

November

As we enter into November and the start of the holiday season with Thanksgiving, I am reminded:

“Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.”

—William Arthur Ward

The last few years have been a challenge and many of us found it hard to get into the holiday spirit. This year feels different. The pandemic is becoming a little bit further in the rearview mirror and life is beginning to feel more “normal.” I see friends getting together at restaurants, going on girl’s trips, laughing and enjoying being in each other’s company. Who ever thought that we would take for granted the simple act of going out to a restaurant to enjoy a meal and cocktails with friends?

I am grateful for family and friends and for the opportunity to be able to gather once again. EWI holds a very special in my heart. The women that make up the Dallas chapter and all of the other chapters across the US and Canada are my sisters. We have grown and persevered some very challenging years and we have come out stronger than ever. Professional development and philanthropy opportunities are amazing, but what really warms me is the friendships that we make and the experiences that we share. It may be a divorce, a move, a death in the family or just plain family drama, but we are present for our sisters and just knowing that you have someone in your court during the trying times is priceless.

I am excited to watch our chapter grow and have some amazing meetings for the remainder of 2022 and going into 2023. I am excited that we have made it through some challenging times and are still standing. I am grateful for each and every one of you and I am always here for you, as are your EWI sisters.

Enjoy the holidays and pause to enjoy the people you get the privilege of celebrating with. I know that I will.

Jennifer



P.S. Although I still have not decided my grandma name, I am SO THANKFUL for my brand new grandbaby. Genevieve Cecilia Trouy was born on October 20, 2022 and has already got me wrapped around her finger!



#GIFTOFHEARING
Jennifer Clark, Manager



GRATITUDE

-A prayerful life is the key to possessing gratitude

-We often take for granted the very people who most deserve our gratitude. Let us not wait until it is too late for us to express that gratitude.

-Feeling gratitude and not expressing it is like wrapping a present and not giving it.

-If ingratitude be numbered among the serious sins, then gratitude takes its place among the noblest of virtues.

-To express gratitude is gracious and honorable, to enact gratitude is generous and noble, but to live with gratitude ever in our hearts is to touch heaven.

-President Thomas S.
Monson



Thank you Ebby Halliday Realtors for hosting our November Chapter Meeting!



And an extra special thanks to Paul Markowitz with Senior Living Specialists for the great presentation!

Women in the Workplace

2022

BUSINESS
INSIDER

Female leaders do more for diversity, equity, and inclusion at work than their male counterparts, but they aren't being recognized for it, a new report says

- **F**emale leaders contribute more towards DEI efforts than their male peers but don't get recognition for it, a new report from McKinsey and LeanIn.org says.
- **They're twice as likely** as male leaders to spend substantial time on DEI work, but **40%** say their DEI work isn't acknowledged in their performance reviews.
- Fixing this issue could aid retention of female leaders at work at a time when companies are losing them at an unprecedented rate.

Women are leading the charge for a more inclusive workplace, but they're not being recognized for that work.

Female leaders invest more time and energy in allyship and efforts for Diversity, Equity, and Inclusion, or DEI, as well as effective people management, when compared to their male counterparts, but many workplaces don't have formal ways of evaluating and rewarding this work, according to a new report from McKinsey and LeanIn.org.

The report found that female leaders are twice as likely as their male counterparts to contribute considerable time to DEI efforts, yet 40% of them say this work isn't acknowledged anywhere in their performance reviews.

Women in the Workplace

2022

BUSINESS INSIDER

Female leaders do more for diversity, equity, and inclusion at work than their male counterparts, but they aren't being recognized for it, a new report says

The result is that female leaders can be stretched thinner than their male peers. The report notes that 43% of female leaders are burned out, compared to 31% of men at the same level.

Failing to recognize women's contributions to DEI in the workplace could also shut the door to the next generation of female leaders, for whom an inclusive workplace is a priority. Female leaders are more than 1.5 times as likely as male leaders to have left a previous job because they wanted to work somewhere with a greater commitment to DEI, the report found.

