

**APRIL 2021 BOARD BOOK**

BOARD OF DIRECTORS MEETING

All materials for this and future Board meetings are available to all Board members at the private Board Extranet site: http://www.wbenc.org/extranet-Board

VIRTUAL ZOOM MEETING

APRIL 13, 2021

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# Agenda

**2:00 PM          Board Chair’s Report                                                                         Barbara Kubicki-Hicks**

* Approval of Meeting Minutes (December 2020)

**2:10 PM           Nominating and Governance Committee Report                                                     Clint Grimes**

**2:20 PM           President’s Report and Finance Update Theresa Harrison & Pamela Prince-Eason**

* Treasurer’s Report
* March Event Update
* Financial COE

**3:00 PM – 4:30 PM         Diversity Awareness Training Dee Marshall, Diverse & Engaged**

**4:30 PM – 4:45 PM Open Q&A**

**4:45 Wrap-up**

# Minutes of the December 3, 2020

**WBENC Board Meeting**

**Submitted for Approval**

**During the April 2021**

**Board Meeting**

**Women’s Business Enterprise National Council**

**Board of Directors Meeting**

**December 3, 2020 – 2:00pm- 5:30pm ET**

|  |  |  |  |
| --- | --- | --- | --- |
| **Meeting Roster** | | |  |
| 1. Board Chair | Barbara Kubicki-Hicks, Bank of America | Present |  |
| 2. President and CEO | Pamela Prince-Eason, WBENC | Present |  |
| 3. Counsel | Jorge Romero, K&L Gates | Absent |  |
| **Corporation** | **Corporate Members** |  |  |
| 4. AARP | Kimberly Marcus | Present |  |
| 5. Accenture | Nedra Dickson | Notified Absent |  |
| 6. Allstate | Eugene Campbell | Present |  |
| 7. AT&T | Clint Grimes | Present |  |
| 8. Avis Budget Group, Inc. | *VACANT* |  |  |
| 9. BP America | *VACANT* |  |  |
| 10. Capital One | Jim Gorzalski | Present |  |
| 11. Chevron | Stephanie Beveridge | Authorized Designee |  |
| 12. Comcast NBC Universal | Ajamu Johnson | Absent |  |
| 13. D.W. Morgan | David Morgan | Absent |  |
| 14. Dell Inc. | Piyush Bhargava | Notified Absent |  |
| 15. ExxonMobil Corporation | Doug Fisher | Notified Absent |  |
| 16. EY | Theresa Harrison | Present |  |
| 17. FedEx | Sue Spence | Present |  |
| 18. Ford Motor Company | Jacklyn Watt | Present |  |
| 19. GM | Reggie Humphrey | Present |  |
| 20. IBM Corporation | Michael Robinson | Present |  |
| 21. Johnson & Johnson | Eliza Gonzalez | Present |  |
| 22. JP Morgan Chase & Co. | William Kapfer | Present |  |
| 23. Kellogg | Michele Van Treeck | Present |  |
| 24. KPMG LLP | *VACANT* |  |  |
| 25. Macy's, Inc. | *VACANT* |  |  |
| 26. ManpowerGroup | Paula Ratliff | Present |  |
| 27. Marriott International, Inc. | Casey Oakes | Present |  |
| 28. Microsoft Corporation | Fernando Hernandez | Present |  |
| 29. Nationwide Inc. | Frantz Tiffeau | Present |  |
| 30. Office Depot/Office Max | Karen Miller | Present |  |
| 31. PepsiCo, Inc. | Mary McEvoy | Present |  |
| 32. Pfizer Inc | Mike Hoffman | Present |  |
| 33. Procter & Gamble | Andy Butler | Present |  |
| 34. Raytheon | *VACANT* |  |  |
| 35. Robert Half | Kathleen Trimble | Present |  |
| 36. Shell Oil Company | *VACANT* |  |  |
| 37. The Coca-Cola Company | *VACANT* |  |  |
| 38. The Home Depot | Sylvester Johnson | Present |  |
| 39. The Walt Disney Company | Rick Wertcshing | Present |  |
| 40. Toyota North America | Deb Schroeder | Present |  |
| 41. Twitter | Kristen Hickey | Present |  |
| 42. United Airlines | *VACANT* |  |  |
| 43. UPS | Kris Oswold | Notified Absent |  |
| 44. Verizon | *VACANT* |  |  |
| 45. Vistra (formerly Energy Future Holdings) | Phil Seidler | Present |  |
| 46. Walmart Stores, Inc. | Michael Byron | Present |  |
| 47. Wells Fargo | Regina Heyward | Notified Absent |  |
| 48. (Formerly Owens & Minor) | *VACANT* |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Leadership Council Members** |  |  |  |
| 49. WBCS | Debbie Hurst | Present |  |
| 50. WBEC-South | Phala Mire | Present |  |
| 51. WBEC-East | Liz Walsh | Present |  |
| 52. WBDC Florida | Nancy Allen | Present |  |
| 53. WBDC Midwest | Emilia DiMenco | Present |  |
| 54. GWBC | Roz Lewis | Present |  |
| 55. WPEO-NY | Marsha Firestone, Ph.D. | Notified Absent |  |
| 56. GLWBC | Michelle Richards | Present |  |
| 57. WBEC West | Pamela Williamson, Ph.D. | Absent |  |
| 58. WBEC-Pacific | Janice Greene | Present |  |
| 59. ORV-WBC | Sheila Mixon | Present |  |
| **Forum Members** |  |  |  |
| 60. CRC Group, Inc. | Patricia Rodriguez-Christian | Present |  |
| 61. Delta Personnel, Inc. | Teresa Lawrence | Present |  |
| 62. New Normal Life | Juli Sinnett | Present |  |
| 63. Aztec Promotional Group | Patti Winstanley | Present |  |
| 64. MYCA | Patti Massey | Present |  |
| 65. Bocci Engineering, Inc. | Lianne Lami | Present |  |
| 66. Ampcus | Ann Ramakumaran | Present |  |
| 67. IMAGEN | Joan LaGrasse | Present |  |
| 68. See Her Work | Jane Henry | Present |  |
| 69. Magnum Group | Vivian Isaak | Present |  |
| 70. Savoca Enterprises | Sharon Savoca-Mahin | Present |  |
| **Expert Members** |  |  |  |
| 71. Bristol-Myers Squibb | Farryn Melton | Present |  |
| 72. Past Chair Emeritus | Cheryl Stevens | Present |  |
| 73. ACT-1 Group | Janice Bryant-Howroyd | Present |  |
| **WBENC Staff** |  |  |  |
| VP, HR, Governance & Programs | Jill Sasso | Present |  |
| VP, Marketing & Technology | Pat Birmingham | Present |  |
| VP, Certification & Strategic Planning | Laura Taylor | Present |  |
| Assistant Controller | Lauren Herman | Present |  |
| **Regional Partner Organizations** |  | |  |
| WPEO-DC | Sandra Eberhard | Present |  |
| CWE | Gabby Morse King | Present |  |
| WBEA | April Day | Absent |  |
| **Board of Director Guests & Representatives** |  |  |  |
| Chevron | Dave Feldman | Present |  |
| KPMG | Jennie Friedman | Present |  |
| Robert Half | Sharon Black | Present |  |
| Shell Oil Co. | Brian Hall | Present |  |
| The Coca-Cola Company | Eyvon Austin | Present |  |
| The Walt Disney Company | Leonard Spencer | Present |  |
| WBENC | Amanda Zack | Present |  |
| WBENC | Cheri Simmons | Present |  |
| WBENC | Mia Delano | Present |  |
| BP | Debra Jennings-Johnson | Present |  |

