



WNY WOMEN'S FOUNDATION

## WOMEN'S LEADERSHIP SUMMIT

**May 31, 2024 12:30-5:30pm**

**University at Buffalo Alumni Arena Building  
Ed Wright Practice Facility**

*In Partnership With:*



**Elevate Your Skills, Amplify Your Network, Empower Your Community.**



WNY WOMEN'S FOUNDATION  
WOMEN'S LEADERSHIP SUMMIT

# EVENT ITINERARY

- |                |   |
|----------------|---|
| <b>11:30am</b> | <b>Registration Begins</b>  |
| <b>12:30pm</b> | <b>Welcome &amp; Opening Remarks</b><br>Sheri Scavone, CEO, WNYWF                                   |
| <b>12:35pm</b> | <b>Co-Chair Welcome &amp; Thank You Sponsors</b><br>Arlene Kaukus, Carmen Snell, & Wei Loon Leong   |
| <b>12:40pm</b> | <b>ALL IN - P.O.W.E.R. Seal Awardees</b><br>Siobhan Smith, WNYWF Chair Women's Leadership Committee |
| <b>12:50pm</b> | <b>Keynote Speaker</b><br>Renée Marino - International Speaker                                      |
| <b>1:25pm</b>  | <b>Transition to Pathway Location</b>   |
| <b>1:40pm</b>  | <b>Session 1</b>  |
| <b>2:20pm</b>  | <b>Break</b>  |
| <b>2:30pm</b>  | <b>Session 2</b>  |
| <b>3:10pm</b>  | <b>Break</b>  |
| <b>3:20pm</b>  | <b>Session 3</b>  |
| <b>4:00pm</b>  | <b>All Transition to Ed Wright Practice Facility</b>  |
| <b>4:15pm</b>  | <b>Networking: Accelerate Your Connections</b>  |
| <b>5:20pm</b>  | <b>Closing Remarks</b>  |

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## Event Sponsors



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WNY WOMEN'S FOUNDATION

**We support your mission  
to create opportunities  
for women to thrive!**



# Letter from Event Chairs

Dear WNY Women's Foundation board members, volunteers, donors, supporters and allies,

Welcome to the 2024 Women's Leadership Summit!

Last year, those who attended welcomed the opportunity to be with like-minded individuals who share in the Vision of "A culture of possibility where all women achieve their fullest potential, leading to a vibrant, inclusive Western New York Community". Yes, that is the Vision of the WNY Women's Foundation.

By being here today, and engaging in deep and meaningful conversations with others, you are fostering and enabling the activation of the Foundation's Mission which is "to transform systems, culture, and policy to create opportunities for women to thrive". Achieving this Mission is a team sport. It requires every one of you being on the field. And, fully committing to the goal.

While the Foundation continues to move the needle on various issues facing women, the challenges still exist. Women still hold too few C-suite appointments in corporations and organizations. Only 10.6% of Fortune 500 CEOs are women. And the women coming through the pipeline, want the door to be wide open. Among women 30 years and younger, 9 out of 10 want to be promoted to the next level and 3 of 4 aspire to be appointed to a senior leadership level. And that is why we assemble today. To drive change. To inform future action. And to inspire.

Today, we will offer each attendee the opportunity to follow their own chosen pathway and to fully engage in learning new techniques and strategies they can employ to achieve their goals. And importantly, today we will also offer multiple opportunities to connect and engage and share your experiences with others. By lifting each other up we will build the momentum needed to move the needle on these numbers.

A special thank you to our Sponsors and Partners in this year's Summit. We could not have achieved our record-breaking attendance (almost double last year's attendance) without your support. Thank you for believing in our work and taking a stand.

Thank you as well to our volunteers who have made this event possible with their support both before and throughout today. Our volunteers are an invaluable asset to our success!

And thank you to the WNY Women's Foundation staff led by Sheri Scavone for their untiring commitment to the Vision and Mission. You are a first-rate team. And you are appreciated.