McKinsey and LeanIn.org say going beyond business goals to also include metrics for people management and DEI work in performance reviews could help women be recognized for that labor. This could in turn lead to faster promotions and better pay, which can aid retention of female leaders at a time when companies are losing them in droves.

[CLICK HERE TO READ THE FULL STUDY FROM](#)

[MEMBER FIRM](#)

McKinsey
& Company

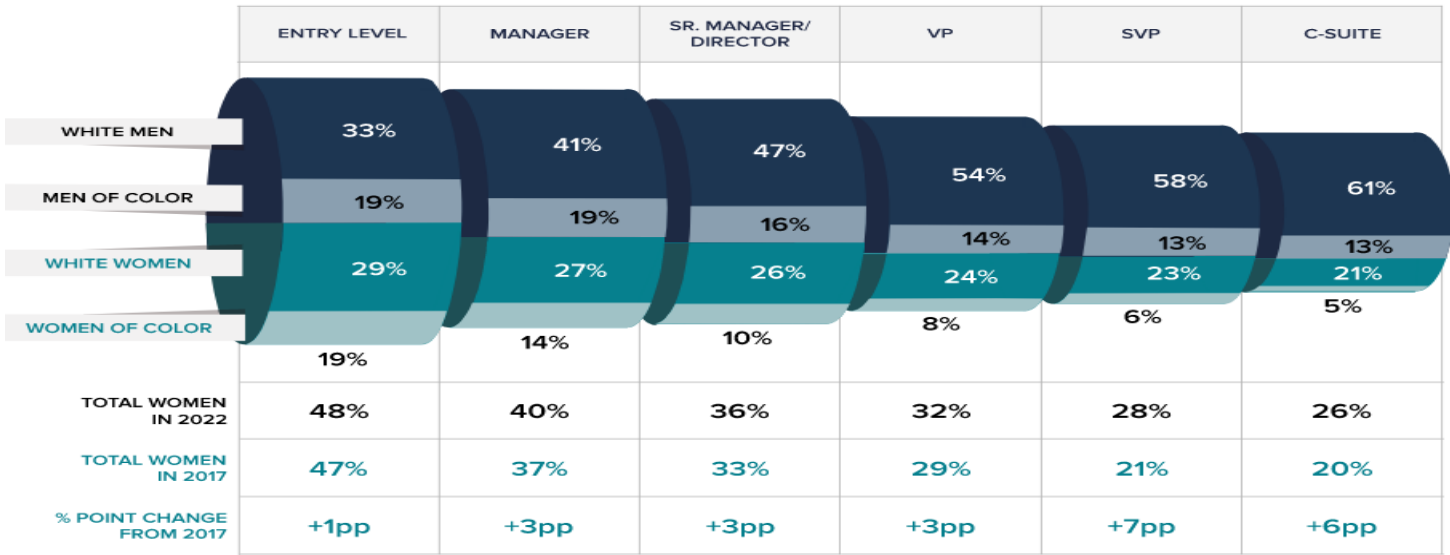
Women in the Workplace is the largest study on the state of women in corporate America.¹ In 2015, LeanIn.Org and McKinsey & Company launched the study to give companies insights and tools to advance gender diversity in the workplace. Between 2015 and 2022, over 810 companies participated in the study, and more than 400,000 people were surveyed on their workplace experiences. This year, we collected information from 333 participating organizations employing more than 12 million people, surveyed more than 40,000 employees, and conducted interviews with women of diverse identities, including women of color, LGBTQ+ women, and women with disabilities.² Our 2022 report focuses on how the pandemic has changed what women want from their companies, including the growing importance of opportunity, flexibility, employee well-being, and diversity, equity, and inclusion.