**WBENC BOARD OF DIRECTORS’ MEETING –** December 3, 2020

**CALL TO ORDER:** Board Chair Ms. Barbara Kubicki-Hicks called the meeting to order at 2:05pm ET

A Quorum was established – see Attendance Sheet

**BOARD CHAIR’S REPORT BARBARA KUBICKI-HICKS**

* Opened the meeting with a welcome to the December WBENC Board of Directors meeting.
* Information on this call is for WBENC board members only and should not be shared outside of the Board of Directors.
* Asked if there were any corrections to the June 2020 Board meeting minutes. There were none.

*Following a motion by Ms. Farryn Melton and a second by Mr. Casey Oakes, the meeting minutes for the June 2020 Board meeting were accepted and unanimously approved. There was no opposition; no further discussion.*

**NOMINATING and GOVERNANCE COMMITTEE REPORT CLINT GRIMES**

Full details can be found in the December Board Book and PowerPoint slide deck.

* Mr. Clint Grimes stated that there are fifteen (15) existing corporate board seats with terms ending in 2020 and recommended that the corporations be re-nominated and approved for a new term through the end of 2023.

*Following a motion by Ms. Kathleen Trimble and a second by Mr. William Kapfer, the corporate re-nominations for the existing 15 board seats were approved with terms ending in 2023. Mr. Casey Oakes elected to abstain from voting due to his inclusion in this group of nominations. There was no opposition; no further discussion.*

* Mr. Clint Grimes announced that there are two (2) nominations for existing corporate board seatsto consider in today’s meeting.
  + The two (2) nominees are Ms. Jennie Friedman for the KPMG board seat and Ms. Sharon Black for the Robert Half board seat.
* Mr. Grimes recommended that both individuals be nominated to the Board of Directors and asked if there were any questions or comments; no questions were raised.

*Following a motion by Ms. Janice Bryant-Howroyd, and a second by Ms. Juli Sinnett**the nominations of* Ms. Jennie Friedman and Ms. Sharon Black *to the WBENC Board of Directors were unanimously approved; no opposition; no abstentions or further discussion.*

* Mr. Grimes announced that there are four (4) expiring board seats for consideration for Forum Members that will expire in 2023.
  + Recommended to nominate Ms. Patti Massey, Ms. Peggy DelFabbro, Ms. Sharon Reynolds, and Ms. Rashmi Chaturvedi to the Board with terms ending in 2023.

*Following a motion by Ms. Farryn Melton and a second by Ms. Teresa Lawrence, the four (4) Forum nominations to the WBENC Board of Directors were unanimously approved; no opposition; no abstentions or further discussion.*

* Mr. Grimes announced that there are four (4) expiring Leadership Council seats on the Board of Directors.
  + One is a re-nomination for Ms. Phala Mire to become Leadership Council Chair.
  + The remaining three (3) nominations are for Ms. Sandra Eberhard, Ms. Gaby King-Morse, and Ms. April Day.
  + These seats will expire in 2023.

*Following a motion by Ms. Sheila Mixon**and a second by Ms. Patricia Rodriguez-Christian, the four (4) Leadership Council nominations to the WBENC Board of Directors were unanimously approved; no opposition; no abstentions or further discussion.*

* Mr. Grimes commented that there are eight (8) vacant Corporate seats on the Board of Directors currently held by Avis, BP America, Macy’s, Raytheon, Shell, The Coca-Cola Company, United Airlines and Verizon.
  + The Nominating Committee will identify individual nominees for these seats and come back to the board with recommendations to fill them.
  + Ms. Pamela Prince-Eason commented that she and Ms. Jill Sasso are working to fill the open seats.
* Mr. Grimes commented that there is currently one open Corporate board seat which was formerly held by Owens & Minor.
* Mr. Grimes reviewed how changes to the board membership impact the board demographics.
  + Reviewed the statistics for gender, ethnicity, geographic location, and industry.
  + Ms. Theresa Harrison asked if there is any update on how the board is diversifying the industries represented and what progress has been made toward goals set in prior years.
    - Ms. Jill Sasso commented that the board has made progress toward those goals, and specifically mentioned adding technology-focused companies like Twitter to the board.
  + Mr. Clint Grimes commented that the board also has a goal of diversifying skill sets among board members.

**JOINT BOARD CHAIR & PRESIDENT REPORT PAMELA PRINCE-EASON / BARBARA KUBICKI-HICKS**

Full details can be found in the December Board Book and PowerPoint slide deck.

* Ms. Pamela Prince-Eason thanked the WBENC team, RPOs, and Board of Directors for their support during a difficult year.
* Ms. Prince-Eason referenced page 22 of the Board Book and shared that a substantial amount of time was spent to make sure the 2019 audit was done according to the new audit policy.
* Ms. Prince-Eason highlighted that the WBENC and NGLCC teams worked well together to execute Unity Week.
* 2020 programming was done at a high level. The intent of everything normally done during a year was rapidly transformed to a virtual format.
* Using WeTHRIVE as an example, WBENC met 4 times the needs of WBEs than would have been possible with in-person programming.
* Many Corporate Members allowed WBENC to keep money originally given for in-person programming.
* Due to the various virtual programming options available in 2020, money was able to be repurposed and improved visibility was achieved for corporate sponsors.
* WBENC has received feedback from Corporate Members that it is delivering the content desired.
* Virtual event attendance was excellent, and WBENC was very careful not to schedule programs in conflict with other D&I organizations or RPO events.
* WBENC has received very positive feedback about its industry-specific programs from Corporate Members.
* WBENC has put new programming in place virtually as a necessity and has formatted the content in a way that can be a permanent part of programmatic offerings.
* Vast groups of WBENC’s constituency have been represented in its 2020 programming.
* Page 25 of the Board Book details how WBENC has spread its leadership and team across programs for our constituents to be sure WBENC provides support in a broad and better way.
* Ms. Prince-Eason recognized Accenture’s Supplier Inclusion & Sustainability Summit and its use of virtual reality technology and the engagement of their executive leadership.
* Ms. Jill Sasso commented on NBIC Unity Week and thanked the six (6) presenting sponsors Accenture, Bristol Myers-Squibb, EY, Dell Technologies, Southern California Edison, and UPS.
  + Total registration was 2,039 in WBENC’s first virtual event.
  + There were a total of 16 sessions presented on various topics.
* Ms. Sasso asked for comments on Unity Week.
  + Ms. Janice Bryant-Howroyd commented that she is grateful for the WBENC network and its offerings during a difficult year.
* Ms. Prince-Eason commented on the upcoming leadership rotations in the Forum and Leadership Council effective January 1, 2021 and recognized Ms. Patricia Rodriguez-Christian for her leadership in the Forum, and other WBEs rotating into their new roles.
* Ms. Laura Taylor thanked Ms. Patricia Rodriguez-Christian for her leadership of the Forum and welcomed the new leaders of the Forum.
  + Ms. Patricia Rodriguez-Christian thanked the network for its commitment to the success of WBEs.
* Ms. Prince-Eason commented on the Leadership Council leadership rotations.
  + Recognized Ms. Sandra Eberhard for leading in her new role and welcomed her to the Board of Directors.
* Ms. Laura Taylor recognized Ms. Emilia DiMenco for her leadership of the Leadership Council.
  + Ms. Emilia DiMenco expressed her gratitude in working with the RPO leaders and recognized the new chair of the Leadership Council, Ms. Phala Mire.