In gratitude,

Arlene Kaukus, Carmen Snell, & Wei Loon Leong



# Thank You to Our Sponsors!

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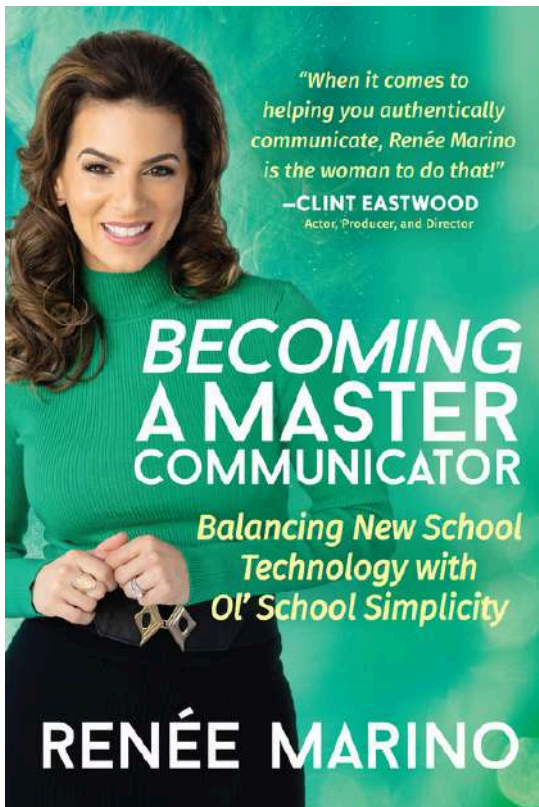
# Thank You to Our Sponsors!

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## Meet Our Keynote Speaker

Keynote Speaker Sponsored in Part By Crowley Webb and an Anonymous Donor



# RENÉE MARINO

- **Bestselling Author**
- **International Speaker**
- **Broadway & Film Actress**
- **Founder and CEO of Master Communicators**

Renée Marino is an International Keynote Speaker, Connection Expert, and the Best-Selling Author of "Becoming a Master Communicator." She helps people harness the power of Connection to create opportunities in life and business! Renée was the co-host of Tony Robbins and Dean Graziosi's, "World Summit" and as a longtime professional actress on Broadway and in Film/TV, Renée can be seen as Frankie Valli's wife, Mary Delgado in Clint Eastwood's, "Jersey Boys" film.

Learn more about Renée!





# OPENING SESSION

Alumni Arena

CEO of WNYWF



**Sheri Scavone**

Sheri is honored to have joined the WNY Women's Foundation in January 2014. Sheri is a licensed PT, earned an MS Executive Leader degree in Health Systems Administration and has an advanced post-graduate certificate in Palliative Care. She gives back to her community by sharing her time and resources on the Boards of Broadview Federal Credit Union, GLYS WNY and Niagara Lutheran Health Services. Ms. Scavone also serves on the UB School of Social Work Dean's Advisory Council, UB Early Childhood Research Center Advisory Board, the Charity Navigator Advisory Council, as a Governor's appointee to the NYS Child Care Availability Task Force and provides thought leadership on numerous local, NYS and national coalitions and organizations.

## Thank you to our event chairs!

Arlene is a lifelong learner and passionate advocate for women. While serving as the President and Chief Executive Officer of the United Way she along with her dear friend and colleague, Gail Johnstone then President and Chief Executive Officer of the Community Foundation for Greater Buffalo envisioned the creation of a Women's Foundation that would work to eliminate barriers that women face. That vision, and the women that became early champions of the vision, resulted in the WNY Women's Foundation. Arlene is a lifelong resident of Buffalo, New York. Arlene holds two Master's Degrees: one in Social Work and the other an MBA. She has held Executive leadership roles in organizations including serving as the President/CEO of United Way for 8 years. Since 2010, Arlene has served as the Director of the UB Career Design Center-which she hopes each of you have accessed. More recently, Arlene has moved to a new opportunity as the Director of Alumni and industry Engagement at UB in the Division of Advancement and Alumni Affairs. As a lifelong learner, Arlene completed her certification in Executive and Leadership Coaching and loves helping people to design amazing lives that challenge, foster individual growth and make the world a better place for all.

