For senior level executive women leaders, consider membership in the organization. To become inspired by the unstoppable women in Maryland, mark your calendar for our Women of Excellence celebration November 13. Stay at the forefront

of women leaders in Maryland by subscribing to our free monthly Accelerate Women newsletter. More information on all programs may be found at [executivealliance.org](http://executivealliance.org)

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/member-directory](http://www.executivealliance.org/member-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.

**Sarah Mogol**  
Executive Alliance Chair



**Rebecca Snyder**  
Executive Director



THANK YOU, PARTNERS



# BETTING ON YOURSELF

## New to the Honor Roll, UnderArmour Proves the Value of Women in Leadership

The metaphor of the “glass ceiling” feels a bit trite; suggesting that once one woman “breaks through,” then the work is done. But, increasing representation of women and minorities at boardroom tables and executive conference rooms is about so much more than simply filling a seat. It is vital for the growth and long-term success of companies of all sizes - from small business to major brands.

UnderArmour, one of the ten publicly traded companies in Maryland to make Executive Alliance’s Honor Roll this year, is proving that women are bringing more than just new perspectives to leadership, their voices are actually shaping brand strategy and accelerating innovation.

Amanda Miller, chief communications officer, joined Under Armour (UA) partly due to its female leadership under CEO Stephanie Linnartz.

“50% of her leadership team is female. So the general counsel, the head of the Americas, the head of HR, it’s just a really exciting environment to be in,” said Miller.

This diversity in leadership not only symbolizes UA’s commitment to gender equality but also influences its business strategy and product development, particularly in catering to female athletes. The global market for women’s activewear is approaching \$250 billion, according to data compiled by Statista, so it makes sense for UA to strategically focus on this segment. And, having the right women in leadership positions is giving them valuable insight into everything from product development to marketing.

Miller shared that gathering feedback from female athletes is allowing UA to improve their product designs. For example, high schools and college basketball players shared that the micro holes in the uniforms made the shirts feel see-through, so the UA team redesigned the shirts with even smaller holes.

“Another thing we learned is a lot of volleyball players wear makeup, because that’s part of the gestalt of



volleyball, but the makeup was getting on the collar when the collar was white,” shared Miller. “I don’t know that any man would think about the nuances of wearing foundation with a white athletic apparel shirt. That’s the real benefit of having designers and executives who are women; they understand inherently what the athlete is talking about when we get the feedback.”

Beyond product development, UA fosters an environment that supports the professional growth of its female employees. The company’s women’s employee resource group provides a platform for programming, development, and networking opportunities. This internal support mechanism is crucial for nurturing female talent and preparing them for leadership roles within the company.

Miller also underscored the importance of self-advocacy and mutual support among women in corporate settings, reflecting on advice from

mentors and her own experiences.

“You have to bet on yourself,” she stated, paraphrasing advice from one of the influential female leaders who supported her career journey. “It means walking into a room and saying, I’m going all in on myself, and not feeling shame or embarrassment about taking a risk and voicing your opinion.”

Ten publicly traded companies were recognized on the Honor Roll this year, which is a significant increase from last year when only five companies made the list. However, there are 80 publicly traded companies headquartered in Maryland, so there is still much work to be done to amplify the voices of female leaders in corporate spaces. As UA is demonstrating, the value of representation translates into bottom line results, and increasing the diversity of voices is no longer optional when it comes to sustainable growth.



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# AI Supports Diversity in Hiring – with a human touch

Artificial intelligence (AI) is almost everywhere these days, with AI assistants able to do everything from managing your calendar to designing a LinkedIn profile picture. In the workplace, AI is becoming an indispensable tool for many repetitive tasks or processes.

Brandy Jones is vice president of human resources at BigBear.ai, which provides artificial intelligence and machine learning solutions designed to transform decision-making processes. She explained that while AI has been part of the technological landscape for decades, it is now expanding from niche applications to widespread practical use cases across various industries.

This shift is particularly evident in the field of HR and recruitment, Jones said, where AI tools that were once considered cutting-edge are now becoming essential for streamlining processes, enhancing decision-making, and improving outcomes.

According to Jill Reamer, founder of Peak Partners, a talent recruitment agency for executive and professional positions, AI can help with many administrative recruitment tasks, like sending emails and following up with candidates. However, when it comes to selecting a candidate pool and making hiring recommendations, Reamer feels that AI has limitations and risks.

"It does help with getting a more diverse candidate pool, but the ultimate decision ends up with the hiring manager," said Reamer. "Once you have that candidate pool, you will eliminate and reduce it based on your human unconscious biases. The AI is going to know how you chose, and the next time, it will try to mimic what you did, which could perpetuate the bias."

Despite these issues, Jones remains incredibly optimistic about the potential of AI in recruitment.

"For me, being a female and very early in my career, I was in a manufacturing environment surrounded by primarily Caucasian male leadership," said Jones. "I looked around and said, I don't see myself, I don't see the diversity, I don't see a lot of varying perspectives and cultural influences and people that look at things differently. As an HR leader, I am trying to change that."

The biggest opportunities to increase diversity in the workplace come at the earliest stages of the recruitment process – from writing the job descriptions to identifying the initial candidate pool. These are the areas where Jones says AI can make a real impact.

"AI can really be very deliberate about looking at someone's skills and experience in a very rapid way and producing candidate pipelines," Jones said. "It can help you stretch the applicant profile and help you look in different places."

However, Reamer adds that the human touch is still important, even at these early stages, and the biases of the recruiter can still creep into the process. For her part, she tries to use AI in a way that helps eliminate potential biases.

"We use filters within our AI tools to specifically target underrepresented groups in the candidate pool," said Reamer. "This is a deliberate effort to ensure that we are not only reaching a wider array of potential candidates but also addressing the imbalance in representation in certain industries and roles."

From Jones's perspective, building better AI starts with hiring the right people to do the building.

"As an HR executive, I look at how we are acquiring top talent who will be developing these tools," said Jones, who explained that having diverse representation among the developers is critical to their usefulness for a diverse population. "I can ensure that the talent resources who are building the materials represent the wider population of users."

This can help mitigate the risk of bias creeping into the technology that power the tools.

But, both Reamer and Jones emphasized that AI is a partner to humans, not a replacement. And, even though AI can help more women and minorities be considered for new positions, humans still have a responsibility to recognize how bias impacts decision-making. Ultimately, it is the humans who can leverage the value of AI to increase diversity in hiring, and make sure that value is actualized in the executive suites.



## EXECUTIVE ALLIANCE SUPPORTS WOMEN THROUGH THEIR ENTIRE CAREER

Women look to Executive Alliance for support, peer-to-peer networking, professional development, and amplification of their accomplishments. Three signature events each year bring our mission to the wider public. Learn more or apply at [executivealliance.org](https://executivealliance.org).