**TREASURER’S REPORT PAMELA PRINCE-EASON / THERESA HARRISON**

Full details can be found in the PowerPoint Slide deck.

* Ms. Pamela Prince-Eason opened stating that she, along with, Ms. Theresa Harrison, Ms. Barbara Kubicki-Hicks, and Ms. Lauren Herman worked to be sure the new revenue recognition rules were adhered to as they went into effect for 2019.
* Ms. Prince-Eason commented that if any RPO needs assistance with an audit as it relates to the new revenue recognition rules, WBENC can provide support.
* WBENC’s current cash position is good at $ 4,879,266.
  + The cash position was higher in June at $7,190,070 due to monies received during the first half of the year.
  + This is typical for the time of year due to expenses that need to be paid.
* Ms. Theresa Harrison asked for clarification of the Excess Cash Account status of “closed” on slide 14.
  + Ms. Prince-Eason commented that the money was moved into the Operating Cash Account, and the account is not actually closed.
* The total revenue projection for 2021 is $9,775,000.
* Approval of 2021 revenue will be requested of the Executive and Finance Committees with the exception that details by cost center will be provided by the end of January 2021.
* The membership revenue projection for 2020 is $4,500,000 with about 30 new members added.
* The $4,400,000 goal for 2021 membership revenue is due to possible mergers and other factors.
* New revenue accounting rules require items previously categorized as sponsorship to be reclassified into contribution or donation categories.
* Under the new revenue accounting rules, all financial commitments made by corporations must be reported within the year they are made and cannot be spread over multiple years. In addition, the revenue must be recorded as restricted.
* The full year revenue for 2020 is projected to be $8,062,100.
* Ms. Lianne Lami asked if the $400,000 in NCBF exhibit fees projected as part of 2021 expenses covers both virtual and in-person opportunities.
  + Ms. Prince-Eason confirmed that it does include potential virtual and in-person expenses.
* Ms. Kristen Hickey inquired about a normal year’s registration.
  + Ms. Prince-Eason responded that it would have been half of what is reported for 2021.
* Ms. Prince-Eason commented that WBENC has given all exhibit fees back to vendors and returned almost all registration fees to constituents for 2020 events.
* Ms. Prince-Eason reviewed options to repurpose the intent of 2021 Summit & Salute and NCBF throughout the calendar year if in-person events are not possible.
* Reviewed the 2021 projected budget for sponsorships and registration on slide 16.
* Ms. Prince-Eason asked if there were any questions. Ms. Bryant-Howroyd commented that the infrastructure that WBENC provides for women-owned businesses is unique in the industry.
* Mr. Reggie Humphrey commented that the Tuck program was virtual in 2020 and several WBENC WBEs participated.
* Ms. Prince-Eason turned the floor over to Ms. Harrison who asked corporate board members to share their companies’ plans for travel in 2021.
  + Various Corporate Members commented that there will be very little travel allowed in 2021.
* Ms. Prince-Eason asked if Corporate Members would want to consider a delayed event in November or December 2021.
  + Ms. Mary McEvoy commented that Q4 2021 may be too soon for an in-person meeting.
  + Ms. Kimberly Marcus commented that individual state rules make travel planning difficult, and that WBENC should plan for virtual programming in 2021.
  + Mr. Eugene Campbell commented that his company is considering permanent changes to the modes of work for employees which will impact the ability to travel.
  + Ms. Kristen Hickey commented that if her company and budget allows, she will attend in-person events.
* Ms. Prince-Eason reviewed expenses for 2020 as referenced on slide 18.
  + WBENC delivered its commitment for the RPO allocation of $1,950,000 in 2020.
  + The 2021 RPO allocation projection of $1,600,000 is based on the $9,775,000 revenue projection for 2021 and is a maximum number.
  + WBENC is investigating ways to reduce its rent expense, but in order to qualify for a PPP loan, the original lease had to be honored.
  + 2020 travel expenses of $130,000 were a result of deferred expenses that had to be recognized in this calendar year.
  + “Other expenses” include costs for buying awards, miscellaneous supplies, etc.
  + The PPP loan will have to be recognized as revenue in 2021 when forgiven.
  + Total expenses projected for 2021 are $9,730,000.
* Ms. Prince-Eason reviewed the 2019 audit as referenced on slide 19.
  + Expenses and time tracking will be allocated to specific projects on an on-going basis beginning in 2021.
  + WBENC must review the method of RPO allocation prior to 2022 based on the new requirements for restricting additional types of revenue, as well as the multi-year recognition of commitments.
  + WBENC will be establishing a legal/fiduciary review process over donor restricted funds.
  + The Executive Compensation Policy is being finalized.
  + The expense reporting system is being changed by the end of December 2020.
* Ms. Lauren Herman commented that the audit is being completed later than normal in 2020 due to the COVID -19 pandemic and the resulting quarantine requirements.

**NATIONAL CERTIFICATION COMMITTEE UPDATE EUGENE CAMPBELL / LAURA TAYLOR**

Full details can be found in the December Board Book and PowerPoint slide deck.