Event Chair



**Arlene Kaukus**

# OPENING SESSION

Alumni Arena

Event Chair



**Carmen Snell**

Carmen Snell currently serves as Vice President, Deputy General Counsel, Highmark Western and Northeastern New York, and has held the positions of Legal Counsel, Senior Legal Counsel and Assistant General Counsel during her tenure with the organization. In an increasingly regulated industry, Carmen acts as a trusted advisor on major company strategies and initiatives to ensure compliance. She is a member of the New York leadership team, and serves as the primary attorney for several departments including Sales, Underwriting, Fraud and Compliance. Carmen also serves as a Diversity Champion for Highmark's law department. She has helped guide the region's largest health plan through major health care reform such as the Affordable Care Act, national litigation cases, and key contract negotiations with local groups, hospitals, and vendors. Carmen also handles regulatory audits and successfully serves as the liaison between the company and state and federal regulators. Ms. Snell's diligence, leadership and commitment to the company have contributed to meeting the company's goals and objectives. Carmen is the recipient of several Buffalo Business First awards, including "2023 Women of Influence" "Power 200 Women", "Who's Who in the Law, Legal Elite" "Power 100 Business Leaders of Color" and "40 Under 40" awards. She is also an Eighth Judicial District Gender and Racial Fairness Committee honoree; a recipient of the Minority Bar Association Legal Services award; and is a 2004 Leadership Buffalo graduate. Carmen is an elected member of the Board of Directors for the Bar Association of Erie County, was recently selected to serve on the Buffalo Prenatal and Perinatal Network Board of Directors, serves on the Board of Directors for the WNY Women's Foundation and is Vice-Chair of the Board of Directors for Read to Succeed Buffalo. She is in her sixth year as the Parliamentarian for the Gamma Phi Omega chapter of Alpha Kappa Alpha Sorority, Inc. Carmen is also a member of the Women's Bar Association of the State of New York, and the Association of Corporate Counsel. Carmen is the past President of the Minority Bar Foundation and served on the Diversity & Inclusion Council for the Buffalo Niagara Partnership. Additionally, she is a past President of the Niagara Frontier Corporate Counsel Association, and the Minority Bar Association of Western New York.

Wei Loon Leong was appointed as Director of International Alumni Engagement of the University at Buffalo in October 2013 and Director of International Alumni and Affinity Group Engagement in July 2022. Mr. Leong is member of a team responsible for the engagement of over 295,000 UB alumni with the university. UB's current international alumni population is over 20,000 residing in over 144 countries and regions around the world with alumni networks in Canada, China, Hong Kong, India, Indonesia, Japan, Malaysia, Republic of Korea, Singapore, Taiwan, Turkey and the United Arab Emirates. Mr. Leong is also involved in affinity group engagement work engaging with alumni and alumni volunteers from demographically diverse groups including African American, Latin, American Indian, Asian, Native Hawaiian or Pacific Islander, LGBTQ+, Women, First Generation College Students and Veterans. A native of Malaysia, he graduated with a Bachelor of Science in Electrical Engineering from UB's School of Engineering and Applied Sciences in 2003, and an MBA from the UB School of Management in 2005. Since his graduation he has helped with the expansion of an American manufacturing operation to China and held management positions at a major international school in Beijing. His last position as Senior Manager, Business Administration at Beijing BISS International School was to oversee business operations of the school and leading a team of over 60 full time employees.

Event Chair



**Wei Loon Leong**



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# ASPIRING LEADER PATHWAY SESSIONS

Screening Room - Center for the Arts

## SESSION ITINERARY

**Session One**      ***Leading from Within: Harnessing Self-Awareness for Effective Leadership***

**Session Two**      ***Thriving Through Adversity: Cultivating a Resilient Mindset***

**Session Three**      ***From Insight to Impact: Women of Wisdom Share Key Career Acceleration Strategies***

### Session Host



**Anne Joynt, Esq.**

Anne E. Joynt is a partner at Lipsitz, Ponterio & Comerford, LLC. Ms. Joynt represents people who have suffered injuries as a result of exposure to asbestos, as well as those injured by childhood lead poisoning, motor vehicle accidents, construction accidents, medical malpractice and defective products, as well as those who suffered childhood sexual abuse. Ms. Joynt graduated magna cum laude from the State University of New York College at Geneseo with her Bachelor of Arts in English and Spanish, and she received her Juris Doctor from the State University of New York at Buffalo Law School. She is very active in the community having served as President of the Western New York Chapter of the Women's Bar Association of the State of New York. She is a Past President of the UB Law School Alumni Association Board of Directors, and serves as Vice-Chair of the WNY Women's Foundation.

