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JUNE 17, 2024

LOS ANGELES BUSINESS JOURNAL

WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS 2024

Honorees & Finalists



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Letter from the Publisher



This year's Women's Leadership Symposium & Awards, which took place Thursday, June 13th at the Intercontinental Los Angeles Downtown, was a nearly full-day event of inspiration, education, and recognition.

Top Los Angeles executives shared their wisdom through a series of dynamic panels during the morning symposium covering topics such as: leading with authenticity, advice to the younger workforce, creating entrepreneurship, embracing technology and innovation, developing next-gen leaders, and much more!

The afternoon was highlighted by a spirited luncheon awards program where we honored outstanding achievements by some of the most impactful business and community leaders throughout the region.

With hundreds of incredible nominees, there is clearly no

shortage from which to draw inspiration from. This year, we named honorees in the following categories: CEO of the Year; Executive of the Year; Innovator of the Year; Emerging Woman-Owned Business Leader Award; Champion of Women Award; Mentor of the Year; Community Impact Advocate Award; Woman to Watch Award; and NextGen Woman of the Year.

A heartfelt thank you to all our sponsors for coming together to invest in this program; we can't do it without you! Special thanks to our six Platinum Sponsors: California Society of CPAs, Enterprise Bank & Trust, The Leukemia & Lymphoma Society, Montage Insurance Solutions, UCLA Anderson School of Management and Wells Fargo Bank.

We hope you enjoy reading about our finalists and honorees and hope to see you at our symposium next year!

Respectfully,

Josh Schimmels
 Publisher & CEO

withum⁺

empower others

A great mentor has the remarkable ability to inspire, guide and empower others — igniting a spark of potential and steering them towards their own greatness. Congratulations to Withum's Kimberly Ravenell, CPA, Partner, a Los Angeles Business Journal's Women's Leadership Symposium and Awards finalist — for providing her invaluable support that has transformed lives and fostered personal and professional growth.

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ENTERPRISE BANK & TRUST IS PROUD TO HAVE SPONSORED THE WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS

Thank you to all of the business leaders who made the event a success

On behalf of Enterprise, thank you to all of the award nominees, event panelists, presenters and committee members who played a role in the 2024 Women's Leadership Symposium & Awards. We are inspired by your work and appreciate the insights and wisdom shared.

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Debra Bordeaux

Senior Vice President, Relationship Manager
Selection Committee Member



Maria Hunter

Senior Vice President, Relationship Manager
Team Lead
Award Nominee



Janie Marquez

Senior Vice President, Relationship Manager
Panelist



John Murillo

Los Angeles Market President
Presenter

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CEO OF THE YEAR HONOREE

ANA VALDEZ

President & CEO
 The Latino Donor Collaborative

Ana Valdez, president and CEO of the Latino Donor Collaborative, is an inspirational leader with over three decades of experience spanning marketing, media, research, and politics. Born and raised in Mexico City, Valdez's journey is a testament to resilience, vision, and unwavering determination. Her professional trajectory is marked by groundbreaking achievements. From spearheading the development of the largest market research client base at Nielsen to attracting multibillion-dollar foreign investments during her tenure at Banamex (now Citibank), her strategic prowess knows no bounds. Her global perspective was cultivated through her experiences across Mexico, Europe, and the United States (where she has resided since 1997), allowing her to collaborate with esteemed entities such as the United Nations, the Clinton Administration, and a myriad of Fortune 500 giants including Wells Fargo, JP Morgan Chase, Procter & Gamble, and Pepsi.

At the helm of the Latino Donor Collaborative since 2014, Valdez's leadership has transcended conventional boundaries. She has championed the creation of the Latino Data Collaborative, a groundbreaking think tank that produces cutting-edge economic insights and tools. Under her stewardship, the LDC has become a beacon of innovation, providing invaluable resources to CEOs, C-suite executives, and esteemed institutions like the Federal Reserve and The White House.

In 2023 alone, Valdez's leadership bore fruit through the publication of eight groundbreaking reports and over 100 captivating presentations. Her magnetic presence as a keynote speaker and panelist has left indelible impressions, inspiring audiences and mentoring young Latinos to harness their voices and drive meaningful change.



MOIRA CONLON
 FINALIST
 Founder & CEO
 Financial Profiles

Moira Conlon is the founder and CEO of Los Angeles-based Financial Profiles, a national strategic communications firm that specializes in building long-term corporate value through effective communications.