* Ms. Laura Taylor provided a review of the committee’s actions throughout 2020:
  + Board alignment with virtual site visit process including defined criteria
  + Proactive measures to address COVID-19 challenges
  + Collaboration with NaVOBA on certification and sourcing platform assessments
  + SBA Women Owned Small Business (WOSB) Federal Contracting Program Rule Change – no longer have self-certification; WBENC is the largest third-party certifier.
  + WBENC continues to be a source of education to the SBA on providing certification.
* Mr. Eugene Campbell provided an update on the future of certification.
  + The goal is to make recommendations about different types of certification that WBENC may consider.
  + Sub-committees have been formed to investigate the potential of creating different types of certification for micro-businesses, women-led, female-founded, and venture capital funded businesses.
* Mr. William Kapfer thanked the committee for considering additional types of certification.
* Mr. Casey Oakes asked if the sub-committees could include other organizations such as NGLCC, BDR, or the NBIC to re-define certification standards more broadly, and if the Certification Committee could provide thought leadership on how corporations should recognize the new certification standards.
  + Mr. Eugene Campbell responded that the Certification Committee is working to coordinate with other D&I organizations to collaborate on additional types of certification.
* Mr. Oakes commented that the National Certification Committee should make it a priority to examine transgender women’s inclusion in the certification process in 2021 as there are significant challenges for them to become certified in many states due to the regulations that exist as it relates to the documentation that is required to become certified.
  + Ms. Taylor thanked Mr. Oakes and noted that she will follow up and include the point in future Certification Committee considerations.
* Ms. Taylor recognized Ms. Kathleen Trimble’s contributions to the National Certification Committee, and Mr. Campbell’s willingness to take on the role of committee chair.
* Mr. Campbell thanked Ms. Trimble and Ms. Taylor for their support.
* Ms. Trimble thanked the committee for their acknowledgements.

**WOMEN’S ENTERPRISE FORUM REPORT** **PATRICIA RODRIGUEZ-CHRISTIAN**

Full details can be found in the December Board Book and PowerPoint slide deck.

* Ms. Patricia Rodriguez-Christian highlighted the Forum’s accomplishments in 2020.
* Developed “Team Vision 2020” ​
* Successful Team Strategy Session in November 2019 using Design Thinking​
* Shifted to a Forum-centric model by enhancing team structure​
* Utilizing team calls and team topics to share and trade knowledge​
* The Forum’s 5 teams delivered over 20 webinars & implemented bi-weekly “WBENC Listens” calls
* Created a Recovery and Resilience team which surveyed the Forum on issues impacting WBEs related to the COVID-19 pandemic.
* Welcomed forty-three (43) new RPO Forum appointees in November 2020.
* In accordance with term limits on Forum Leadership positions, the WBENC Forum successfully transitioned the Forum leadership team.
* Ms. Rodriguez-Christian welcomed the new leaders of the Forum and thanked Ms. Laura Taylor and Ms. Jessica Yamas from the WBENC team for their support.

**LEADERSHIP COUNCIL REPORT** **EMILIA DIMENCO**

Full details can be found in the PowerPoint slide deck.

* Ms. Emilia DiMenco provided a recap of the Leadership Council’s activity in 2020.
  + The RPO’s refined their priorities for the year including:
    - Elevating engagement with stakeholders
    - Improving operational efficiency
    - Accelerating growth

**Q3 - Q4 2020 PROGRAMS & EVENTS REVIEW JILL SASSO / LAURA TAYLOR / PAT BIRMINGHAM**

Full details can be found in the PowerPoint slide deck.

* Reviewed various programs in which the WBENC team transitioned to a 100% virtual format in 2020.
* Ms. Jill Sasso recognized Ms. Amanda Zack for leading WBENC’s pitch competitions in 2020 which awarded over $100,000 in grants to certified WBEs in 2020.
* Ms. Jill Sasso highlighted the WBENC Pitch Academy which was open to both WBENC and NGLCC business enterprises.
* The NextGen Pitch Intensive and the NextGen Connect series were held for the first time this year for certified and non-certified millennial and gen z entrepreneurs as outreach programs. Recognized Ms. Cheri Simmons for her leadership of the NextGen Pitch Intensive.
* The Women of Color program continued in the second half of the year with 3 separate events.
* The Executive Education Program sponsored by Wells Fargo launched in 2020 in partnership with the Entrepreneurial Operating System®.
* Ms. Laura Taylor reviewed the WBENC LIFT program, the Wells Fargo Grant, and the WBENC Cummins Grant for Black Female Founders.
* The WBENC Industry Match & Meet program presented virtual matchmaking opportunities organized by specific industries.
* Ms. Pat Birmingham reviewed the “Women Who Own It” podcast, the launch of the Industry Spotlight Series, virtual Business Labs, and Women Owned in Retail virtual event.
* Ms. Birmingham highlighted various Unity Week programs and the Women Owned holiday gift guide.

**OPEN Q&A AND DISCUSSION PAMELA PRINCE-EASON / BARBARA KUBICKI-HICKS**

* Ms. Teresa Lawrence commented that Ms. Phala Mire was awarded Woman of the Year in New Orleans.
* It was mentioned that Mr. Leonard Spencer was promoted to Director at The Walt Disney Company.
* Ms. Lianne Lami complimented WBENC on the Women-Owned gift guide.
* Ms. Farryn Melton commented that BMS is making a $1 billion commitment to diverse owned businesses by 2025 and asked if WBENC has a relationship with the Billion Dollar Roundtable (BDR).
  + Ms. Prince-Eason responded that WBENC attends BDR programming but doesn’t have a strong working relationship.
  + Ms. Melton commented that there could be potential partnerships and certification opportunities with women-owned businesses through the BDR.
  + Mr. Reggie Humphrey commented that he is the governance chair for the BDR and can be a conduit for the organization, if needed.
* Ms. Kristen Hickey commented that her company, Twitter, does a lot of business with women and minority gig workers and asked if WBENC has identified ways to get them certified and engaged with the WBENC network.
  + Mr. Eugene Campbell commented that the National Certification Committee is investigating ways to engage these types of micro-businesses and how value can be achieved for them while staying within the WBENC operating standards. Mr. Campbell suggested that Ms. Hickey participate in a National Certification subcommittee on the topic.
* Ms. Hickey complimented WBENC on pivoting its overall strategy in 2020.
* Ms. Lianne Lami commented that she would like to participate on a sub-committee regarding gig workers and micro-businesses.
  + Ms. Laura Taylor commented that she will connect Ms. Lami with the Forum on this topic.

**SPECIAL ACKNOWLEDGEMENTS PAMELA PRINCE-EASON / BARBARA KUBICKI-HICKS**

* Ms. Kubicki-Hicks opened the discussion with a recognition of Ms. Debra Jennings-Johnson and her commitment to the WBENC network.
  + Ms. Prince-Eason, Ms. Emilia DiMenco, Mr. David Feldman and Ms. Jill Sasso also recognized Ms. Jennings-Johnson for her contributions to WBENC and congratulated her on her retirement.
  + Ms. Jennings-Johnson thanked everyone for their remarks and kindness.
* Ms. Prince-Eason made remarks in recognition of Ms. Kathleen Trimble and her commitment to the WBENC network.
  + Ms. Kubicki-Hicks, Ms. Laura Taylor, Mr. Eugene Campbell, and Ms. Sharon Black also recognized Ms. Trimble for her contributions to the National Certification Committee and the WBENC network and congratulated her on her retirement.