# SESSION ONE

## *Leading from Within: Harnessing Self-Awareness for Effective Leadership*

During "Leading from Within: Harnessing Self-Awareness for Effective Leadership" participants will embark on a transformative journey of self-discovery and leadership development. This session is designed to equip participants with the tools and insights necessary to deepen their understanding of themselves, their strengths, weaknesses, values, and motivations. By cultivating a heightened sense of self-awareness, participants will learn how to leverage their unique attributes to become more authentic, empathetic, and influential leaders. During "Leading from Within: Harnessing Self-Awareness for Effective Leadership" participants will embark on a transformative journey of self-discovery and leadership development. This session is designed to equip participants with the tools and insights necessary to deepen their understanding of themselves, their strengths, weaknesses, values, and motivations. By cultivating a heightened sense of self-awareness, participants will learn how to leverage their unique attributes to become more authentic, empathetic, and influential leaders.

Moderator



Esther Annan

Esther is an active and influential changemaker, working alongside community-based organizations and government agencies to improve the lives of Western New Yorkers. A graduate of the UB School of Social Work, Esther is a program officer with the John R. Oishei Foundation, a private, comprehensive foundation serving Western New York, where she develops, manages, and evaluates a portfolio of grants and initiatives, with a focus on health and human services.

Christina Lesh's passion as an executive leadership coach is fueled by a commitment to fostering leader empowerment and effectiveness. She is a certified leadership coach through the SUNY at Buffalo Center for Leadership and Organizational Effectiveness. She believes that transformational and sustainable leadership development requires empathy and actions.

Speaker



Christina Lesh

# SESSION TWO

## *Thriving Through Adversity: Cultivating a Resilient Mindset*

Moderator



Christina Lesh

In the face of challenges and setbacks, resilience is the key that unlocks our ability not just to survive, but to thrive. Join us for an insightful panel discussion on "Thriving Through Adversity: Cultivating a Resilient Mindset," where experts and thought leaders will share their insights, strategies, and personal experiences on how to cultivate resilience in both professional and personal spheres. Drawing from their own journeys and expertise, they will offer practical tips and techniques for building resilience, including positive reframing and self-care strategies.

Panelist



Kirsti Hunt

Executive Vice President  
NOCO

Panelist



Juweria Davis

Director of Innovation and  
Entrepreneurship  
Buffalo Niagara Medical Campus

Panelist



Latricia Davis

Director of Inclusion,  
Equity, and Diversity  
West Herr

Panelist



Rosa Gonzalez

President & Principal Engineer  
RGonzalez Consulting  
Erie Community College

# SESSION THREE

## *From Insight to Impact: Women of Wisdom Share Key Career Acceleration Strategies*

Join us for an enriching panel discussion titled "From Insight to Impact: Women of Wisdom Share Key Career Acceleration Strategies." In this empowering session, esteemed women leaders from diverse industries will come together to share insights, strategies, and personal anecdotes aimed at accelerating career growth. Our panelists will draw upon their wealth of experience and expertise to provide actionable advice for navigating the complexities of career advancement in the areas of compensation, community building, values/personal branding, and self-care with practical tips and proven strategies for achieving success in their careers.