With headquarters in Los Angeles and offices in New York, Chicago, and San Francisco, Financial Profiles has grown to become one of the most respected firms in its field and one of the top woman-owned strategic communications firms in the country. The agency is highly regarded for its strategic counsel on investor relations and public relations issues, its command of value-based corporate positioning and messaging, and for providing clients access to Wall Street investors, analysts and the press. As a leading authority in strategic communications, Conlon has provided strategic counsel to management leaders, boards, and communication teams of hundreds of public and private companies in a variety of industries.



CHRISTINA MILLER
 FINALIST
 President and CEO
 Mental Health America of Los Angeles

Dr. Christina Miller is known for her visionary leadership and unwavering commitment to enhancing the well-being of her nearly 400-person team and the over 19,000 individuals across Los Angeles County that are cared for by her agency, Mental Health America of Los Angeles (MHALA). Before joining MHALA in 2017, Dr. Miller, a licensed psychologist with more than 25 years of experience, held esteemed positions at UCLA, Cedars-Sinai Medical Center, Ocean Park Community Center, and Didi Hirsch Mental Health Center.

Upon joining MHALA, Dr. Miller embarked on a comprehensive approach to familiarize herself with the intricacies of the organization. She engaged with staff across all departments to understand their perspectives on their roles and the agency, seeking their insights for future improvements. Delving into the agency's financial records, practices, and programmatic objectives, she laid the groundwork for growth and transformation, steering the agency towards positive change.



ALINA MORAN
 FINALIST
 President and CEO
 Dignity Health - California Hospital Medical Center

Alina Moran is president and CEO of Dignity Health – California Hospital Medical Center (CHMC), and is the hospital's first Latina president in its 137-year history. During her tenure, CHMC has achieved national recognition for patient safety; treatment of chronic obstructive pulmonary disease (COPD), stroke, pneumonia and heart failure in U.S. News & World Report; and multiple accreditations.

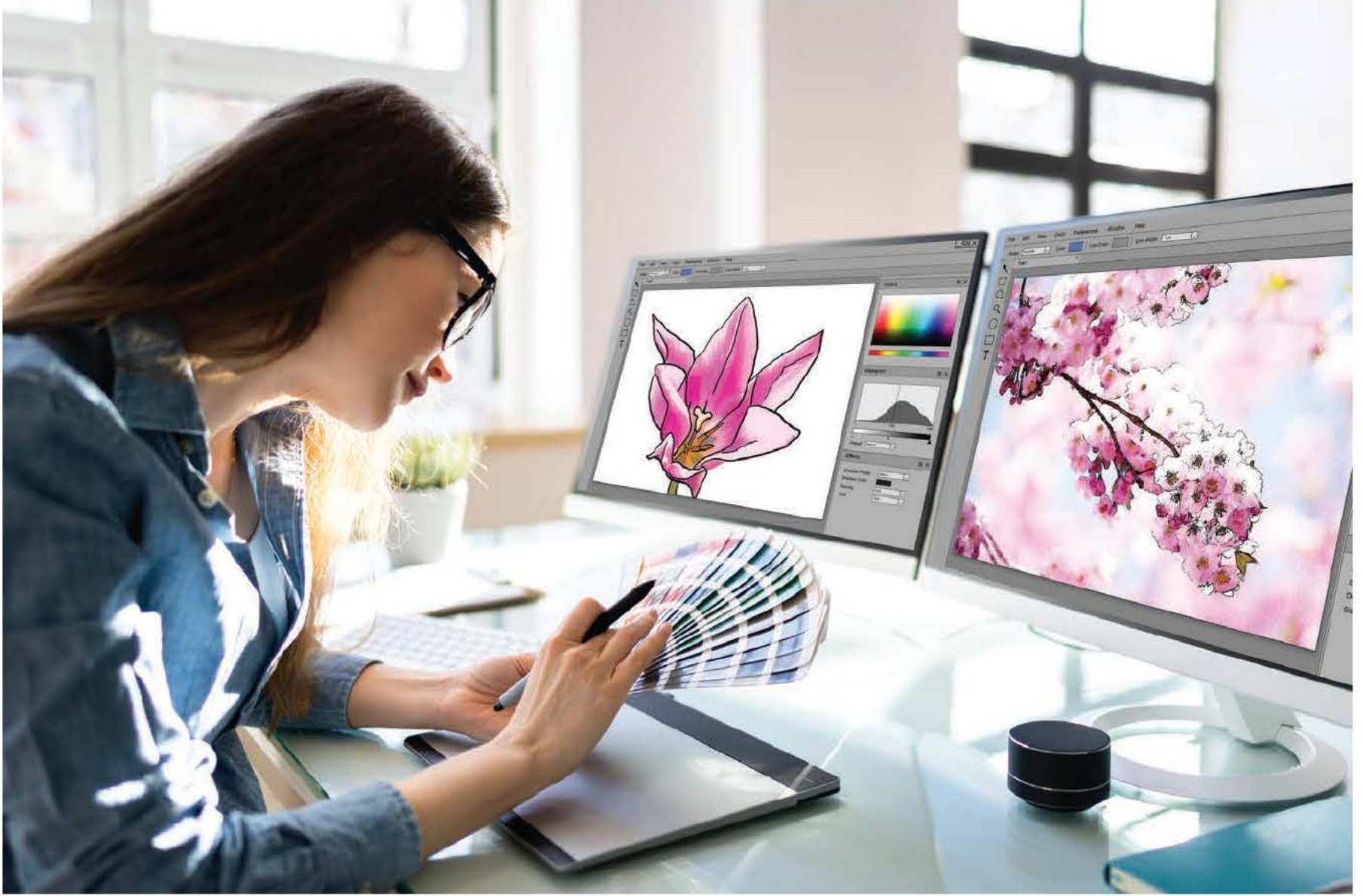
After relocating from New York to Los Angeles to assume her role in March 2020, Moran steered CHMC through the COVID-19 pandemic, overseeing the care of over 2,000 COVID-positive patients while maintaining critical emergency, trauma, cardiac, and maternal/child services and ensuring the safety of 1,900 employees and 450 medical staff. She previously served as chief executive officer at NYC Health + Hospitals/Metropolitan. Metropolitan is a 338-bed acute care facility located in East Harlem.