Women in the Workplace

2022

REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE⁸

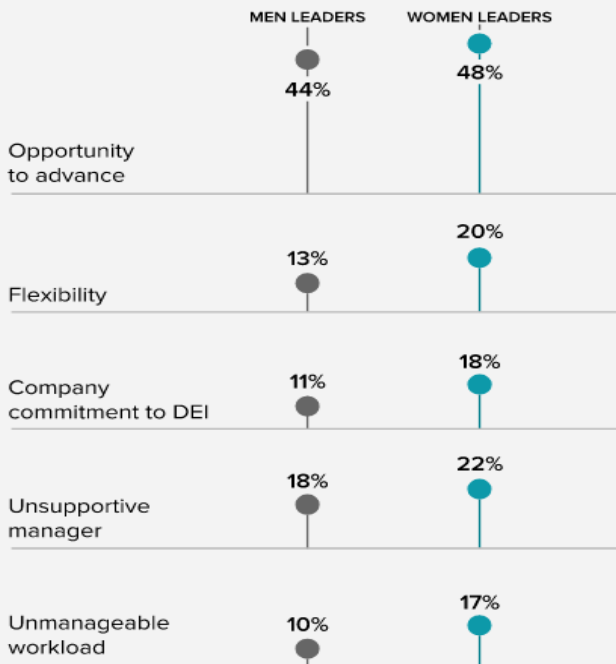
% of employees by level at the start of 2022



THE FACTORS DRIVING WOMEN LEADERS TO SWITCH JOBS ARE MORE IMPORTANT TO YOUNG WOMEN

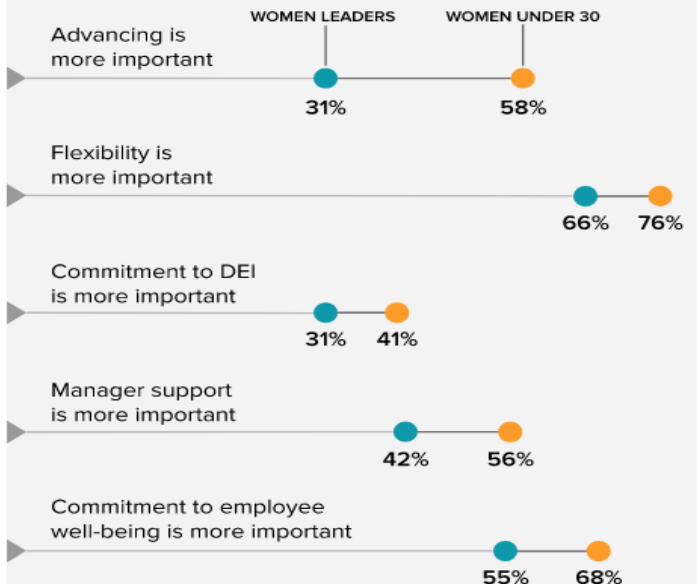
Reasons women leaders are switching jobs...²²

% of women and men leaders who cite these reasons for switching jobs in the past two years