### ADVOCACY

- Showcase member accomplishments on LinkedIn and emailed Weekly Planner
- Focus on legislative advocacy
- Highlight members in two glossy publications each year
- Member access to board matching program
- Analysis of women board directors
- Signature event: Honor Roll in March

### EDUCATION

- Members may educate others with blog posts
- Wisdom in the Room monthly zoom for members
- Professional development learning opportunities
- Accelerate Women monthly newsletter sent to thousands of readers
- Signature event: Women of Excellence in November

### MENTORING

- Effective Impact Mentoring program open to future members at the mid-level of their careers
- Mentoring opportunities for members
- Peer to peer mentoring with multiple Mastermind groups
- Member access to private contact directory
- Signature event: In the Room Mentoring in May

Members look to Executive Alliance for social networks, with quarterly dinner meetings, and quarterly socials throughout the greater Baltimore area.



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## Executive Alliance 2024 Honor Roll



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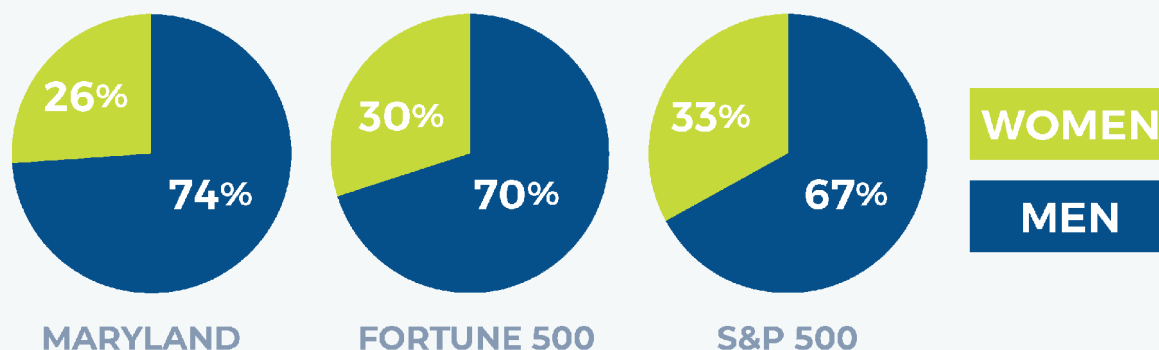
# MARYLAND'S PUBLICLY-TRADED COMPANIES Annual Census Report

**THE METHODOLOGY** The 2024 Census includes 80 companies that are listed on the three major exchanges (NYSE American, NYSE and Nasdaq) that are headquartered in Maryland. The Census excludes funds and early stage “blank check companies”. Data was obtained from the initial prospectus, most recent proxy statement (DEF 14A) and annual report (10-K) filed with the Securities and Exchange Commission (SEC) for the period July 1, 2022 through June 30, 2023. The proposed slate of directors is used and the report excludes retiring directors. Executive officers and most highly compensated officers are those listed in SEC filings. The report excludes executives and most highly compensated officers that have retired or the position was vacated and was filled based on SEC filings. Identification of race and ethnicity was based on SEC filings if disclosed or other means (searches, websites, etc.). Definition of race and ethnicity is based on Nasdaq board diversity matrix instructions and templates. It should be noted that it is difficult to determine race and ethnicity and the data may be marginally inaccurate.

## COMPANIES INCLUDED IN THE CENSUS

2U, Inc.	CEVA, Inc.	Elutia Inc. (formerly Aziyo Biologics, Inc.)	Host Hotels & Resorts, Inc.	NextCure, Inc.	Sandy Spring Bancorp, Inc.	Corporation
AGNC Investment Corp	Choice Hotels International, Inc.	Emergent Biosolutions Inc.	IGC Pharma, Inc. (formerly India Globalization, Inc.)	Novavax, Inc.	Saul Centers, Inc.	Theriva Biologics, Inc. (formerly Synthetic Biologics, Inc.)
Alset Inc.	Ciena Corporation	Enviva, Inc.	IonQ, Inc.	Omega Healthcare Investors, Inc.	Sensei Biotherapeutics, Inc.	Senseonics Holdings, Inc.
Altimmune, Inc.	Connexa Sports Technologies, Inc.	ESAB Corporation	JBG Smith Properties	OpGen, Inc.	Shore Bancshares, Inc.	TOMI Environmental Solutions, Inc.
Arcellx, Inc.	Constellation Energy Corporation	Federal Realty Investment Trust	Liquidity Services, Inc.	Orgenesis Inc.	Shuttle Pharmaceuticals Holdings, Inc.	Under Armour, Inc.
Argan, Inc.	COPT Defense Properties (formerly Corporate Office Properties Trust)	First United Corporation	Lockheed Martin Corporation	Partners Bancorp	Sinclair Broadcast Group, Inc.	United Therapeutics Corporation
Avalo Therapeutics, Inc.	CuriosityStream, Inc.	Gain Therapeutics, Inc.	MacroGenics, Inc.	Pebblebrook Hotel Trust	Supernus Pharmaceuticals, Inc.	Universal Security Instruments, Inc.
BigBear.ai Holdings, Inc.	DiamondRock Hospitality Company	Glen Burnie Bancorp	Marriott International, Inc.	Precigen, Inc.	T. Rowe Price Group, Inc.	Urban One, Inc.
BTCS, Inc.	Eagle Bancorp, Inc.	GlycoMimetics, Inc.	MaxCyte, Inc.	Processa Pharmaceuticals, Inc.	Tenable Holdings, Inc.	Walker & Dunlop, Inc.
Bullfrog AI Holdings, Inc.		GSE Systems, Inc.	McCormick & Company, Inc.	REGENXBIO Inc.	TeraWulf Inc.	Xometry, Inc.
Capital Bancorp, Inc.		Hannon Armstrong Sustainable Infrastructure Capital, Inc.	Medifast, Inc.	Rekor Systems, Inc.	The Community Financial	ZeroFox Holdings, Inc.
CASI Pharmaceuticals, Inc.			MyMD Pharmaceuticals, Inc.	RLJ Lodging Trust		
Castellum, Inc.			NexImmune Inc.			
Centrus Energy Corp.						

From inception, Maryland companies in the Census have lagged behind the national average for gender and racial diversity. Of the 673 director seats in Maryland, 74% seats are held by men and 26% are held by women compared to Fortune 500 companies where 70% are held by men and 30% are held by women<sup>(1)</sup>. Maryland also lags the S&P 500 where 67% of board seats are held by men and 33% are held by women<sup>(2)</sup>.