MARTINE SINGER
 FINALIST
 President & CEO
 Children's Institute

Martine Singer joined Children's Institute in 2016, with a commitment to working in underserved communities impacted by decades of underinvestment — from Watts, Compton and Long Beach to Echo Park. As president & CEO, she oversees one of LA's oldest and largest nonprofits, where she manages an annual operating budget of over \$100 million and almost 1,000 staff. Before joining Children's Institute, Singer was the president & CEO of Para Los Niños, the executive director of Hollygrove (now Pacific Clinics) and held executive roles at global media companies. She was the founder and publisher of the first foreign-language edition of The New York Times.

In January of this year, Singer was selected to be a Donaldson Fellow for the Yale School of Management, which is reflective of her personal and professional accomplishments and her dedication to solving complex problems and pursuing positive change in the world.



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Honorees & Finalists

EXECUTIVE OF THE YEAR HONOREE

KITTY CHEN

Senior Managing Director; Head of Retail & Business Banking
 East West Bank

As the senior managing director and head of retail and business banking at East West Bank, Kitty Chen is one of only a handful of senior female executives in a predominantly male-dominated industry. Throughout her 35 years in banking, Chen had to prove to herself and her colleagues that she had what it took to be at the top, and she did it through her commitment to innovation, resilience and customer-centricity.

During her 30-year tenure with East West Bank, Chen has been instrumental in facilitating the bank's remarkable growth, with its asset size expanding over 30-fold to \$70 billion during her tenure, making East West Bank the largest independent bank headquartered in Southern California. She oversees the largest team in the bank, with over one-third of all associates under her stewardship, and her commitment to inclusivity is evidenced by the fact that nearly 70% of the managerial staff within her division are women.

Chen has played a pivotal role in guiding the institution through significant milestones. When the pandemic shut down businesses and forever changed the economic landscape in March 2020, Chen led her team in developing a manual application process and individualized assistance for the Paycheck Protection Program (PPP). Whereas many other banks' online-only systems became overloaded with the onslaught of struggling businesses applying for loans (websites crashed and business owners hit bottlenecks), East West Bank issued nearly 13,000 loans totaling \$2.7 billion, 60% of which came from Chen's team.



ANNA CHUNG

FINALIST

Executive Vice President & Chief Small Business Administration Lending Officer
 Hanmi Bank/ Hanmi Financial Corporation

Anna Chung is executive vice president and the chief Small Business Administration (SBA) lending officer at Hanmi Bank, a community bank serving diverse, multi-ethnic customers through a network of 35 branches in six states, seven loan production offices and SBA lending in eight states.

Chung began her banking career at California Korea Bank, which was acquired by Hanmi Bank. Throughout her 30+ year financial services career, she has advanced the mission of the SBA to aid, counsel, assist and protect the interests and advocate for small business concerns. Chung believes small businesses maintain and strengthen the overall US economy. In 2023, amidst the collapse of two banks along the West Coast, Hanmi proactively reassured customers of its stability, prompting an outpouring of support from clients. This reaffirmed the deep-rooted relationships forged by Hanmi over the years, a testament to Chung's commitment to customer-centric service.