**MEETING ADJOURNMENT**

* Ms. Prince-Eason thanked everyone for their contributions and wished everyone a happy holiday.
* Ms. Kubicki-Hicks thanked the WBENC team and RPO leaders for their hard work this year.

*Following a motion by Ms. Kimberly Marcus and a second by Ms. Juli Sinnett, the meeting was adjourned.*

Meeting ended at 5:19 ET.

# Materials for April 13, 2021

**WBENC Board of Directors Meeting**

# Nominating and Governance Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Based upon the needs of WBENC and input from the Executive Committee, we will provide a slate of qualified Board of Director candidates to the Executive Committee and Board of Directors.**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Reviewed open corporate seats and candidates. Provided recommendations for board consideration and elections at April 13, 2021 meeting. |

**GOAL 2: We will review, validate and update (as required) documents supporting the nomination and governance processes, and collect required documents annually.**

1. By-laws
2. Committee Charters
3. New Board Member Application
4. Committee Timeline
5. Code of Ethics
6. Conflict of Interest

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * No updates in Q1 2021 |

**GOAL 3: We will develop metrics that track board member attributes and Committee performance.**

1. Corporate Scorecard
2. Board Matrix

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * No updates in Q1 2021 |

*WBENC By-laws Reference: Article V, Section 5.2*

## Nominating Governance Committee: Board Elections

**Nominations for Existing Corporate Board Seats (3)**

BP Kimberly Thornton (term exp 2023)

Macy’s Diana Pon (term exp 2021)

The Coca-Cola Company Eyvon Austin (term exp 2023)

**Recommendations for New Corporate Board Seats (2)**

Intel Jackie Sturm (Replacing open Owens & Minor seat – term exp 2022)

Kroger Ryan Verbecken (Replacing Raytheon – term exp 2021)

**Vacant Corporate Seats (7)**

Avis

Microsoft

Nationwide

Shell

United Airlines

Verizon

Wells Fargo

## Corporate Nominations



Kimberly Thornton

Senior Manager, Supplier Diversity

BP America

Kimberly Thornton currently serves as Senior Manager, Supplier Diversity for BP America.

Kimberly has been with BP America since August 2017 and leads the Supplier Diversity department. She is skilled in organizational effectiveness, financial acumen and sales and marketing.

Ms. Thornton attended the University of Illinois Urbana-Champaign.

## Corporate Nominations



Diana Pon

Senior Principal

Macy’s, Inc

Diana currently serves as Senior Principal for Macy’s, Inc.

She previously held multiple roles within Bloomingdales, consistently earning promotions, delivering revenue growth and turning around underperforming businesses. Specific successes included: Building the concessions business for Bloomingdales, with sales projected to double between 2013 and the end of 2015; Growing year-on-year sales significantly for the Ready-to-Wear Collection; Reinventing the high-profile Polo business and achieving #1 sales ranking in the US; and, Developing a successful private label men’s fashion brand that has driven strong sales.  
  
The common threads that run through her career are a strong focus on identifying and capitalizing on fashion trends to fuel rapid business growth and her ability to build strong relationships with vendors, suppliers and strategic partners.



Eyvon Austin

Director, Supplier Diversity & Inclusion

The Coca-Cola Company

In her current role as Director, Supplier Diversity and Inclusion, Eyvon is a champion, thought leader and change agent in driving integration, execution and advancement of supplier diversity strategies across global business.

During her career, Eyvon has been a leader in development and advancement of the company employee work-life balance engagement team and redesigned the training program concept resulting in business skills education delivery to 14,000+ women entrepreneurs. She has also developed and launched the supplier diversity framework for the North America Bottler activation and championed Coca-Cola London’s supplier diversity strategy, advocacy and stakeholder engagement. Eyvon also led the development of the company’s supplier diversity training program for associates and created supplier diversity requirements in company procurement policy and master service agreements. She is skilled in procurement, negotiations, budgeting, operations management, entrepreneurship, and community outreach.

Eyvon earned a Bachelor of Arts degree from Tougaloo College and a Master of Arts, Public Administration/Policy Analysis from the University of South Florida. She also serves on various boards and committees for WBENC, GWBC, Enterprising Women and NMSDC.



Jackie Sturm

Corporate Vice President and General Manager

Intel

Jacklyn Sturm is a Fortune 50 senior technology executive with deep experience in finance, strategy, global operations, and risk and compliance with a particular interest in determining the strategic levers companies should utilize to deliver more value. Jackie is currently a Corporate Vice President and General Manager of Intel’s multi-billion-dollar Global Supply Chain Operations team. Prior to Intel, Jackie worked at dynamic environments including HP, Apple and a start-up.

Finance expertise is key element of Jackie’s value proposition. For seven years, she was a VP of Finance at Intel, serving as CFO of Intel's single largest organization, the Technology Manufacturing Group. As a strategist, Jackie works closely with the Intel executive management team on approaches that drive Intel’s product launches and new market entries. She has pioneered best practices around development of a strategic operational framework, which enables senior management to identify supplier, socioeconomic and political factors that can influence corporate direction. Her global operations experience includes leadership of an organization comprised of over 750 technologists, engineers, and supply chain professionals in 28 countries. She oversees sourcing, procurement, technology enabling, supplier management and more.

Jackie is a driving force behind Intel's leadership position in Supply Chain Sustainability, returning over $23M from suppliers unjustly withheld from foreign workers and developing Intel’s first-mover Conflict Minerals program. Jackie is passionate about the empowerment of women and underrepresented groups. As a founding member of Intel Network of Executive Women, the first women’s executive sponsorship program, Jackie has actively supported the five-fold growth of female Intel VP and fellows since 2003. She has also spearheaded programs to improve representation among Intel’s suppliers, exceeding $1B in 2020 annual spending with diverse suppliers.



Ryan Verbecken

Vice President, Enterprise Sourcing

Kroger

Ryan Verbecken is an innovative practitioner in the sourcing and supply chain discipline with over twenty years’ experience of broad-based category negotiation leading holistic change across various disciplines of the supply chain and all aspects of the sourcing cycle, including both retail and indirect categories. Ryan is a professional at change management and an organizational development thought leader who challenges the norm. He is also an expert in right sizing organizations to accelerate results, ensuring targets exceed commitments, and a visionary at making the necessary adjustments throughout the process to ensure long term sustainable organizational success is delivered to stakeholders both internal and external to the organization.  
  
His specialties include end-to-end strategic sourcing, procurement, negotiating, contract management, project management, risk management, data analysis, expense management, and relationship management. Ryan possesses a high-level expertise in category management leadership for both direct and indirect areas, litigation negotiation, and supply chain optimization.