Moderator



Sujata Yalamanchili

Leader of Real Estate  
Leasing and Retail Practices  
Hodgson Russ

Panelist



Zeneta Everhart

Common Council Woman  
City of Buffalo

Panelist



Julia Culkin-Jacobia

Compensation Consulting  
Practice Leader,  
Catapult

Panelist



Therese Fuerst

Chief Marketing and  
Development Officer,  
BestSelf Behavioral Health

Panelist



Abigail Skinner

Psychotherapist  
NYC Affirmative Psychotherapy



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# EMERGING LEADER PATHWAY SESSIONS

ED WRIGHT PRACTICE FACILITY

## SESSION ITINERARY

**Session One**

***Collaboration vs Competition***

**Session Two**

***Dynamic Evolution: Understanding and Nurturing a Growth Mindset***

**Session Three**

***Understanding Followership: Unveiling the Factors Behind Why People Follow***

### Session Host



**Jessica Baker, Esq.**

Jessica is general counsel and corporate secretary for Evergreen Health and its affiliates Pride Center of Western New York and Community Access Services. She is a member of the senior leadership and executive teams, and provides legal and strategic advice and direction to senior management and the Board of Directors. Prior to joining Evergreen, Jessica spent 10 years as associate counsel for the SUNY Office of General Counsel at the University at Buffalo where she handled wide ranging legal issues for the Jacobs School of Medicine & Biomedical Sciences, its affiliated UBMD Physicians Group, and UB's health sciences schools. Before that Jessica was a senior commercial litigation associate at Hiscock & Barclay, LLP.

Jessica is a Board member of the Western New York Women's Foundation and prior Board Trustee of the Pride Center of Western New York. Throughout her career Jessica has been active with the UB Law School and the LGBTQ community by serving on the UB Law Alumni Association GOLD Group, providing training and mentorship to law students through externship and other student programs, co-founding the UB LGBTQ Faculty & Staff Association, serving on speaking panels for LGBTQ law students, presenting at the SUNY Spectrum Conference on Trans Privacy and the JSMBBS Reproductive Justice Conference on LGBTQIA access to care, and co-chairing the Women's Bar Association LGBTQ Committee.

# SESSION ONE

## Authentic Connections: Building Real Relationships That Hit the Mark

In today's fast-paced world, the ability to forge genuine relationships is more critical than ever. Join us for Authentic Connections: Building Real Relationships That Hit the Mark, an enlightening session that explores the dynamic interplay between fostering genuine connections and thriving in competitive environments. Through engaging discussions, real-life examples, and actionable insights, you will learn how to maintain authentic relationships while achieving your goals. Discover strategies to collaborate effectively, handle competitive pressures, and build a network that supports both personal fulfillment and professional success.

Moderator



Kathleen Heckman

Kathleen is Interim Vice President for University Advancement at the University at Buffalo, New York's premier public center for graduate and professional education and the state's largest and most comprehensive public university. A veteran higher education professional, Kathleen has nearly thirty years of higher education experience in special events, alumni engagement, advancement services, and administration. As the chief advancement officer for the university, Kathleen serves as an advisor on all matters pertaining to the management and operations of advancement, alumni engagement, advancement services, and the university's one-billion-dollar Boldy Buffalo Campaign. She serves as a member of the president's cabinet and develops and implements collaborative advancement strategies to achieve the university's Top 25 ambitions.

As Program Director of the Environmental Justice Corps, Deirdre Wright has continued her focus on the strength of a community that has been denied countless opportunities and resources. Her work of innovative program and partner development with Buffalo Center for Health Equity has provided another space to connect people, projects and experiences together to create change! In 2021, she created and implemented the region's first workforce development program in Green Stormwater Infrastructure Maintenance (GSIM) practices partnering with the Buffalo Sewer Authority (BSA). The curriculum was designed with an equity centered approach. It fills socio economic gaps, removes barriers that block employment and entrepreneurial pathways, and teaches Corps Members how to identify and leverage opportunities. In 2023, the program maintained an 88% job placement rate, with 44% of those employed at the BSA.

Speaker



Deirdre Wright



# SESSION TWO

## *Dynamic Evolution: Understanding and Nurturing a Growth Mindset*

Dynamic Evolution: Understanding and Nurturing a Growth Mindset is an engaging and transformative session designed to empower individuals to thrive amidst change. In this dynamic session, participants will explore the principles and practices of fostering a growth mindset that embraces change as an opportunity for learning, innovation, and personal development. Through interactive discussions, real-life examples, and practical exercises, attendees will gain a deeper understanding of the core components of a growth mindset enabling them to lead with confidence and agility.