Since 2020, there are no more all male boards among the S&P 500 companies.<sup>(3)</sup> In Maryland, there are still all male boards! Seven Maryland companies, or 9%, had ALL male boards. boards versus 1% of Fortune 500 companies.

### MARYLAND COMPANIES WITH ALL MALE BOARDS

- Bullfrog AI Holdings, Inc.
- Connexa Sports Technologies, Inc.
- MyMD Pharmaceuticals, Inc.
- Theriva Biologics, Inc. (formerly Synthetic Biologics, Inc.)
- CASI Pharmaceuticals, Inc.
- IGC Pharma, Inc. (formerly India Globalization, Inc.)
- Rekor Systems, Inc.
- Universal Security Instruments, Inc.

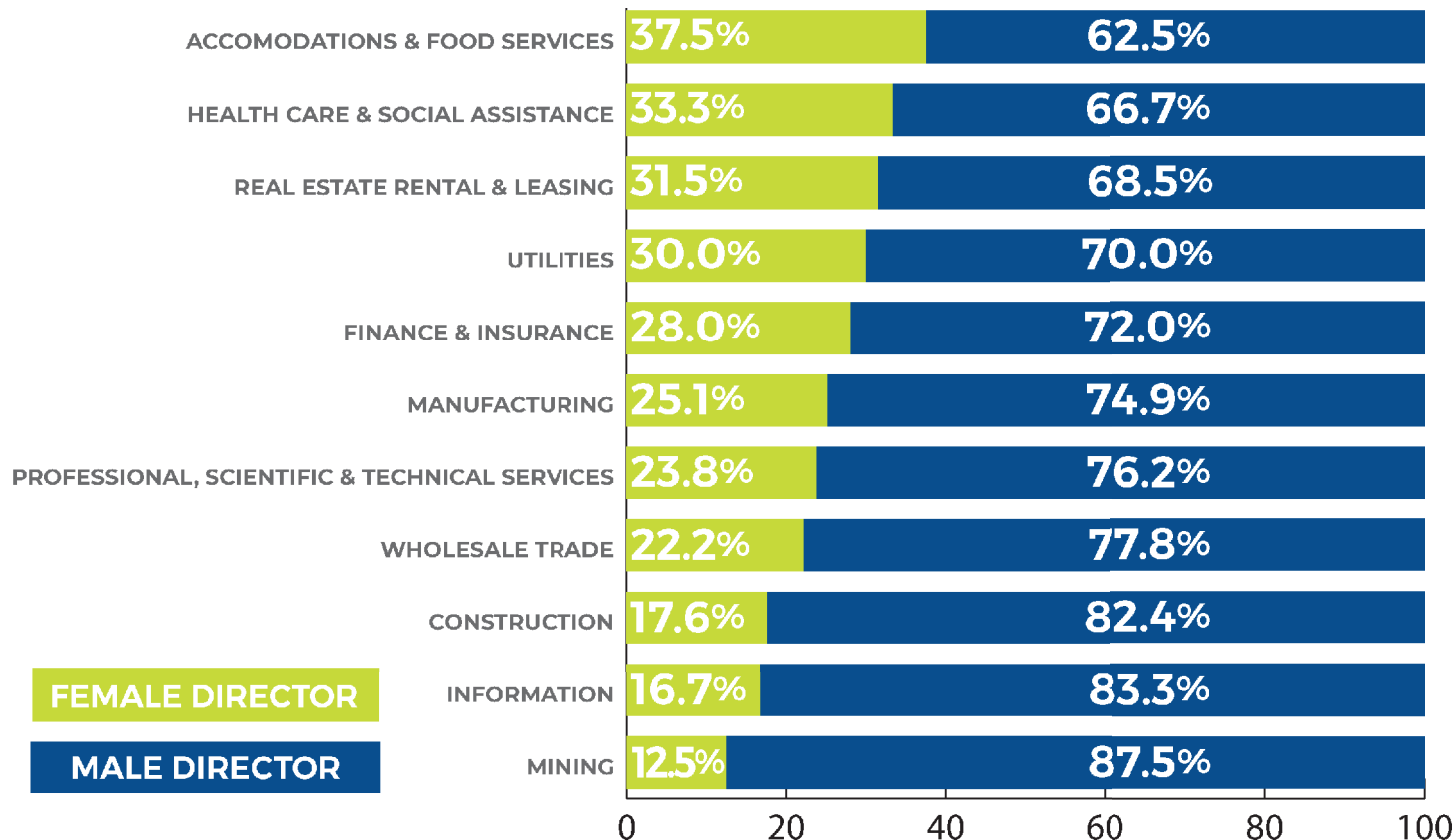
## MARYLAND AGE AND TERM LIMITS SIGNIFICANTLY LAG THE S&P 500

The average age of directors in the Maryland Census remained unchanged this year at 62. The average age of male directors remained unchanged at 63 this year and the average age of women directors remained unchanged at 60 this year. Nationally, the majority of boards (88%) of S&P companies have an average director age in the 60s<sup>(4)</sup>. The average tenure for seated directors is 7.8 years for companies of the S&P 500<sup>(5)</sup>.

The majority of S&P 500 boards (69%) have mandatory retirement age limits<sup>(6)</sup>. In Maryland, only 21% of the companies in the Census had age or term limits. If Maryland boards institute age or term limits, it will create the opportunity to accelerate diversity on Maryland boards.