# Board Chair & President’s Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

*Report will be presented by PowerPoint on 4/13/21*

# Finance Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1:** Oversee the monthly and yearly financial reporting process and increase the awareness of the Board of Directors with regards to WBENC’s financial position. The Finance Committee meets as needed and specific meeting highlights are noted below:

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| **2021 Progress to Goal** |
| **April 2021** |
| The Executive Committee met to discuss Finance Topics on January 28, 2021 and February 18, 2021 due to current committee composition which does not allow a quorum to exist. (Marsha Firestone’s retirement, changes in Forum leadership and Corporate Member retirements occurred at year-end 2020. Theresa Harrison remains the Finance Committee Chair and Shelly Van Treeck is participating on the Finance Committee in her role as Audit Committee Chair. We will be meeting in May to provide invitations to the 2021 Finance Committee Members.)  The new Finance Committee will begin meeting in June 2021. Until then the Executive Committee will continue to monitor (and/or vote) the Finance Committee responsibilities.  **WBENC remains in good financial position. An update regarding 2020 year-end reporting and 2021 progress to date will occur via PowerPoint at the Board Meeting on 4/13/2021. (Also reference the Membership & Development report included in this Board Book.)** |

**GOAL 2:** Build a 2021 Financial Plan that supports WBENC’s short-term and long-term strategic goals.

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| **2021 Progress to Goal** |
| **April 2021** |
| In 2021 we are tracking details of programs to ensure they are supporting the yearly projections made in the ppt presented in November 2020 due to anomalies that exist with changes in accounting policy and program changes required by inability to meet in person (COVID) in 2020 and 2021. WBENC has pivoted and is meeting our mission via virtual interactions until June 2022.   * Cash position remains on par with previous (non-Covid) years. (Roughly $8M to begin April 2021.) * Membership (see committee report) has greatly exceeded all projections and new targets have been set. (Limited departure of 2020 members, higher than historical amount of new members resulting in net improvement over original budget of $200K.) * The March Event exceeded revenue projections and was completed with slightly lower than projected expenses and a high level of customer satisfaction. (The $500K sponsorship goal and $200K registration goal yielded actuals that were $100k higher in revenue.) * Net Profit from a projected June Event will be achieved or exceeded but in a different composition. Because we will remain virtual (we were to be in person in New Orleans) sponsorships, registrations and expenses are being re-forecast based on value to be provided and removal of all sponsorships and expenses that relate to only an in-person model. (See ppt for this meeting.) * WBENC has received funds for a second PPP loan. It is expected to be totally forgiven (along with the first PPP loan) in 2021. Both amounts will be recorded as Revenue in 2021 per guidance from our external auditors. * All other programs are on target to meet their November 2020 original projection (to Board) and January 2021 update (to the EEC.) * RPO allocation projection. WBENC remains committed to ensuring the highest allocation that can be afforded in 2021. Documentation of payment plan shared with RPOs for their 2021 budgeting consisted of the following 2021-only methodology:   (Previously documented in email in August 2020 and February 2021.)   * Projected 2021 Revenue will roughly be $6,883,000 net of restricted contributions to DBB and any uncollectible revenue.  This is the 60% estimate Pam described during meeting with RPOs. * The RPO’s 17%, which would make up the **2021 allocation pool** would be approximately $1,170,110. * There will be one fixed flat payment of $20,000 for each RPO or $280,000. * That leaves $890,110 (Pool of $1,170,110 less fixed payment of $280,000) available for a performance payment based on number of files processed in 2020 by each RPO. * Each RPO was advised to budget a 2021 budget for allocation of $20,000 plus their percentage of the $890,110.   **Note:** At this time Pamela Prince-Eason feels we can commit to the full amount of this payment, however, a successful June event will likely lead to WBENC having the ability to make a slightly larger payment than what was originally provided as guidance. |

**GOAL 3:** Continue to invest and grow WBENC’s unrestricted net assets reserve to enhance WBENC’s overall financial position.

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| **2021 Progress to Goal** |
| **April 2021** |
| * WBENC continues to manage its treasury operations and to ensure any excess cash balances are invested appropriately. As of the current time all excess cash is invested in a CD Ladder at PNC which is worth approximately $1,070K. |

*WBENC By-laws Reference: Article V, Section 5.1, F*

## Audit Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Oversee completion of the annual audit.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * The **2019 WBENC Financial Audit** process was finalized by CBM via formal reporting to WBENC in January 2021. **WBENC received a clean audit opinion**. Documents provided included: a. Audited Financial Statements, b. Governance Letter and c. Management Letter. * An Audit Committee meeting will be scheduled in **April 2021** to prepare for the 2020 audit. This meeting will include Holly Caporale, Audit Partner, and Lisa Drummond, Audit Manager from Councilor, Buchanan, and Mitchell (CBM). * **2020 audit fieldwork** will be performed at the DC office from May 3-7, 2021. Lauren Herman, Kelly Klomparens, Mia Delano, Jill Sasso and Pamela Prince-Eason will be working to support the audit in the DC office during the week of May 3, 2021. * A **draft of the 2020 audit report** is expected in 3rd Quarter 2021. |

**GOAL 2: Oversee completion of the annual Form 990.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * The 2019 Form 990 was completed by WBENC’s audit firm, reviewed by the WBENC leadership, and then reviewed by the Audit Committee before submission to the IRS in November 2020. This satisfies the compliance element of having the Board of Directors review the Form 990 before the organization files the return. |

**GOAL 3: Ensure WBENC has the appropriate level of internal controls.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * 2019 was another strong year of controls by WBENC. We will continue to scrutinize and monitor our revenue to ensure it is booked in accordance with the new Financial Guidance impacting all non-profits. To further strengthen our high level of compliance culture, we will be reviewing and reporting restricted revenue in an enhanced way to ensure easy visibility to funds received with restrictions. Additionally, we will create or update policies after seeking guidance from our legal counsel regarding our Executive Compensation Policy, Marriott Points related to Hotel Contracts, and Wire Transfer approval guidelines. (There are no concerns.) * Each year, in accordance with WBENC’s audit; Internal controls will be re-assessed by WBENC’s audit firm. |

*WBENC By-laws Reference: Article V, Section 5.1, D*

## Leadership Council Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: GROWTH - To further the business case for WBE Supplier Diversity**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * 671 regional events hosted by RPOs in 2020 with over 24,000 total attendees * Increase in the number of certified WBE & WOSB firms  |  |  |  |  | | --- | --- | --- | --- | |  | 12/31/2019 | 12/31/2020 | Growth | | WBE | 15,686 | 16,975 | 8% | | WOSB | 6,302 | 7,487 | 19% | |

**GOAL 2: ENGAGEMENT - To be a catalyst for business opportunities and strategic business relationships among and between key stakeholders**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Women of Color Strategy Session scheduled for April 8, 2021 |

**GOAL 3: OPERATIONAL EXCELLENCE - To collaborate with WBENC in evaluating and proposing changes to the RPO Service Agreement and Allocations Methodology.**

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| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Implemented 2021 Allocation methodology |

**GOAL 4: GOVERNANCE - Maintain Leadership Council Governance and Compliance to WBENC Agreement**

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| **2021 Progress to Goal** |
| **April 2021** |
| * Elected via acclamation, Leadership Council Chair, Phala Mire, President and CEO WBEC South, December 2020 * Elected via acclamation, Leadership Council Vice Chair, Sandra Eberhard, President & CEO WBEC Metro NY & Greater DMV, Feb 2021 * Completed annual documentation and process assessment request, March 2021 |