Moderator



Gellenia Smallwood

Gellenia Smallwood has been a member of the Say Yes Buffalo team for 10 years in various roles, where she worked to realize the organization's mission on the frontline directly with students and families, increasing the number of Buffalo students graduating high school and receiving a post-secondary education. Currently as the Senior Director of Early Childhood Services, Gellenia leads Say Yes Buffalo's efforts in supporting our community's youngest learners.

Jamie Falzarano is the Managing Director of LeaderCore at the University at Buffalo, School of Management. She is responsible for creating the overall coaching process and managing the coaches as well as creating and facilitating the leadership development of individuals from diverse backgrounds. She is also an Executive Coach with Falzarano & Associates.

Speaker



Jamie Falzarano

# SESSION THREE

## *Understanding Followership: Unveiling the Factors Behind Why People Follow*

Ever wonder why people follow some but not others? Understanding Followership: Unveiling the Factors Behind Why People Follow, is a thought-provoking exploration into the dynamics of leadership and followership. In this illuminating panel discussion, esteemed experts and thought leaders will delve into the intricacies of what drives individuals to follow and support leaders. Through insightful dialogue and real-world examples, our panelists will uncover the multifaceted factors that shape followership behavior. From Executive Presence, Personal Brand, Self-Advocacy and Emotional Intelligence to Strength vs Warmth, attendees will gain a deeper understanding of the complex interplay between leaders and their followers.

Moderator



Rhonda Fredrick

Retired President & CEO  
People Inc.

Panelist



Heather Gresham, Esq.

Counsel and Vice President  
People and Culture,  
RepresentUs

Panelist



Gwen Applebaum

Chief of Staff, University at Buffalo  
School of Management

Panelist



Althea Luehresen

Chief Executive Officer  
August Moon Consulting

Panelist



Marta Rogers

Employee Experience Director  
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# ENTREPRENEUR PATHWAY SESSIONS

ROOM 97 - ALUMNI ARENA CLASSROOMS

## SESSION ITINERARY

**Session One**

***Dare to Launch: The Ultimate Guide to Entrepreneurial Triumph***

**Session Two**

***Capital Chronicles: Navigating the Financial Maze for Small Businesses & Start Ups***

**Session Three**

***Launch Pad Expo: Find the Next Step in Your Entrepreneurial Journey!***

### Session Host



**Megan Baldi**

After moving to Buffalo in 2018 and stumbling into a role at a startup, Megan's passion lies in directly supporting startup founders and connecting the community to resources that they need. Today, she is a member of University at Buffalo's Startup Ventures team, acts as the Director of Operations for BootSector, and supports Upstate Capital Association's administrative needs - while taking every opportunity to meet and support members of the WNY Startup Community.

# SESSION ONE

## *DARE TO LAUNCH: THE ULTIMATE GUIDE TO ENTREPRENEURIAL TRIUMPH*

An electrifying exploration into the art of discerning the pulse of innovation! Uncover the secrets to determining the launch-worthiness of your next entrepreneurial endeavor as we take a deep dive into the dynamic interplay between problem space and solution space thinking. Whether you're a budding entrepreneur or a seasoned business maverick, prepare to ignite your entrepreneurial spirit and unleash the potential of your ideas!

Moderator



Celine Krzan

Celine specializes in the development and delivery of entrepreneurship courses as well as design and facilitation of entrepreneurial workshops for all learning levels. She has also served as a mentor and coach for startups and emerging entrepreneurs and led the UB Center for Entrepreneurial Leadership's M&T Bank Minority and Women Emerging Entrepreneur Program.

Richard Kim is the Director of Startup Ventures at the University at Buffalo. In this role, he manages the team responsible for pre-seed and seed investments that come from the Buffalo Innovation Seed Fund, commercialization grants from the Buffalo Accelerator Fund. Prior to joining the university in 2019, Richard spent nearly a decade running early-stage tech startups in Seoul, South Korea.