...these factors are increasingly important to women—especially young women²³

% who say the following have become more important to them in the past two years

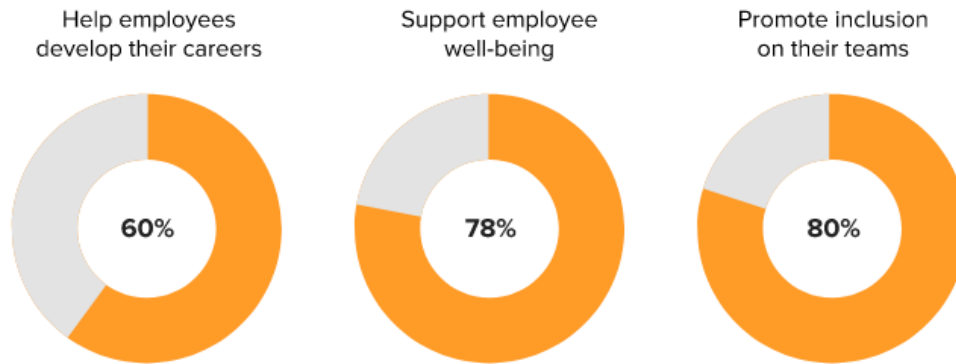


Women in the Workplace

2022

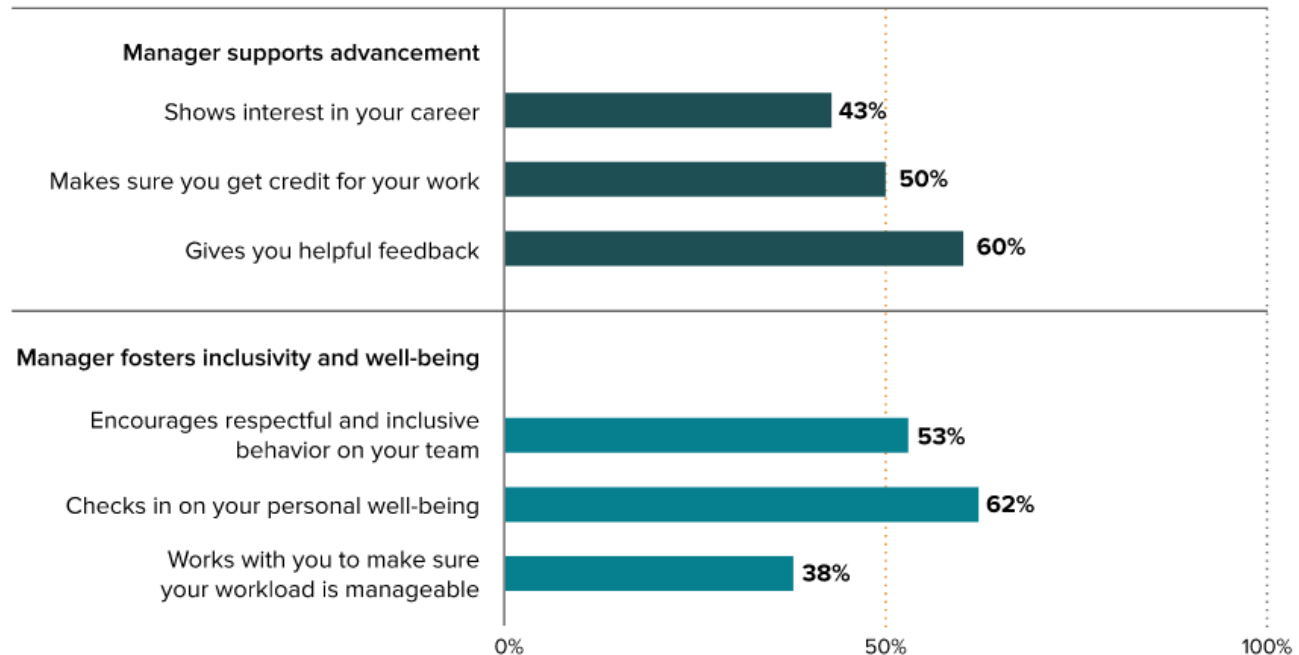
COMPANIES ARE EXPECTING MANAGERS TO DO MORE TO SUPPORT EMPLOYEES AND FOSTER INCLUSION...

% of HR leaders who say managers are expected to do more than they were two years ago to:



...BUT EMPLOYEES SAY MANAGERS AREN'T SHOWING UP CONSISTENTLY

% of employees who say managers have consistently taken the following actions in the past year