SMRITI KIRUBANANDAN

FINALIST

Managing Director
 Accenture

Smriti Kirubanandan is a growth and strategic partnerships executive with a strong robotics and public health background. She currently serves as managing director of healthcare at Accenture. She is passionate about making healthcare more efficient, affordable and accessible, as she specializes in creating high-impact strategic partnerships. As a trusted leader, she fosters executive relationships and cultivates partnerships at the convergence of emerging technology, innovation, and empathy. She also spearheads brand development, thought leadership and market research.

Kirubanandan was selected as a Young Global Leader 2023 by the World Economic Forum, a member of the Young Leaders Circle at the Milken Institute, and an elected fellow by the Royal Society of Arts in 2024. She is also the founder of the HLTH Forward Podcast. This award-winning platform hosts healthcare leaders, policymakers, and artists to discuss the challenges in the system and what we could do collectively to move healthcare forward.



CONNIE ORLANDO

FINALIST

Executive Vice President of Specials,
 Music Programming & Music Strategy
 BET Media Group

Connie M. Orlando is an award-winning media executive who exemplifies leadership and innovation in the media industry. Throughout her career, Orlando has continually exceeded expectations, demonstrating her expertise in shaping cultural narratives through her professional endeavors.

Leading some of BET's largest and most active departments, Orlando has positioned the brand as a powerhouse in the media and entertainment spaces. She has spearheaded a multitude of original programming, ranging from scripted series like, "The Quad" and "Being Mary Jane" to groundbreaking specials such as "Black Girls Rock!" She also ushered BET into the documentary space with BET Truth Series, which in its inaugural year produced award-winning projects "Katrina 10 Years Later," "Muhammad Ali: The People's Champ" and "Stay Woke." Under her guidance, the BET News department has produced critically acclaimed documentaries on Ferguson and Baltimore, highlighting pressing societal issues.



BARBARA VOSS

FINALIST

Deputy City Manager
 City of El Segundo

Barbara Voss, deputy city manager of El Segundo, is known for her outstanding contributions and exemplary leadership in spearheading trailblazing programs for El Segundo, a full-service municipal organization. Her ability to administer varied citywide initiatives and visionary outlook have significantly enhanced the quality of top-tier services provided to the community, while further positioning El Segundo as an economic powerhouse in Southern California, renowned as the city "Where Big Ideas Take Off."

Prior to her role in El Segundo, Voss' extensive executive experience includes serving as senior regional manager for the Los Angeles Economic Development Corporation (LAEDC), where she managed business attraction, retention and expansion initiatives for state and local governments. Additionally, her tenure as director at Ryan, Inc. involved developing and managing market penetration campaigns for a new business initiative focused on the California Enterprise Zone Program.



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INNOVATOR OF THE YEAR HONOREE

SHAINA DENNY

CEO and Co-Founder
 Dogdrop

Shaina Denny, the dynamic female, LGBTQ+ CEO, and co-founder of Dogdrop, a groundbreaking dog daycare franchise that is reshaping the landscape of canine care, is inspiring devoted pet parents and aspiring entrepreneurs alike. Denny's venture into the pet care industry wasn't just a career shift; it was a transformative experience. Having gathered valuable insights from her previous role at an electric car manufacturer in Beijing, where she honed the skills of nurturing early-stage companies and steering them to success, Denny returned to the United States and made Los Angeles her home. It was there that her journey took a furry turn with the introduction of Poppy, a mini chocolate dapple dachshund, sparking the inception of Dogdrop.

Dogdrop stands as a testament to Denny's commitment to enhancing the experience for both dog parents and their companions. The concept is simple yet revolutionary – membership-based dog daycare that fits in mixed-used properties, fostering peace of mind for parents and a vibrant community for dog enthusiasts. Utilizing science-based training methods as the foundation for how Dogdrop interacts with the dogs, the brand has optimized socialization, brain stimulation, and relaxation. By paying in 30-minute increments and offering curbside pickup, Dogdrop allows flexibility for the dog owner. This modern, tech-savvy approach, allows Denny and her team to solve the evolving needs of dog parents.

Meanwhile, Denny has worked tirelessly to shine a light on, and advocate for, female entrepreneurs as well as members of the LGBTQ+ community. She has become one of the most recognizable female, LGBTQ+ entrepreneurs within the franchise industry.