Speaker



Richard Kim

# SESSION TWO

## *Capital Chronicles: Navigating the Financial Maze for Small Businesses & Start Ups*

We have an expert panel of financial trailblazers ready to guide you through the intricacies of financing your entrepreneurial vision. This session will equip you with the tools and tactics to conquer the financial landscape and propel your venture to new heights!

Moderator



Nickole Garrison

Partner, Chief Client Service  
Officer, Garrison Murphy  
Wealth Management

Panelist



Andrea Vossler

Partner  
Lippes Mathias LLP

Panelist



Crystal Morgan

Assistant Vice President  
Pursuit

Panelist



Lauren Schellinger

Vice President and Regional  
Relationship Manager,  
Impressia Bank

Panelist



Crystal Wallace

Project Manager of the  
Founders Go Big Program  
at Launch NY

Panelist



Paul Hoffman

Lender Relations Specialist,  
U.S. Small Business  
Administration - Buffalo  
District

# SESSION THREE

*Launch Pad Expo: Find Your Next Step in Your Entrepreneur Journey!*

**ROOM 88 & 90 - ALUMNI ARENA CLASSROOMS**

Make valuable connections, and obtain game-changing resources from different sectors of WNY tailored for startups and small businesses. Don't miss out on this epic opportunity to find the next step in launching your entrepreneurial dreams and take your venture to unprecedented heights!



## BNMC - IC SUCCESS



Business & Entrepreneur Partnerships

# Networking: Accelerating Your Connections Alumni Arena

An exhilarating and fast paced networking session designed to connect ambitious professionals with experienced women leaders across our region. This session offers an unparalleled opportunity to build meaningful connections, seek guidance, and glean insights from accomplished women who have made significant strides in their respective fields.

During this interactive session, participants will have the chance to engage in one-on-one conversations with a diverse group of experienced leaders. Whether you're seeking career advice, exploring new opportunities, or simply eager to practice your networking skills, this event is the perfect platform to unlock your full potential and accelerate your professional growth.

## Instructions for the Session:

Once we reconvene in the Ed Wright Practice Facility please sit at your assigned table (as indicated on your nametag). You will have the opportunity to engage and connect with three different Experienced Leaders. We have compiled a group of over 75 incredible women including politicians, lawyers, CEOs and more, and they are very excited to give back to their community. This is a wonderful opportunity for aspiring leaders and for emerging leaders to practice their networking skills and interface with WNY's most influential women. There will be questions on the table in case you get stuck! Don't forget to exchange business cards which you can keep in the back of your leadership journal!



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Women's Bar Association of the State of New York

# WBASNY

Western New York Chapter  
Local voice. Statewide impact.

Supports and celebrates  
**THE WNY WOMEN'S FOUNDATION**  
Women's Leadership Summit  
and its mission to transform systems, culture, and policy to  
create opportunities for each woman to thrive.

*We hope to see you at the **WBASNY WNY**  
Annual Awards and Installation Dinner this fall where we  
will celebrate 40 years of advancing women in the legal  
profession!*





WNY WOMEN'S FOUNDATION

***Proud to support the  
WNY Women's  
Foundation Women's  
Leadership Summit!***

**RICH'S**



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**Lippes Mathias is proud to support WNY Women's Foundation** as they continue to invest in the future of women and girls throughout Western New York.

We are thrilled to have Lippes Mathias partner **Andrea H. Vossler** represent our firm as a featured speaker at this year's Leadership Summit.



Andrea H. Vossler  
Partner

Visit [Lippes.com](http://Lippes.com)

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**UBMD Orthopaedics & Sports Medicine** is proud to support the advancement of women across all industries and leadership levels who are breaking barriers every day. We applaud your commitment to excellence and the positive impact you have on our Western New York community.



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## We invest in our leaders

**BestSelf Behavioral Health, Inc.** is the largest community based behavioral health organization serving children, adolescents and adults with mental health and substance use disorders in WNY. BestSelf values our female leaders, recognizing their unique contributions and perspectives. We are currently hiring for various positions and welcome applications from talented women to join our team.