# MARYLAND BOARDS BY INDUSTRY

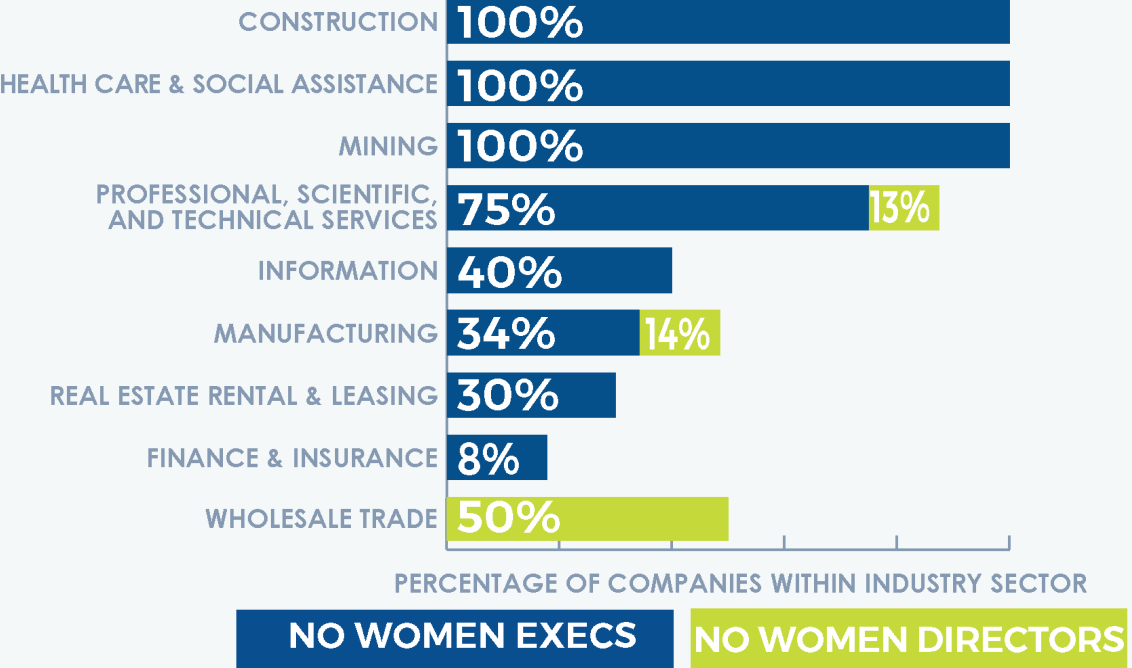
## GENDER DIVERSITY: DIRECTORS BY INDUSTRY



In Maryland, the most gender diverse boards by industry are Accommodations & Food Services, Health Care & Social Assistance and the least gender diverse boards by industry are Mining, Information and Construction.

## INDUSTRIES WITH NO WOMEN

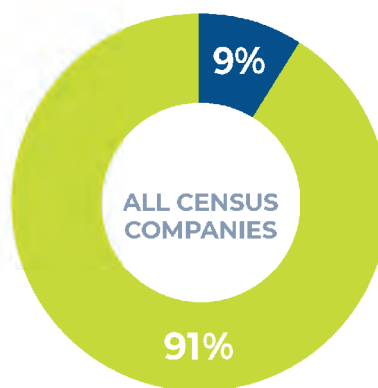
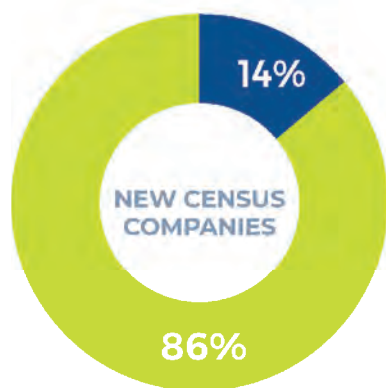
While all Construction, Health Care & Social Assistance, and Mining companies had no women executives, the number of companies in the industry sector was only two for Construction, and one each for Health Care & Social Assistance and Mining. Of the 35 companies in the Manufacturing sector, five (14%) had no women directors and 12 (34%) had no women executives.



# A LOOK AT NEW COMPANIES ENTERING THE CENSUS

In this year's Census, Maryland has 80 publicly traded companies on one of the three major exchanges (NYSE, NYSE American or Nasdaq) and headquartered in Maryland, an increase from 75 last year. There were seven new companies included in the Census this year and two companies exited the list.

A look at the new companies added to the Census reveals that five of the new companies (71%) were added to the list as a result of the company going public (IPO), one was up-listed to one of the three major exchanges and one was a spin-off from another company. Of the new companies included in the Census, six or 86% had at least one woman director versus 91% for all Census companies.



## WOMAN DIRECTORS IN NEW COMPANIES

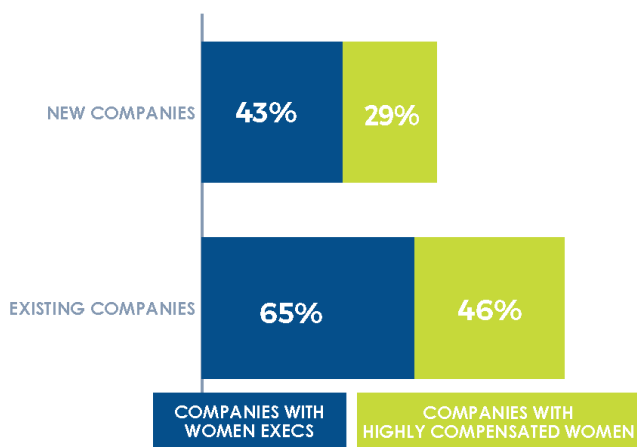
COMPANIES WITH AT LEAST ONE WOMAN DIRECTOR

COMPANIES WITH ONLY MALE DIRECTORS

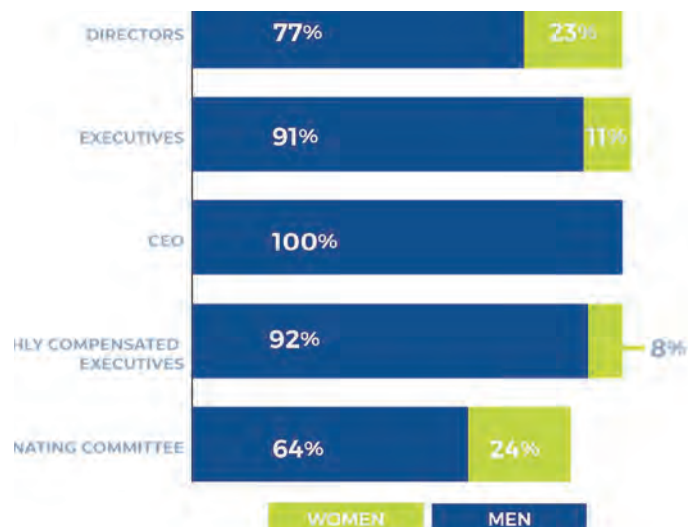
C-Suites for these new companies are not as gender diverse as last year and as compared to all Census companies. Of the new companies in the Census, 43% had at least one woman executive compared to 65% for all Census companies. Two companies, which represents 29% of the new companies, had a woman among the most highly compensated executives compared to 37 for all Census companies or 46%.

Women made up 23% of the directors for the new companies in the Census, a decline of 1% compared to new companies in last year's census. Women made up 26% of the directors for all Census companies. Women executives remained unchanged this year at 11% for new companies added to the Census, compared to 17% for all Census companies. There were no women CEOs among the new companies included in the Census. Women also only made up 8% of the most highly compensated executives compared to 14% for all Census companies. The nominating committee for new companies included in the Census was not as gender diverse as all Census companies with 24% women on new company nominating committees versus 29% for all Census companies.