Women in the Workplace

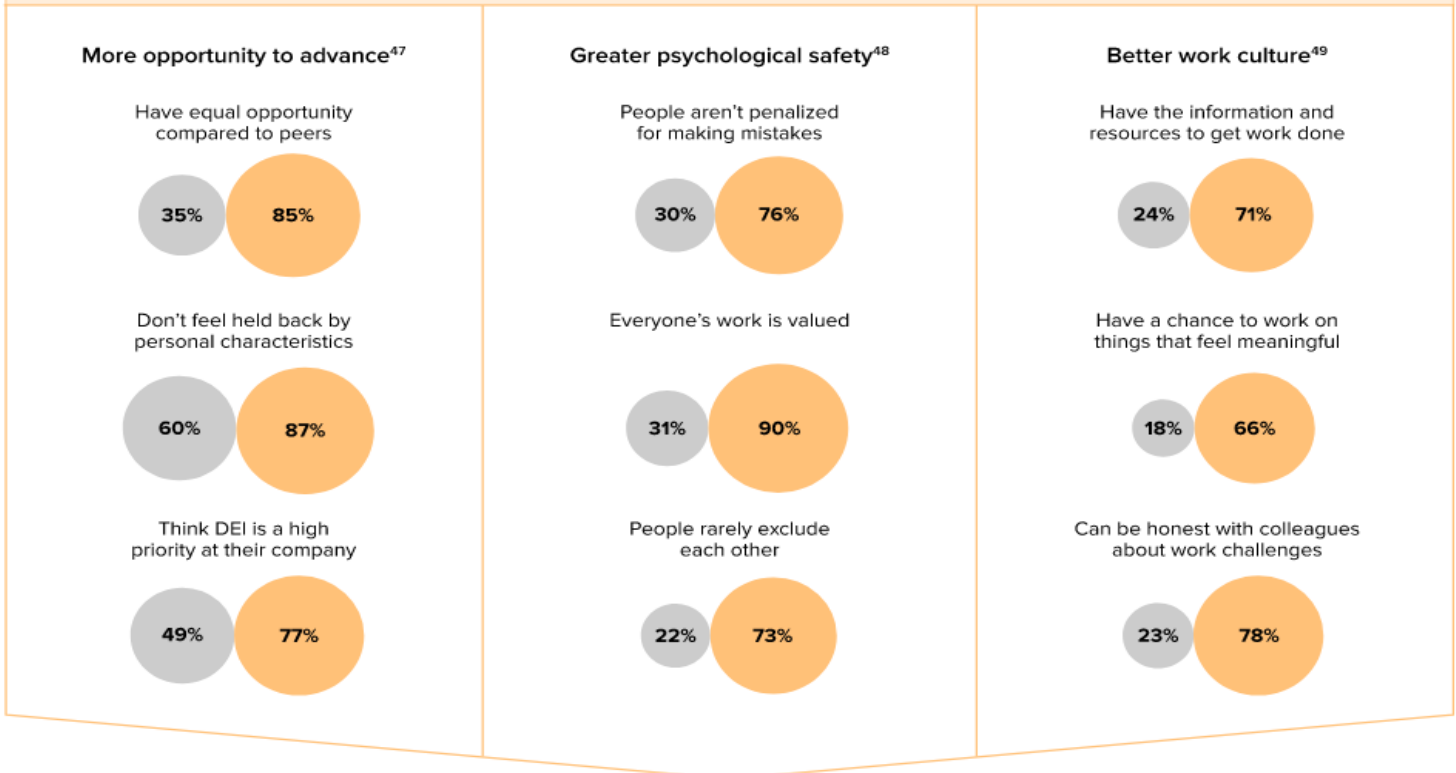
2022

When managers show up consistently, women and companies benefit⁴⁶

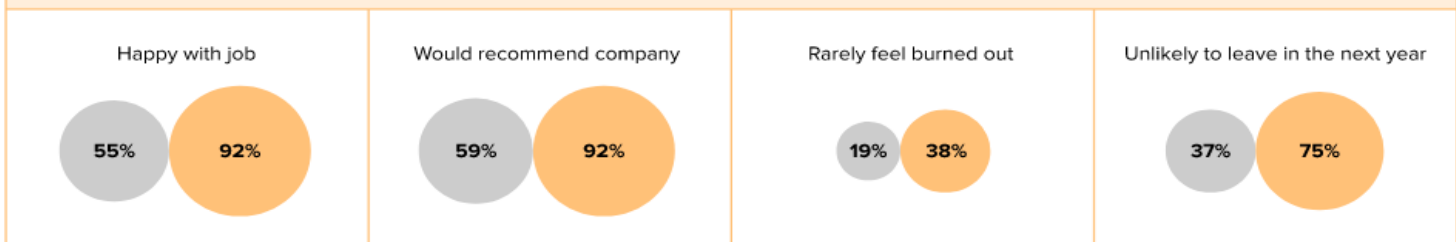


Outcomes when managers consistently take all or none of the following actions: give helpful feedback, help manage workload, show interest in career, check in on well-being, ensure credit for work, encourage inclusivity and respect on team

When managers take all the right actions, women have a better experience at work...