*WBENC By-laws Reference: Article V, Section 5.1, B*

## Women’s Enterprise Forum Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Increase Forum Engagement**

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| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Held Forum Team Leader 2021 kick off on January 12, 2021 * Forum Team calls (for the 5 Forum teams) held in Q1 to welcome new Forum members and confirm 2021 Forum Team Topics |

**GOAL 2: Building Personal and Professional Capacity through Education & Programming**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Held a Forum First “PPP2: What you need to know” session presented by Wells Fargo on February 22 * All Forum Meeting held on February 24, 2021   + Included the workshop, “The Importance of Knowing What Your Business is Worth,” presented by MassMutual |

**GOAL 3: Enhance Governance and Communications**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Welcomed forty-three (43) new RPO Forum appointees and onboarded them in December * WBENC Forum successfully transitioned the Forum Leadership and Forum Team Leadership |

*WBENC By-laws Reference: Article V, Section 5.1, C*

## Corporate Membership

**& Retention Report**

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Value Proposition & Retention: Increase Retention of Existing Members and Maintain 350+ Members Overall (2019 retention was 97.4%, the highest we have ever seen; 330 Members total; 2020 retention was 96.6%, 346 Members total) Continue to offer current and relevant benefits to National Members, and work with Programs team to achieve.  *We have reached – and surpassed - 350 Members! New Goal = 400***

|  |
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| **2021 Progress to Goal** |
| **April 2021** |
| * $4,250,750 in 2021 Renewals invoiced, 95% Retention ***\*Results for Q1 are aligned with prior years; we anticipate these to rise.*** * **$4,790,500 in Total 2021 Membership invoiced,** **374 Members Total*****\*These are the highest numbers WBENC has ever achieved!*** |

**GOAL 2: Strategic Increase of Membership: Acquire New & Rejoining Members that align with current programs and service offerings from an industry-based perspective (2017 37 New, 6 Rejoin; 2018 20 New, 7 Rejoin; 2019 30 New, 2 Rejoin; 2020 47 New).**

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * **51 New Members, $539,750 in 2021 New Member Funding *\*These are the highest numbers WBENC has ever achieved! Nearly 100 New Members in the past 15 months is also more than we have ever seen; programs are in place to assist this growing group.*** |

**GOAL 3: Fund Diversification & Development: Increase Engagement of Members through all WBENC Sponsorships, with a focus on funds from departments outside of supplier diversity.**

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| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * 2021 Focus on the Future, virtual March Event Sponsorships to date: $639,000 * 2021 June Event/National Conference Sponsorships to date: $505,650 |

*WBENC By-laws Reference: Article V, Section 5.2*

## Marketing & Programs Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Merge the existing Marketing and U.S. Programs Committees into the consolidated Marketing & Programs Committee**

1. Streamline decision making and strategic choices into one committee with an eye towards our brand, our content, and our image.
2. Create a strong, engaged, accountable committee of corporates, RPOs and WBEs that operates via a sub-committee structure.
3. Renew our action plan/goals to drive accountability and tracking of successes/failures.

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Committees successfully merged and operating well with strong sub-committee structure and performance. |

**GOAL 2: Build WBENC Brand Equity, Image and Exposure with Corporate Executives and Non-Supplier Diversity Stakeholders**

1. Build a robust connection with C-Suite level executives (CEO, CMO, others), ERGs, and Public/External Relations.
2. Create a toolkit with a clear call to action to increase two-way engagement with measurable results to influence these executives/groups.

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * CMO outreach deck draft complete and four (4) corporate board member marketing teams/CMOs have been chosen for initial presentation. |

**GOAL 3: Create a synchronized, World Class Programs Strategy**

1. Develop a holistic programs curriculum that ties together national events and corporate partnerships ensuring common branding (“Powered by WBENC”), consistency of approach, and digital connection hub of opportunities.

|  |
| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Conducted deep dive of all WBENC programs * Coordinated evaluation of all March programming by committee members |

*WBENC By-laws Reference: Article V, Section 5.2*

## Global Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Support WBE’s interested in going, or expanding globally, with education and experience from WBE’s, Member Corporations, and external experts.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * Global Blog Post, February 10, Hannah Kain, President and CEO of ALOM and 2nd Vice Chair of the WBENC Forum * Finalized for the committee the Global International Reference Guide, a guidebook for WBE’s considering doing business globally * International Women’s Day, March 8, panelists featured several Global Committee members, including UPS, IBM, Accenture, and ALOM |

**GOAL 2: Continue to obtain feedback from WBENC Corporate Members regarding their evolving individual purchasing requirements outside of the U.S. This will include areas such as geographic preference, commodities/services to be procured, how they define a successful supplier, etc.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * Nancy Allen and Janice Green share RPO survey results at the December meeting |

**GOAL 3: Continue to communicate with and educate WBEs and Corporations on the opportunities available through the strategic alliance between WBENC Global Services Committee and WEConnect International.**

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| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * Partnering on WBENC and Global Committee Leadership participation in WEConnect Global SD&I Symposium NGO Panel, April 14, 2021 |

## National Certification Committee Report

Women’s Business Enterprise National Council

Report to the WBENC Board of Directors

April 13, 2021

**GOAL 1: Continue to evaluate and make recommendations for the WBENC Standards and Procedures and ensure alignment with the WBENC Roadmap to Growth & Sustainability.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * NCC Leadership met March 3 to formulate actions associated with The Future of Certification |

**GOAL 2: Deliver Women Owned Small Business (WOSB) Certification in accordance with the SBA Federal Contracting Program.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * Submitted 2021 SBA Third Party Certifier WOSB Agreement * WBENC has successfully met new requirements associated with SBA Third Party Certifier Compliance reviews to date |

**GOAL 3: Review National Certification Files.**

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| --- |
| **2021 Progress to Goal** |
| **April 2021** |
| * The NCRC and NCAC supported the processing of the National Certification applications (58) and appeals (10) on a timely basis |

**GOAL 4: Deliver Certification and WBENCLink Training.**

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| **2021 Progress to Goal** |
| **April 2021** |
| * Delivered Certification and WBENCLink Training monthly to WBEs, interested applicants, and Corporate Members   + WBENCLink2.0 – WBEs: Trained 240 participants in 2020   + WBENCLink 2.0 - Corporate Members: Trained 55 participants in 2020 |