ALICE KAO
 FINALIST

Co-Founder, CEO
 Sender One Climbing

Alice Kao fell in love with climbing gym the first time she tried one in London in 2007. The climbing community became her new tribe and helped her rediscover herself. When she returned to LA, she was surprised to find that the climbing gym scene was different from Europe's. Most of the gyms were built by hardcore rock climbers, mostly men using the facility for weekday training.

Kao decided to quit her corporate job in 2011 and co-found Sender One. She envisioned the gym to be a bright, colorful, and family-friendly space, unlike anything she'd seen in LA. It was an instant hit, and despite having to weather the pandemic, has bounced back. In 2022 Sender One had its best performing year ever. She followed that year with an even better year in 2023 and this year opened a fourth location in Westwood Village.



DINA KIMMEL
 FINALIST

CEO
 We Rock the Spectrum Kid's Gym

Dina Kimmel comes from a background of many professional experiences including accounting, sales, and entrepreneurship. Before opening We Rock the Spectrum Kid's Gyms she was a successful business owner of a clothing store called Lucky You. That all changed when her son Gabriel was born who was diagnosed with Autism Spectrum Disorder. She tried out many indoor play-spaces with her son and neurotypical daughter (Sophia) and was unfortunately met with bad experience after bad experience because of her son's neurodiversities.

In 2010, out of necessity, Kimmel opened up the first We Rock the Spectrum location in Tarzana – a sensory gym where families can bring their children regardless of their ability level and enjoy in the universal language of fun. Flash forward to 2024, and there are now over 150 We Rock the Spectrum branches spanning over 27 states and eight countries (with seven locations in LA County).



SHEILA MARMON
 FINALIST

Founder / CEO
 Mirror Digital

Sheila Marmon is the entrepreneurial force behind Mirror Digital, a pioneer in connecting global brands with Black, Asian, Latine, and LGBTQIA+ audiences. Starting from the bottom (literally working from her kitchen with no access to the funding afforded her white male peers) Marmon turned a one-woman show into a thriving company with 50+ employees.

For over a decade, Mirror Digital has innovated campaigns (1,000+) for Fortune 500 brands and others, including P&G, Amazon, Disney, AT&T, General Motors, Macy's, Ford, Universal Pictures, Comcast, Walmart, and McDonald's. Marmon is reaching the fastest-growing US consumer base, the multicultural market, with campaigns that matter. Among those impactful campaigns, there has been 'Rooted in Science,' which helped Black women in STEM advance their education; 'Comcast Rise,' which provided grants to help small BIPOC businesses thrive; and 'Retool Your School' which helped advance HBCUs and their communities. The list goes on.



JAIME NACK
 FINALIST

President
 Three Squares Inc.

Jaime Nack is the president of Three Squares Inc. (TSI), an award-winning sustainability and ESG consulting firm. TSI specializes in creating impactful strategies for corporations, governments, nonprofits, and global events.

On the corporate side, TSI works with Nike, ESPN, Honda, HP, Disney, LVMH, United Airlines, and others. On the government and nonprofit side, it works with groups like the Environmental Protection Agency and the global Specialty Coffee Association. For the past 15 years, TSI has also served as the sustainability advisor to Al Gore's organization, The Climate Reality Project. Although TSI carries an international client roster and has implemented sustainability plans on all seven continents (including Antarctica), much of the firm's work is centered right here in Los Angeles. TSI developed the climate action strategy for Exposition Park and developed an award-winning plan for the City of Riverside, among many other successful projects.



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EMERGING WOMAN-OWNED BUSINESS LEADER HONOREE

CINDY KEEFER

CEO
 Fashion Techworks LLC

As the CEO and co-founder of Fashion Techworks LLC, Cindy Keefer has created a unique environment for designers and aspiring brand builders, providing unprecedented resources in the heart of the DTLA Fashion district located in The New Mart. A sculptor and fashion designer herself, Keefer designs art for the public, inspired by beauty and grace of movement that surrounds us. She is also working to change the paradigm of the fashion industry. She co-launched the first Melange Expo in the New Mart in 2015 to celebrate the convergence of Fashion and Technology. She is known as a proactive supporter of any new technologies that improve the sustainability of apparel design and production.

Fashion Techworks was recently honored during Los Angeles Fashion Week with a Certificate of Recognition from Mayor Karen Bass, who noted, "Based in the heart of the Downtown Los Angeles Fashion District, Fashion Techworks supports fashion, entertainment and technology entrepreneurs with in-house resources in order for their ideas to be effectively and sustainably transformed into success stories."