**BestSelfWNY.org | (716) 884-0888**



**PASSION FUELS SUCCESS.  
NEVER COMPROMISE.**

**catapult**

**SIOBHAN SMITH, CO-PRESIDENT**  
slobhan@catapultsuccess.com

EXECUTIVE CONSULTING

**MARSHA KOELMEL, CO-PRESIDENT**  
marsha@catapultsuccess.com

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## WOMEN SUPPORTING WOMEN!

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Bank of America is proud to support the WNY Women's Foundation and the Women's Leadership Summit. We are proud to invest in women and support their empowerment in our communities and around the world. We applaud the WNY Women's Foundation for creating efforts to make Western New York a great place for women and girls to live, work, and grow.

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Elevating Skills ➤ Amplifying Networks ➤  
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**Great Lakes Dental Technologies**  
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- Jill Neidrauer    ➤ Annette Kerr
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We represent the 200 employee-owners of Great Lakes and are excited to have the opportunity to attend the Summit and connect with Buffalo's most influential women.



Special thanks to  
the WNY Women's  
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Phillips Lytle is proud to sponsor the 2024 Women's Leadership Summit. We applaud the work of the WNY Women's Foundation and the opportunities this event creates. Empowering women leaders throughout each community we reside. That's *The Phillips Lytle Way*.



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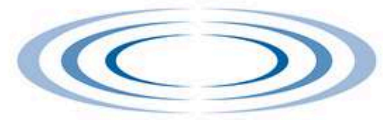
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*At Rupp Pfalzgraf, we are more than just lawyers. We are champions for our community, guided by our commitment to equality and justice. We are proud supporters of the WNY Women's Foundation as we stand together to uplift, empower, and celebrate the women in our community.*



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Organizations that serve the needs of our community are all members of a vitally important family of Western New York companies that make positive changes in the lives of individuals and families, resulting in brighter futures for those touched by their good works. *WNY Women's Foundation* is one such organization and we are proud to support their commitment.

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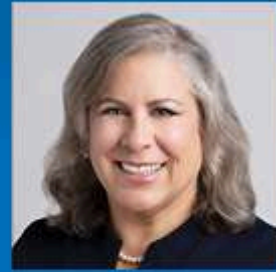
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WNY WOMEN'S FOUNDATION  
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**WNY WOMEN'S FOUNDATION**



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WNY WOMEN'S FOUNDATION

[www.wnywomensfoundation.org](http://www.wnywomensfoundation.org)



- Develop your skills
- Grow your community
- Illuminate a pathway to leadership

*An initiative of ALL IN, Ready, Set, Lead! is a data-informed program that addresses the gender gap in leadership by facilitating career, personal, and community development for women and gender minorities in the first five years of their careers.*

## Program Includes:

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- Four unique educational sessions
- Formal coaching
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### Aspiring Leaders

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### Mentors

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## For More Information:

**VISIT** [wnywomensfoundation.org/mentorship](http://wnywomensfoundation.org/mentorship) | **EMAIL** [sydney@wnywfdn.org](mailto:sydney@wnywfdn.org)

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**PATHWAYS**

**>>> TO >>>**

**Accelerating  
the  
Possibilities**

**PROGRESS**

For twenty-five years, the WNY Women's Foundation has been transforming systems, culture and policy to create opportunities for each woman to thrive. To commemorate this silver milestone, the WNYWF released the third installment of our Pathways to Progress: Accelerating the Possibilities series. This data-driven analysis focuses on child care, poverty, leadership, education, occupational segregation, and pay equity. Our latest edition builds off of the WNYWF's 2010 and 2017 Pathways to Progress: The Status of Women in WNY reports and compares the state of affairs for women 25 years ago to the current climate, with a forecasted trajectory over the next 20-25 years. Along with the release of the white paper, we have put together a complementary Pathways to Progress Speaker Series. We will discuss topics such as negotiating your salary, exploring nontraditional career paths, mentorship and more.



**Scan this QR code to register for the  
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June 26, 12-1pm: **Leadership**

September 18, 12-1pm: **Education**

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