...and are happier, less burned out, and less likely to leave⁵⁰



FEELING FESTIVE? CLICK HERE TO SEE THE 100 BEST CHRISTMAS MOVIES OF ALL TIME—ACCORDING TO ROTTEN TOMATOES

From *Home Alone* and *Elf* to classics like *Miracle on 34th Street*, we've made our list of great holiday films and checked it at least twice. Now, to all you nice boys and girls out there, we present the Best Christmas Movies ever!

Christmas has come to represent different things to people over the years, and the movies here reflect that in kind. If you're traditional and feeling nostalgic, you'll be pleased to see where *It's A Wonderful Life* and *Holiday Inn* made it on our list of top holiday films. If this time of the year reminds you of sitting around the TV, eagerly awaiting those annual specials, look out for *A Charlie Brown Christmas* and *How the Grinch Stole Christmas*. There's horror (*Black Christmas*), comedy (*Trading Places*), horror and comedy (*Gremlins*), and even a superhero covered in tinsel somewhere (*Batman Returns*). For those with an independent streak to celebrate, check out *Tangerine* and *Carol*. Meanwhile, Netflix has made great strides in the Kris Kringle quadrant with *The Christmas Chronicles* and *Klaus*. And if Christmas means traveling somewhere you don't want to be, stuck in a building with people you don't like, have we got the ultimate movie for you: *Die Hard*! Ho ho ho, now we have a complete list of great Christmas movies.

So we took a sleigh ride across all of movie history, filled up our big red bag with goodies, and ultimately ranked the movies by Tomatometer score, with Certified Fresh films first. And now you're ready to enter a wonderland of cinematic history, with the Best Christmas Movies ever!





"True-Blue" Referral Rewards Program

EWI Members are the life-blood of our organization. Our "True-Blue" Referral Rewards program recognizes members who are "True-Blue" EWI supporters. Beginning May 1, 2022, EWI is offering an opportunity for any EWI member to be rewarded for referring a new member to the organization.

Reveal your "True-Blue" loyalty for EWI by inviting a friend, co-worker, business partner, neighbor, networking contact or a connection from your social networks to join EWI. If your referral joins EWI, you will receive a \$25 "True-Blue" referral reward voucher redeemable towards any of the following EWI items:

- LCAM Registration
- Leadership Caucus Registration
- EWI Branded Merchandise in the EWI Online Store
- Corporate Membership Dues

As defined by Merriam-Webster's Dictionary, "True-Blue" is:

Unwavering in one's commitment; extremely loyal;

To show what one is really like: to reveal one's real nature or character

Synonyms: constant, dedicated, devoted, devout, down-the-line, faithful, fast, good, loyal, pious, steadfast, steady, true

To claim your referral reward, your name must be listed on the EWI Membership Application Form as the referring member. Your certificate will be emailed to you by the EWI Corporate Office once the application has been processed and paid in full. Certificates are redeemable upon receipt and expire 12 months from issue date.



UPCOMING DECEMBER BIRTHDAY'S

NOVEMBER BIRTHDAY'S

November 15th
Danielle Forney,
Neuberger Berman

November 17th
Lisa Hall,
Mercury One

November 19th
Lisa Tignor,
McKinsey & Company

November 23rd
Denise Labrado,
Arlington Convention & Visitors Bureau

DECEMBER 1ST
Deborah Tough,
Sustaining Member

December 2nd
Linda Pickett,
Sustaining Member

December 7th
Dawn Redmond,
Ebby Halliday Realtors

December 10th
Sherry Andrus,
Sustaining Member

December 14th
Kathy Stone,
Sustaining Member





EXECUTIVE ADVISORY BOARD



Sherry Adams
Vice President of
Human Resources
Ebby Halliday Companies



Lindsay Jones
Financial Advisor
Ameriprise Financial
Services, Inc.