## WOMEN'S REPRESENTATION IN NEW VS ALL CENSUS COMPANIES



## NEW COMPANIES IN MARYLAND



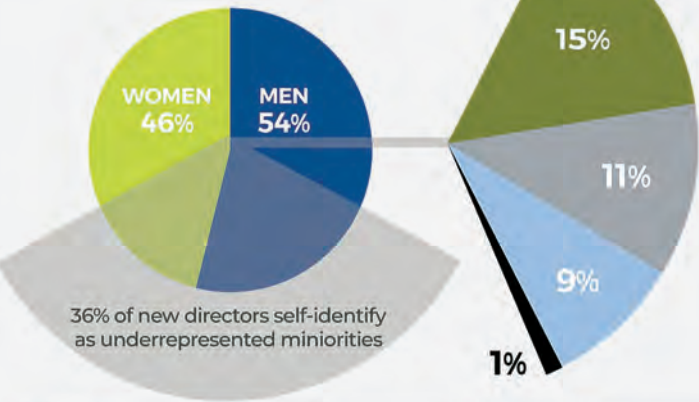
# A CLOSER LOOK AT NEW INDEPENDENT DIRECTORS

The number of new independent directors in Maryland declined from 60 in 2022 to 43 in 2023. New independent directors in Maryland represented 8% of total independent directors. Maryland boards are not as independent as S&P 500 boards. Maryland boards have fewer directors that are independent with 79% of all directors being independent versus 85% for S&P 500 companies<sup>[7]</sup>.

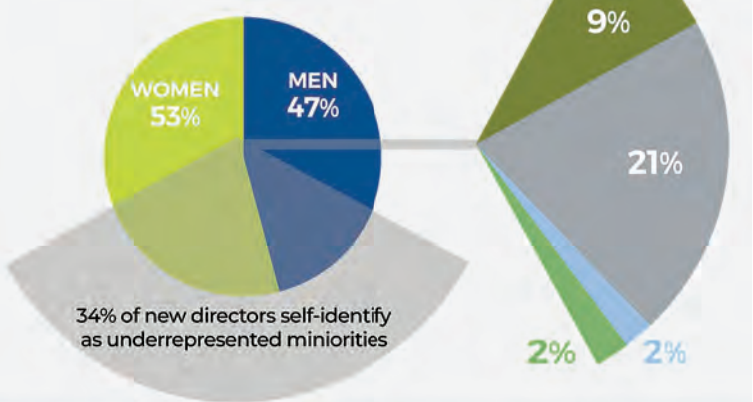
Maryland has fewer new independent directors than the S&P 500. Men made up 47% and women 53% of new independent directors in Maryland versus the S&P 500's new independent directors were 54% men and 46% women<sup>[8]</sup>. Maryland companies significantly increased the percentage of new independent female directors from 33% in 2022 to 53% in 2023.

*Maryland boards are not as racially/ethnically diverse. Nationally, the percentage of new directors in the S&P 500 from underrepresented minorities was 36% versus 34% for Maryland new independent directors<sup>[9]</sup>. Nationally, 15% of new directors are Black or African American, 11% are Asian, 9% are Hispanic or Latinx and 1% are multiracial<sup>[10]</sup>. In Maryland, 9% of new independent directors are Black or African American, 21% are Asian, 2% are Hispanic or Latinx and 2% are Native American or Alaska Native.*

## NEW S&P 500 INDEPENDENT DIRECTORS



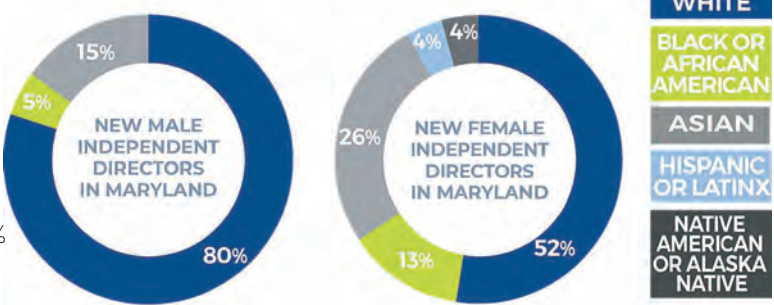
## NEW MARYLAND INDEPENDENT DIRECTORS



BLACK OR AFRICAN AMERICAN   ASIAN   HISPANIC OR LATINX   MULTIRACIAL   NATIVE AMERICAN OR ALASKA NATIVE

## ETHNIC DIVERSITY AMONG MALE AND FEMALE NEW INDEPENDENT DIRECTORS IN MD

Of the new male directors in Maryland, 80% are white versus 52% of the new female directors are white. New female directors in Maryland are more diverse than new male directors with 13% African American or Black, 26% Asian and 4% Hispanic or Latinx and 4% Native American or Alaska Native compared to 5% African American or Black, 15% Asian, 0% Hispanic or Latinx and 0% Native American or Alaska Native for men.



## MD Boards Versus S&P 500 Boards

Women represented 46% of new independent directors at S&P 500 boards compared to 53% for Maryland companies<sup>[11]</sup>. The average age of new directors at S&P 500 companies was 58 versus 59 for new companies in the Maryland Census<sup>[12]</sup>.

## A CLOSER LOOK AT DIVERSITY

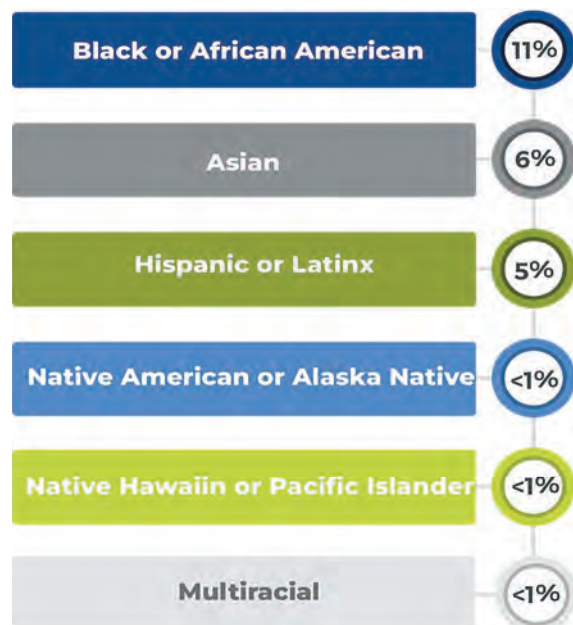
The Fifth U.S. Circuit Court of Appeals ruled in October of 2023 to uphold Nasdaq's diversity disclosure rules. By December 31, 2023, companies must have one diverse director or provide an explanation why they do not have one diverse director. The number of diverse directors increases to two by December 31, 2025 for Nasdaq Global Select or Global Market companies and by December 31, 2026 for Nasdaq Capital Market companies. There is an exclusion for Nasdaq companies with five or fewer directors. The rule also requires companies listed on Nasdaq's U.S. exchange to publicly disclose board-level diversity statistics annually using a standardized template<sup>(13)</sup>.