Keefer makes sure a portion of the revenues earned by Fashion Techworks goes to a portfolio of charities the Foundation that operates the New Mart donate to every year. In addition, Keefer is creating a major 3D bronze sculpture for the Griffith Park Observatory and for Los Angeles Jewish Health. Keefer's commitment to helping the apparel industry improve its environmental impact is a primary driver. She also recently hosted a three-month mentorship program with eight Ukrainian designers looking to launch their successful brands in the North American market.



DIANA RAMOS SANTIAGO CARTER

FINALIST
 CEO / Founder

Panther Trail Films Production

As CEO of Panther Trail Films Production and Arykas & Ybots PR, Diana Ramos Santiago Carter exemplifies exceptional leadership and innovation in the entertainment industry. With extensive experience as a film producer, talent manager, and public relations analyst, she has consistently demonstrated her commitment to excellence.

As a US Army veteran and a passionate advocate for brand acceleration, Carter brings a unique perspective to her work, driving success and innovation in every project she undertakes. She stands as a remarkable and multi-faceted leader who has a strong career path ahead of her. With a legacy entrenched in the entertainment industry, Carter's unique blend of specific talents encompass a spectrum of skills, including search engine optimization (SEO), astute negotiation, strategic product placement, deft exit strategies, and the weighty responsibilities of a production company CEO.



KACY KEYS
 FINALIST

Principal & CEO
 Praxis Development Group

Kacy Keys has been in the business of real estate development for over 25 years. She has built projects valued at more than \$1 billion over the course of her career. One of few women-owned and led real estate development companies in the City and the State, Praxis Development Group was founded by Keys with a mission to (1) be purposeful about the work; and (2) to partner with legacy land owners in evolving neighborhoods to realize vision and value, while also creating generational wealth with existing, legacy owners as partners.

Praxis has now been in business for five years and the big projects continue. The \$27 million West Angeles Church Family Life Center is being completed now; and Keys is partnering with a family on a \$25 million, 48-unit, mixed-income project on Crenshaw; as well as working with a family on a project in the Lincoln Heights area.



KATRINA MATTHEWS
 FINALIST

Founder and Principal Agent
 Katrina Matthews Real Estate Investments Group, Inc.

Katrina Matthews launched her Keller Williams Real Estate Investment practice in January 2022. She quickly became a top salesperson in her company earning her a Double Gold Award. Matthews began her 16-year career as a real estate professional just as the housing market collapsed. Rather than back away from the profession, she dove into the fray, compelled to help homeowners protect their greatest generational-wealth building tool. Matthews successfully negotiated with banks to save approximately 100 Southern California families from foreclosure. She fast became a leader in her field.

While the metrics and Matthews' characteristic integrity and tenacity are impressive, it's her intention to rebalance inequities evolving from realtor practices and LA's historic redlining that distinguish her. Matthews persistently advocates for inclusive neighborhood practices in public forums and government proceedings, actively drawing attention to policies, patterns and practices that result in discriminatory outcomes.



EMILY PINCIN
 FINALIST

Partner
 Kent | Pincin, LLP

Emily Pincin is a founding member and partner at the Redondo Beach based law firm Kent | Pincin, LLP. Pincin has dedicated her career to representing individuals who have been wronged. Her practice is focused primarily on representing employees who have been wrongfully terminated, harassed, discriminated against, or retaliated against by their employer. She also represents individuals who have suffered personal or catastrophic injuries and family members who have lost a loved one because of a wrongful death caused by another.

As a younger female attorney, Pincin recognized early on the unique challenges she would face in the male-dominated industry. Departing from a highly regarded plaintiff's firm early in her career, Pincin made the bold decision to establish her own firm, which was driven by her determination to make a meaningful impact. She has since built a thriving practice known for its dedication to serving the wronged and injured.

We couldn't be more proud to call you a Sun Devil, Christine

ASU congratulates Christine Devine, '87 BA, on her well-deserved Los Angeles Business Journal's Community Impact Award in the Community Advocate category, which recognizes a strong commitment to philanthropy and community service.

A Cronkite Alumni Hall of Fame inductee, ASU Trustee, member of ASU's Los Angeles Leadership Council and past member of the National Alumni Council, Christine has been making an impact for more than 30 years as the face, heart and soul of the stories she tells, the lives she empowers and the communities she serves every day.