Melanie Linnear
Vice President of
Food Service
State Fair of Texas



Kim Loving
Operations Manager
McKinsey & Company

EWI Corporate Office
1288 Summit Ave. Ste. 107
PMB 124
Oconomowoc, WI 53066
262.269.5625
ewi@ewiconnect.com
ewiconnect.com
my.ewiconnect.com

Mission

Executive Women International (EWI) brings together key individuals from diverse businesses for the purpose of promoting member firms, enhancing personal and professional development, and encouraging community involvement.

Vision

To enhance professional growth and development within a diverse group of women while empowering them to make a difference as they inspire others.

Values

Integrity | Excellence | Respect | Collaboration



ewi How Member Firms Benefit from EWI: RESULTS

R RELATIONSHIPS
EWI is an organization that believes in long-term, highly valuable relationships. Member representatives build lasting, sustainable, and ultimately valuable business connections through trust and respect. Your employees form relationships that create associations between your organization and a diversity of other prestigious firms and executives in your city.

E EDUCATION
EWI offers professional development webinars and other resources each year on topics relevant to a member representative's professional and personal growth. Your investment provides affordable access to professionally produced training that would be difficult for many businesses to provide to their employees. To further your investment, member representatives are encouraged and expected to share their learning with other employees.

S SKILLS
EWI member representatives practice strong business ethics and build core skills such as public speaking, effective leadership, mentoring, strategic planning, and even how to effectively and efficiently run meetings with Robert's Rules of Order. There are additional opportunities for growth in EWI through Chapter and Corporate Board service such as preparing and managing a budget, managing a team, conflict resolution, and event planning.

U UNTAPPED POTENTIAL
Participation in EWI quickly raises your firm's visibility among your city's business community. This affords you the ability to promote your products and services to audiences you may not reach otherwise, both locally and throughout EWI's North American network. Your firm will also have the ability to build contacts by hosting Chapter Firm Nights or attending other Firm Nights and various business meetings throughout the year.

L LEADERSHIP
Many EWI member representatives cite leadership opportunities as a driving motivator for their participation. EWI offers a number of ways to build real-world leadership skills through Chapter leadership, Corporate Board participation, our Academy of Leadership program and other initiatives. Additionally, your membership positions your firm and your member representatives as leaders within your business community.

T TANGIBLE RETURNS
The EWI network is motivated to see your member representatives and your firm succeed. Representatives look to one another first when they need a specific product or service. Your firm will be listed in the EWI International Directory, which constitutes a network across the United States and Canada for the exchange of information and business matters. Member Representatives have immediate access to our online community to connect your firm with additional resources by delivering real time accessibility to all members through the EWI Mobile App.

S SUPPORT
Your member representatives will have a support structure of like-minded individuals outside of the office for career advice and other needs. EWI membership also provides you with an opportunity to support and recognize a top-ranking person within your firm by appointing her/him to represent your organization. Lastly, EWI offers your firm a number of ways to support your local community through good works, scholarship programs, and other philanthropic initiatives.

2022 DECEMBER MEETING INFORMATION EWI OF DALLAS

CHAPTER MEETING	BOARD MEETING
<p>Date: December 13, 2022</p> <p>Location: St. Paul Place Building The Cue (2nd Floor) 750 N. St. Paul Street Dallas, Texas 75201</p> <p>Networking: 6:00pm</p> <p>Program: 6:30 p.m.</p> <div style="text-align: right; margin-top: 10px;"> </div> <p style="text-align: center; color: #0070C0; font-size: small;"> <i>Virtual attendees: please join the Zoom at 6:30pm Passcode: 612469</i> </p>	<p>Date: December 15, 2022</p> <p>Meeting: 5:00 - 6:30 p.m.</p> <p>Location: Your Living Room via Zoom</p> <p style="text-align: center; margin-top: 20px;"> To attend the Board Meeting RSVP by Noon, Friday, December 9, 2022 </p> <p style="text-align: center; margin-top: 10px;"> Denise Labrado, Arlington Convention & Visitors Bureau 2022-2023 Secretary Office: 817.704.7573 Email: denise@arlington.org </p> <div style="text-align: right; margin-top: 10px;"> </div>