# WBENC Governance

**Executive Committee**

**Board Chair**

Barbara Kubicki-Hicks

Senior Vice President

Procurement Services Executive

Bank of America

barbara.kubicki@bofa.com

**1st Vice Chair**

*VACANT*

**2nd Vice Chair**

Michael Robinson

Program Director, Global Supplier Diversity

IBM

mkrobins@us.ibm.com

**Secretary**

Farryn Melton

Senior Vice President & Chief Procurement Officer

Bristol-Myers Squibb

farryn.melton@bms.com

**Immediate Past Chair**

Theresa Harrison

Director, Diversity and Inclusiveness Procurement

EY

Theresa.Harrison@ey.com

**Treasurer**

Theresa Harrison

Director, Diversity and Inclusiveness Procurement

EY

Theresa.Harrison@ey.com

**Leadership Council Chair**

Phala Mire

President

Women’s Business Enterprise Council South

pkmire@wbecsouth.org

**Women’s Enterprise Forum Chair**

Patricia Massey

President

MYCA Group

pmassey@mycagroup.com

**Certification Committee Chair**

Eugene Campbell

Director, Supplier Diversity & Sustainability

Allstate

eugene.campbell@allstate.com

**Marketing & Programs Committee Chair**

Andrew Butler

Associate Director, NA Transportation Purchases

Procter & Gamble

butler.am.2@pg.com

**Corporate Membership and Retention Chair**

Casey Oakes

Director, Supplier Diversity

Marriott International

casey.oakes@marriott.com

**Nominating Governance Committee Chair**

Clint Grimes

Executive Director, Global Sourcing & Supplier Diversity

AT&T

clint.grimes@warnermediagroup.com

**Counsel to the Board *ex-officio***

Jorge Romero

Partner

K&L Gates, LLP

Jorge.romero@klgates.com

**President & CEO *ex-officio***

Pamela Prince-Eason

President & CEO

WBENC

peason@wbenc.org

**WBENC Governance**

**Extended Executive Committee**

**Audit Committee Chair**

Michele Van Treeck

Vice President & Global Chief Procurement Officer

Kellogg Company

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**Global Services & Programs Committee Chair**

Michael Robinson

Program Director, Global Supplier Diversity

IBM

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**Leadership Council Vice Chair**

Sandra Eberhard

President & CEO

Women’s Business Enterprise Council Greater DMV

Women's Business Enterprise Council Metro New York

seberhard@wbecnydmv.org

**Women’s Enterprise Forum 1st Vice Chair**

Peggy Del Fabbro

M Davis, Inc.  
peggy.delfabbro@mdavisinc.com

# Regional Partner Organizations

**Center for Women & Enterprise (CWE)**

Gabrielle King Morse

President & CEO

GKMorse@cweonline.org

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Boston, MA, 02108

tel: (617) 532-0248

fax: (617) 536-7373

http://www.cweonline.org

Territory: N. Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

**Great Lakes Women’s Business Council (GLWBC)**

Michelle Richards

Executive Director

mrichards@greatlakeswbc.org

33109 Schoolcraft Rd.

Livonia, MI 48150

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fax: (734) 677-1465

http://www.greatlakeswbc.org

Territory: Indiana, Michigan

**Greater Women’s Business Council (GWBC)**

Roz Lewis

President & CEO

rlewis@gwbc.org

P.O. Box 78798

Atlanta, GA, 30357

tel: (404) 846-3314 x1

fax: (404) 745-0151

http://www.gwbc.org

Territory: Georgia, North Carolina, South Carolina

**Women's Business Council-Southwest (WBCS)**

Debbie Hurst

President

dhurst@wbcsouthwest.org

5605 N. MacArthur Blvd., Suite 220

Irving, TX 75038

tel: (817) 299-0566

fax: (817) 299-0949

http://www.wbcsouthwest.org

Territory: North Texas, New Mexico, Oklahoma, Arkansas

**Women’s Business Development Center-Midwest (WBDC)**

Emilia DiMenco

President & CEO

edimenco@wbdc.org

8 South Michigan Ave.

4th floor, Suite 400

Chicago, IL, 60603

tel: (312) 853-3477

fax: (312) 853-0145

http://www.wbdc.org

Territory: Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota,

South Dakota, Wisconsin

**Women’s Business Enterprise Alliance (WBEA)**

April Day

President

aday@wbea-texas.org

9800 Northwest Freeway, Suite 120

Houston, TX, 77092

tel: (713) 681-9232

fax: (713) 681-9242

http://www.wbea-texas.org

Territory: South Texas

**Women's Business Enterprise Center East (WBEC East)**

Elizabeth Walsh

ewalsh@wbeceast.com

1315 Walnut Street, Suite 1116

Philadelphia, PA, 19107-4711

tel: (877) 790-9232

fax: (215) 790-9231

http://www.wbeceast.com

Territory: Delaware, Pennsylvania, South New Jersey

**Women's Business Development Council Florida (WBEC Florida)**

Nancy Allen

President & CEO

nancyallen@wbecflorida.org

13155 SW 134 Street, Suite 205

Miami, FL 33186

tel: (305) 971-9446

fax: (305) 971-7061

http://www.wbecflorida.org

Territory: Florida, with the exception of the Panhandle, Puerto Rico, US Virgin Islands

**Women’s Business Enterprise Council Ohio River Valley (WBEC ORV)**

Sheila Mixon

Executive Director

smixon@wbec-orv.org

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Cincinnati, OH 45229

tel: (513) 559-5582

fax: (513) 559-5447

https://www.wbecorv.org/

Territory: Kentucky, Ohio, West Virginia

**Women’s Business Enterprise Council Pacific (WBEC Pacific)**

Janice Greene, Ph.D.

President/CEO

janice@wbec-pacific.org

3616 Colby Ave., Suite 251

Everett, WA 98201

tel: (425) 315-5999

http://www.wbec-pacific.org

Territory: Alaska, Northern California, Idaho, Montana, Oregon, Washington

**Women's Business Enterprise Council South (WBEC South)**

Phala Mire

President & CEO

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New Orleans, LA 70130

tel: (504) 830-0149

fax: (504) 830-3895

http://www.wbecsouth.org

Territory: Alabama, Florida Panhandle, Louisiana, Mississippi, Tennessee

**Women’s Business Enterprise Council-West (WBEC West)**

Pamela S. Williamson, Ph.D.

President & CEO

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Mesa, AZ, 85210

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fax: (480) 969-2717

http://www.wbec-west.com

Territory: Arizona, Southern California, Colorado, Hawaii, Nevada, Utah, Wyoming and Guam

**Women’s Business Enterprise Council Greater DMV (WBEC Greater DMV)**

Sandra Eberhard

President & CEO

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1120 Connecticut Ave. NW, Suite 1000

Washington, DC, 20036-3951

tel: (202) 595-2637

fax: (202) 872-5505

http://www.wpeo.us

Territory: District of Columbia, Maryland, Virginia

**Women's Business Enterprise Council Metro New York (WBEC Metro NY)**

Sandra Eberhard

President & CEO

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155 E. 55th. Street, Suite 4H

New York, NY, 10022

tel: (212) 688-4114

fax: (212) 688-4766

http://www.wpeo.us

Territory: South Connecticut, North New Jersey, New York State

# WBENC Staff

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