This is the first year Executive Alliance has tracked the diversity of all directors in the Census. Of the 673 directors, race and ethnicity could not be determined for 2% of the directors in the Census and several identified as two or more races. Approximately 18% of the directors were underrepresented minorities versus 24% of S&P board directors<sup>(14)</sup>.

## UNDERREPRESENTED MINORITIES

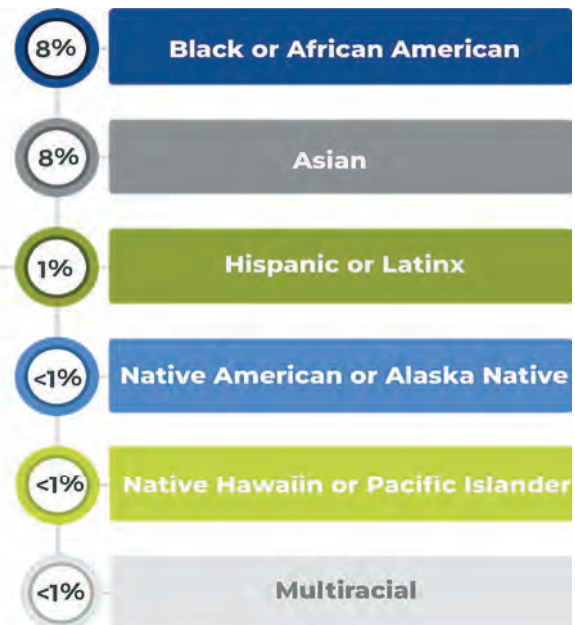
### S&P 500

24% OF ALL DIRECTORS



### MD COMPANIES

18% OF ALL DIRECTORS

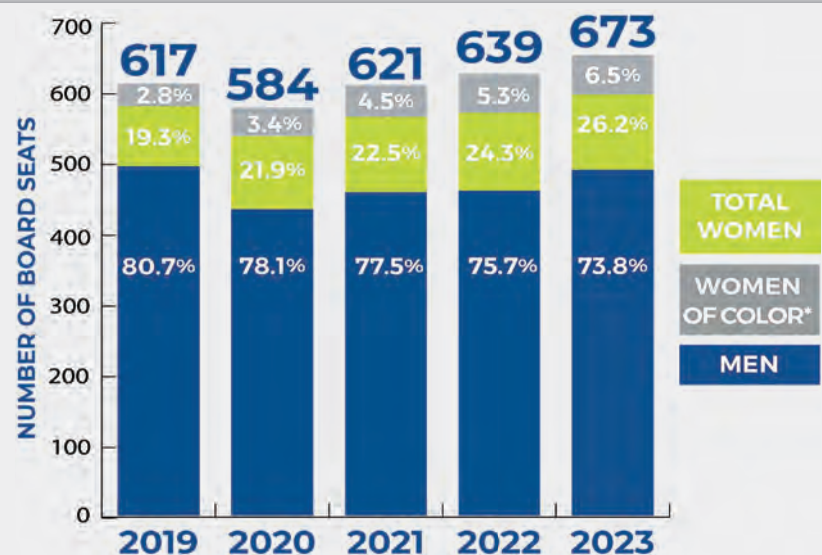


In Maryland, 8% are Black or African American, 1% are Hispanic or Latinx and 8% are Asian. Women directors are more diverse with 25% identifying as a racial or ethnic minority versus 15% for male directors. Maryland boards are mostly white and less diverse than S&P 500 boards. The percentage of white directors in the S&P 500 was 75% in 2023 versus 80% for Maryland<sup>(15)</sup>.

## PERCENTAGE OF BOARD SEATS HELD BY WOMEN

The number of women on Maryland boards lags the national average as does the number of minority women. The number of minority women on Fortune 500 boards is 7.8% and in Maryland, of the 673 director seats, minority women only hold 6.5% of board seats<sup>(16)</sup>.

\*Women of color percentage is the percentage of the total number of board seats



## Looking Back on the Past 15 Years

Fifteen years ago, women only made up 9% of Maryland board seats and today women make up 26% which represents approximately a 1% increase per year. This pace is astonishingly slow. At the current pace, based on the last four years, it will take until 2036 to reach gender parity on Maryland boards. However, 15 years ago, the number of companies with at least one woman on their board in Maryland was only 49% and today it is 91%. And 48 companies or 51% had no women directors and today that number stands at seven companies or 9% have no women directors.

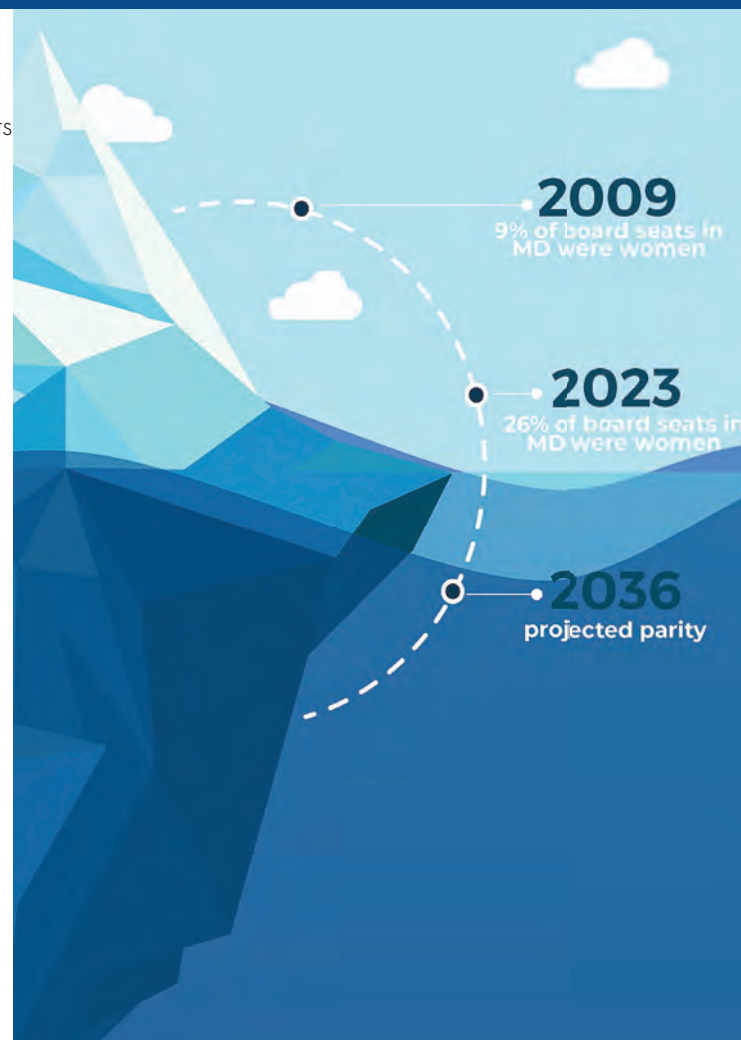
Diversity among women directors has improved with women of color now representing 44 board seats compared to just 3 seats 15 years ago.