<p style="text-align: center; color: #0070C0; font-weight: bold;"> \$50 In-Person PayPal Link \$25 Zoom PayPal Link \$35 Sustaining In-Person PayPal Link \$15 Sustaining Zoom PayPal Link </p> <p style="text-align: center;">or by using the link on our website:</p> <p style="text-align: center; color: #0070C0; font-weight: bold;"> EWI Meetings & Events </p> <p style="text-align: center;">Checks made payable to Executive Women International can be received at the meeting or mailed prior to:</p> <p style="text-align: center; margin-top: 10px;"> Danielle Forney 105 Meadowbend Drive Cedar Hill, TX 75104 </p> <p style="font-size: small;">*For advance invoices, please email: dforney1966@gmail.com</p>	<p style="text-align: center; color: #FFD700; font-weight: bold; background-color: #FFFF00;"> RSVP by 12 noon Friday, December 9, 2022 </p> <p style="text-align: center; margin-top: 10px;"> KeChan Patterson, Downtown Dallas, Inc. 2022-2023 Sergeant-At-Arms Committee Cell: (214) 264-3205 Email: patterson@downtowndallas.com </p> <p>Total number of Reservations @ \$50.00/pp: _____</p> <p>Total Amount Remitted: _____</p> <p>Would you like a receipt mailed to you? _____</p> <p>Name: _____</p> <p>Firm: _____</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

All special dietary requests, please contact your in-home meal coordinator.

NOTE: All Representatives have automatic standing reservations. Representatives DO NOT need to return this form unless canceling or responding with guest(s). Cancellations must be received by the deadline, or your firm will be billed. It is helpful to receive payment prior to the meeting. If you require a receipt for your payment, you may check the appropriate space on this form and your receipt will be mailed to you upon receipt of your check. Checks are not processed until after the meeting date; therefore, if you mail your check ahead and a change of plans requires you to cancel your reservation, as long as you cancel prior to the deadline, your original check will be returned to you.

MARK YOUR CALENDAR!



2022-2023 MONTHLY MEETING & BOARD MEETING DATES

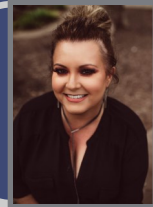
<u>Monthly Meeting Dates</u>	<u>Board Meeting Dates</u>
September 20, 2022	September 28, 2022
October 18, 2022	October 26, 2022
November 15, 2022	November 17, 2022
December 13, 2022	December 15, 2022
January 17, 2023	January 25, 2023
February 21, 2023	February 22, 2023
March 21, 2023	March 29, 2023
April 18, 2023	April 26, 2023
May 16, 2023	May 24, 2023
June 20, 2023	June 28, 2023
July 18, 2023	July 26, 2023
August 15, 2023	August 23, 2023
TBD	September 28, 2023

All Monthly Meetings begin at 6:00 pm
 Board meetings begin promptly at 5:00 pm
 **September's date is dependent on LCAM's date.

EWI of Dallas 2022-2023 Board of Directors

President

JENNIFER CLARK
Dallas Hearing Foundation
jennifer.clark@dallashearingfoundation.org



Vice President/President-Elect

LISA HALL
Mercury One, Inc.
lhall@mercuryone.org



Treasurer

DANIELLE FORNEY
Neuberger Berman
danielle.forney@nb.com



Secretary

DENISE LABRADO
Arlington Convention & Visitors Bureau
denise@arlington.org



Sergeant-at-Arms

KECHAN PATTERSON
Downtown Dallas, Inc
patterson@downtowndallas.com



**B/C/D/P Director
& Advisor**

DAWN REDMOND
Ebby Halliday Realtors
dawnredmond@ebby.com



Communications Director

KATIE MILBRY
Vault Aviation
katie@vaultjet.com



**Recruitment and Retention
Director & Advisor**

JEANNETTE DAVIS
JLL
jeannette.davis@am.jll.com



Fundraising Director

LISA TIGNOR
MCKINSEY & COMPANY
lisa_tignor@mckinsey.com



Program Director

OPEN

Member Firms