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Honorees & Finalists

CHAMPION OF WOMEN HONOREE

KELLI DILLON

Founder and Executive Director
 Back to the Basics, Los Angeles

Through the organization she founded, Back to the Basics, Kelli Dillon intervenes in active conflicts between intimate partners, as well as in the community. Dillon consistently uplifts the field of intervention, taking particular care to train, encourage, unify and uplift women in the male-dominated field. She advocates for reproductive justice and educates against gender based violence. In 2022, the LA Board of Supervisors recognized Dillon as the Woman of the Year in Public Safety, an award previously received only by judges, lawyers, and law enforcement officers. The award recognized Dillon's innovative, female-centered approach to intervention work.

As the founder of Back to the Basics, Dillon applies insights from her lived experience as a survivor of intimate partner violence, gang and carceral system involvement, as well as academics and formal training. Dillon understands intimate violence as a root cause of community violence and intertwined with our social mores and public systems. She uplifts women experiencing intimate partner violence and unifies them with resources and support. She counsels batterers hoping - or court mandated - to reform.

Dillon's powerful voice and story open the male-dominated field of community intervention work to women. Dillon carved space for herself by sharing salient insights into the intersections between gender-based, gang and state violence. Prior to founding Back to the Basics, she trained community violence interventionists on these connections, elevating their skills and confidence in addressing community conflicts that start with family relationships. Dillon actively recruits other women to the field, and many have been trained by Dillon herself or in her approach.



ERICA MOORE-BURTON

FINALIST

Founder & President
 Round Hill Legal Search

Attorney Erica Moore-Burton is an ardent advocate of women. With over two decades of experience in the legal field and as founder/president of Round Hill Legal Search, Inc., she has demonstrated consistent dedication to diversity and inclusion by establishing the only 100% minority/woman-owned full legal search/consulting firm in California, certified by NMSDC, WBENC, and LSBE. Celebrating 10 years in business this year, she built the organization from the ground up to exceed seven figures in under five years.

Under a new arm of her organization, Round Hill Growth Partners, Moore-Burton's goal is to empower the next generation of female and BIPOC attorneys with the knowledge and know-how to be successful in a competitive and challenging field that still falls short in women and minority advancement. Her latest endeavor, the podcast "Lighting the Legal Career Path," underscores her commitment to empowering female and BIPOC attorneys.



ANABEL SERRANO

FINALIST

Risk Management Specialist
 Shawmut Design and Construction

Anabel Serrano's interest in helping champion and create a sense of belonging for both women and those who are underrepresented stems from her own life experience. Moving to the US from Mexico when she was six, it was hard to assimilate to the culture and achieve a sense of belonging. Ultimately, she was the first in her family to get a college degree, propelling her into her career at Shawmut. She now wants to help people who don't feel included or like they belong.

Working in the construction industry, which is just 10% women, Serrano has dedicated herself to driving diversity, equity, and inclusion. Now a risk management specialist, Serrano identifies and creates both best practice and crisis resources for the entire \$1.6 billion firm. She also co-leads Shawmut's West Regional Diversity Leadership Council, a position that advocates and champions creating a culture of care and belonging for all.



DR. STACY SMITH

FINALIST

Founder and Director
 USC Annenberg Inclusion Initiative

Dr. Stacy Smith has worked tirelessly for years to establish change in the industry. This year marks her 20th year as the founder and director of USC Annenberg Inclusion Initiative. She has substantially shaped the advancement of women, minorities, and underrepresented voices in the entertainment industry, ranging from film to TV to music. Since the #MeToo movement began, Dr. Smith has mentored everyone from Oscar-winning actresses to studio and recording industry CEOs, and has launched groundbreaking programs such as the Critical Database and the #4percentchallenge.

Among Dr. Smith's timely, socially relevant projects is a focus on reproductive health and political storytelling. Announced in 2022, Dr. Smith and the Annenberg Inclusion Initiative aim to examine indicators related to reproductive health, voting, and gun use. The move also expands the initiative's existing research to a deeper focus on romantic partnerships and family depictions of the LGBTQ+ community and across racial/ethnic groups.



RAYNI WILLIAMS

FINALIST

CEO & Founder
 The Beverly Hills Estates

Specializing in high-end real estate, Rayni Romito Williams has established a remarkable record with more than \$15.8 billion total with her partner in career sales. Her in-depth knowledge of market trends and luxury inventory, paired with her energetic and confident disposition has made her one of the nation's top-producing female agents.