There were only six companies with 25% or more of their board seats held by women and today there are 44 companies or 55% of the companies in the Census that have at least 25% of director seats held by women.

No companies had a woman CEO and today 9 companies or 11% have a woman CEO. This compares to 10% of Fortune 500 companies and 8% for S&P 500 companies<sup>(17)(18)</sup>.

The number of women executives has only increased 6% to 17% over fifteen years and has remained flat at 17% for the last five years. However, the number of companies with no women executives declined to 35% from 62% over the 15-year period.

Companies with at least one woman among the most highly compensated executives increased from 33 women or 35% to 37 women or 46%, an increase of only four women in 15 years. The number of companies with no women among the most highly compensated executives decreased from 65% to 54%.



## Could We Backslide?

California passed a law, SB826 in 2018 that required publicly traded companies headquartered in California to have at least one woman board director by the end of 2019 and at least two women on boards with five or more directors and at least three women on boards with six or more directors by July 31, 2021. There were also repercussions for companies that did not comply and including fines and being listed publicly by the California Secretary of State as being non-compliant.

A recent Forbes article, "Fewer Women on Corporate Boards After California Law Deemed Unconstitutional" indicated that the law was in fact effective and that by September 2022, women represented more than 33% of board members in the state, more than doubling the 16% of board seats held by women in 2018. Before the law went into effect, 183 of California's public companies had all-male boards and now just 22 have all male boards. The law was ruled unconstitutional in 2022 and since that time the number of women directors has declined<sup>(19)</sup>. Results suggest that laws that require board diversity are effective.

(1) [heidrick.com/-/media/heidrickcom/publications-and-reports/board-monitor-us-2023.pdf](https://heidrick.com/-/media/heidrickcom/publications-and-reports/board-monitor-us-2023.pdf)  
(2) [spencerstuart.com/-/media/2023/september/usbi/2023\\_us\\_spencer\\_stuart\\_board\\_index.pdf?sc\\_trk=BDB9A48933CA433C9DDD7D4E85D62A38](https://spencerstuart.com/-/media/2023/september/usbi/2023_us_spencer_stuart_board_index.pdf?sc_trk=BDB9A48933CA433C9DDD7D4E85D62A38)  
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(4) [spencerstuart.com/-/media/2023/september/usbi/2023\\_us\\_spencer\\_stuart\\_board\\_index.pdf?sc\\_trk=BDB9A48933CA433C9DDD7D4E85D62A38](https://spencerstuart.com/-/media/2023/september/usbi/2023_us_spencer_stuart_board_index.pdf?sc_trk=BDB9A48933CA433C9DDD7D4E85D62A38)  
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## Encouraging Women to Make Their Mark

The BMA celebrates women in the gallery, and supports them internally

Christine Dietze, chief operating officer at the Baltimore Museum of Art (BMA) has been with the BMA for 17 years, where she has been fortunate to be surrounded by many strong female leaders – “to the credit of the museum and the women who have come before me,” she said.

“We’ve had a lot of strong women in leadership positions here at the museum.”

However, that was not always the case for Dietze, who spent the early part of her career working in theater.

“Working in the theater, the leadership positions, artistic director, managing director, board chair positions were certainly dominated by men,” she recalled. “I would go to the national conferences and always look to the few women

in the room for comfort and guidance.”

And, it was not just the rooms that were filled with male voices – “We were producing largely work by male playwrights, and men were directing the shows,” she added.

Historically, art produced by females has been overlooked, something Dietze says the BMA is working to change by bringing the works of these women artists to the forefront.

“The BMA has been trying to address the number of women artists in our collection,” she said. “We spent all of 2020 celebrating women, only collecting women artists, and doing shows by women.”

*Continued on 30*

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## 2024 Executive Alliance Honor Roll for Women's Representation





A CATALYST FOR WOMEN LEADERS IN MARYLAND

# Honor Roll AWARD FOR WOMEN'S REPRESENTATION

Congratulations to the 43 Honor Roll recipients! Our Honor Roll designation highlights publicly-traded and private companies and organizations in Maryland that employ women in at least 30% of their executive leadership roles AND have women in at least 30% of their board of director seats. These companies lead the way for women's leadership by being creative and supportive in recruitment, development, support and advancement of women in the workplace and corporate boards. There is still more work to be done to achieve gender parity in Maryland and continued focus is critical.

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PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



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PUBLIC COMPANY | SECTOR: TECH



PRIVATE ORGANIZATION | SECTOR: NON-PROFIT



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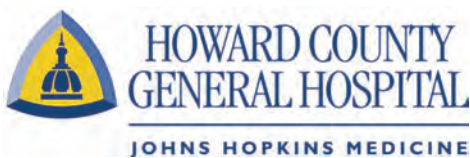
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For more information and to sponsor:

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# Luminis Health Celebrates Honor Roll Recognition

At Luminis Health, our dedication to championing women's leadership mirrors our commitment to delivering compassionate, quality care to our community. We're proud to stand among Maryland's leading organizations recognized for embracing diversity, equity, and inclusion. Congratulations to all the honorees. Together, we're lighting the path to a brighter, more inclusive future.



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We congratulate all members of the Executive Alliance Honor Roll. Thank you for your commitment to gender equity and for your willingness to lead.

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*Honored to be 2024 Honor Roll Award Recipient*

**2024 AFRO EVENTS AT A GLANCE**

**THURSDAY, MAY 30, 2024**

**BLACK BUSINESS MATTERS EXPO**

*Celebrating Small Businesses*

May is National Small Business Month, a time when we give recognition and support to the people who have invested their hearts-- and their finances-- to build generational wealth. The AFRO's Black Business Matters Expo will champion the cause of Black-owned small businesses, a vital sector that plays a crucial role in shaping our economic and social landscape.

For ways to participate in and/or sponsor this event, contact Lenora Howze @ lhowze@afro.com

Reginald F. Lewis Museum

830 East Pratt St. • Baltimore MD 21202

4pm (Virtual and in person)

**WEDNESDAY, JUNE 19, 2024**

**JUNETEENTH CELEBRATION**

The AFRO will honor the leaders and institutions who have played an essential role in promoting the significance and history of this important day. This year's theme is "Celebrating the Black Press," recognizing those who are charged with chronicling and telling our stories.

Center Club

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8am-10am

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CHERISHING THE DIVINE WITHIN

(continued from 14)

According to Dietze, the BMA has been collecting works by contemporary female artists for several decades, but their advocacy for women artists became most visible with its 2020 Vision initiative, aimed at highlighting women artists and leaders. In 2023, "Making Her Mark" featured 23 exhibitions on works by 49 female artists, including 40 not previously represented in the collection.

On their website, the BMA describes "Making Her Mark": "For centuries, women artists in Europe were considered rare and less talented than their male counterparts. Women who achieved professional artistic careers were deemed anomalous or exceptional, while those who engaged in creative pursuits in the home were dismissed as amateurs, and their works were categorized as material culture rather than art."

Unfortunately, echoes of this sentiment are heard in executive leadership spaces still today, so the BMA also looks inward to how it helps elevate women in leadership

roles throughout the organization.

"In terms of our desire to broaden and diversify our workforce, we've changed all of our job postings," said Dietze. "Research shows that women and individuals from underrepresented backgrounds often only apply for jobs if they meet 100% of the requirements." She explained that the organization has added a note to



all job postings encouraging people to apply even if they do not meet all of the qualifications.

"We have also broadened where we post the jobs, so we can capture the broadest pool of candidates possible," Dietze

added.

The BMA also strives to open opportunities for internal staff who might be looking to advance or grow their careers. For internal candidates, Dietze said that the museum is committed to providing them with the interview experience and with conversations about what additional skills or training they might need to be successful going forward.

"We are always willing to give our time, not just to the staff, but also to the interns and students who come in, to share our experiences. We are fortunate to have a lot of women in leadership positions here, so we can do that," Dietze shared.

As far as advice for other women who are looking to make their mark, Dietze offered, "There is always going to be someone willing to share their experiences and provide guidance. Just be confident in the skills you have and go for it. That's how we all got here."

# CONGRATULATIONS

TO ALL OF THOSE NAMED TO THE EXECUTIVE ALLIANCE HONOR ROLL FOR 2024!



**McDaniel College is proud to be recognized for the third consecutive year among the colleges and universities in Maryland promoting women leaders.**

## Women Supporting Women

The **McDaniel Women's Leadership Network** comprises alums and friends of McDaniel College who are working to build connections and develop programs to attract and engage women in the life of the college. The network is guided by four pillars, including mentorship, community, career, and philanthropy.



**McDANIEL  
WOMEN'S  
LEADERSHIP  
NETWORK**

Get involved by contacting **410-857-2250**  
or **development@mcdaniel.edu**.

**MCDANIEL**  
COLLEGE

## Honor Roll Panelists

Our panel discusses the unique challenges and insights that come from situations where women find themselves as the sole representative in the room.

### MODERATOR



**LANIECE TYREE, MPA CASP**  
Assistant Vice President, Howard University



### MERYL BURGIN

EVP, General Counsel & Corporate Secretary, CareFirst BlueCross BlueShield



### ANNA-MARIA GONZALEZ PALMER

VP & Chief Human Resources Officer GBMC Healthcare System



### LAURA GAMBLE

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### CHRISSY THORNTON

President & CEO Associated Black Charities

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in women's  
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Application Deadline: July 26



Honoring high-achieving women.  
May 6, 2024



Recognizing rising women leaders.  
August 21, 2024  
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MARYLAND

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Whether you're starting a business, saving for a home, serving on a board or planning for retirement, our PNC-Certified Women's Business Advocates are here for you. Our specially trained bankers can make a difference for you by providing innovative financial solutions that are tailored to your unique goals. And with our extensive network of partners, we can help you build strategic connections in your community. Let us help you get to where you want to be.

Connect with an advocate at [pnc.com/women](https://pnc.com/women)

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# EFFECTIVE IMPACT MENTORING PROGRAM

*a program of Executive Alliance*



## 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

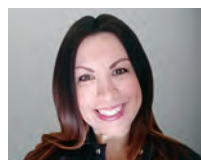
Engage in a structured development program led by expert presenters focusing on you.



## ACCESS

Access the expertise of Executive Alliance membership and selected events.

## 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 Semanie



**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 Engle Kessler



**Darci Smith**

EA Mentor: Suzanne Fischer-Huettner



**JasCiel Stamp**

EA Mentor: Julie East



**Katherine Watko**

EA Mentor: Tracy Imm

This highly acclaimed, competitive, year-long mentoring program matches each mentee from a class of 10-15 mid-level management women with an individual Executive Alliance member. The women meet one-on-one with their mentor throughout the year to discuss issues related to growth in job skills, negotiating the management hierarchy and gaining greater influence on the job and in the community.

In addition to the mentoring component, the year-long program provides eight structured half-day workshops that focus on the needs of the mentee. The program requires a 50-hour commitment for professional sessions and events throughout the year, as well as individual mentoring time. Tuition is \$2,900 and financial aid is available.






## 2023-2024 MENTEE COMPANIES/ORGANIZATIONS

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

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CCBC IS PROUD TO BE RECOGNIZED AS AN  
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## WOMEN'S REPRESENTATION.

At CCBC, we place equity at our center and lean into our mantra, "Every One of Us Counts." Together, we are building diversity, equity, and inclusion initiatives through which we will secure our place as a 21st-century college for 21st-century students prepared for 21st-century jobs.



Ellen Fish (Chair)  
Sandy Spring Bank

### SPECIAL THANKS FOR THE CENSUS REPORT



Megan Fish  
ForgeOS



Patti Long  
Sandy Spring Bank



Nancy Sloane  
Retired



Michele Bresnick  
Walsh  
Gordon Feinblatt,

The 2024 Census Report of Women Board Directors in Maryland is researched, compiled and published by the Women on Corporate Boards Committee of Executive Alliance. Special thanks to Ellen Fish (Chair), Megain Fish, Patti Long, Michele Bresnick Walsh and Nancy Sloane.



# Congratulations

## Executive Alliance Honor Roll

CareFirst BlueCross BlueShield is proud to be among a distinguished group of 2024 honorees.

**70%**  
of CareFirst  
employees are  
women

Our commitment to women's representation and a diverse workforce goes far beyond the numbers. We are proud to have an ever-growing number of award-winning female leaders representing our mission locally and nationally.

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