As a prominent figure in the real estate industry, Williams has distinguished herself not only through her professional achievements but also through her dedication to supporting and empowering women within her company and beyond. She understands the importance of guidance and encouragement in navigating the often competitive and male-dominated field of real estate. Through one-on-one mentorships and in weekly company meetings, Williams provides guidance on career advancement, negotiation strategies, and business development techniques. By providing these opportunities, she ensures that women within her company have access to resources and essential knowledge.

nazarian.csun.edu

Realize Your Potential

Paulina Silva, '18
Business Law

Discovery: That's what the Nazarian College was for Paulina Silva. Once a timid student, Paulina found her voice, and through the encouragement of faculty, advisers and mentors who believed in her, she used it to propel herself to extraordinary heights. Paulina became a leader, a networker and an advocate for others as the Associated Students senator of the Nazarian College, president of the college's Pre-Law Student Association, Student Leadership Council, and Leaders in Alliance, and as a volunteer for the university's student success initiative, Matadors Rising. Paulina developed professional and social skills, but most personal to her a passion to give back to the community. This first-generation student, a Nazarian graduate, is now motivated to raise the bar and increase the presence of Latina lawyers in the profession.

CSUN NAZARIAN

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MENTOR OF THE YEAR HONOREE

BETTY LIU

Director
 CBIZ, Inc.

Betty Liu, CPA, brings a wealth of experience and leadership to her role as Director at CBIZ & MHM, a national accounting and financial services provider. With over two decades in the industry, Liu's journey has been marked by a relentless pursuit of excellence and a dedication to her craft. Since her promotion to director in January 2022, Liu has spearheaded initiatives that have redefined the tax department's approach, injecting fresh perspectives and innovative strategies into their operations.

Liu's leadership transcends managerial responsibilities; it's about fostering a culture of collaboration, empowerment, and inclusivity. She actively seeks opportunities to mentor and develop her team members, recognizing that their growth is integral to the success of the entire department. Liu's commitment to gender diversity in leadership is evident in her active participation in events such as the 50/50 Women on Boards, where she engages with fellow leaders to advocate for greater representation of women in corporate leadership positions.

Liu actively serves as a career advisor, providing guidance and support to young professionals within and outside her organization. She not only meets with her career advisees regularly to discuss career development, technical literacy, and leadership skills but also actively reaches out to other young associates to demonstrate her caring and support. This proactive approach creates an environment where others feel comfortable seeking her personal and professional advice, fostering a culture of mentorship and collaboration. Liu also invests her time and energy in building meaningful relationships with her mentees, helping them navigate the complexities of their careers and empowering them to reach their full potential.



ALISHA CATHIRELL-TANZER
 FINALIST

Director of AmeriCorps VISTA - State and National
 L.A. Works

As director of AmeriCorps - State and National, VISTA at L.A. Works, Alisha Cathirell-Tanzer works with AmeriCorps to organize volunteers for nonprofits dedicated to alleviating poverty or addressing public health needs in Los Angeles. Through the inaugural Public Health AmeriCorps program at L.A. Works, Cathirell-Tanzer and her team (80% female) have worked to improve health outcomes throughout Los Angeles' most vulnerable communities.

Cathirell-Tanzer spearheaded the grant process for the Public Health program, securing a \$1.4 million grant. In this time, she and the team have placed 34 full-and part-time Public Health members at multiple nonprofit organizations throughout Los Angeles to help build public health initiatives serving underrepresented communities across Los Angeles County. The current Public Health cohort has logged in more than 13,800 hours to date to ensure that more than 1,300 Angelenos have improved health knowledge.



MELISSA FULMER
 FINALIST

Regional Sales Manager
 Wells Fargo

Melissa Fulmer has dedicated her career to understanding the dynamic economy of Los Angeles and connecting with business leaders to facilitate growth and development. She began her career with Wells Fargo over seven years ago, and instantly understood the importance of building relationships with key leaders across the business community. Fulmer takes time to listen and assess challenges faced by CEOs and CFO across industry verticals and assembles comprehensive deal teams to address specific needs and objectives.

In addition to serving the local community, Fulmer has taken on significant leadership roles within Wells Fargo. She co-chairs the Southern California LEAP program, which is focused on identifying and mentoring high potential diverse talent across multiple markets. Additionally, she co-chairs the Women's Business Development Network which engages regional sales leaders across the country to share experiences, best practices and career development.



ARWEN JOHNSON
 FINALIST

Partner
 King & Spalding

In just her first year at King & Spalding – right at the beginning of the pandemic – business litigation partner Arwen Johnson achieved a series of litigation victories on behalf of entertainment giants such as Netflix and Warner Bros. Discovery, and successfully defended Postmates, Molina Healthcare, and American Income Life Insurance Company in employment trials and class actions. Her work as lead trial counsel has been at the forefront of disputes tackling some of the most pressing issues of the day.

But even against the success that back-drop showcases, it's Johnson's mentoring prowess that stands out. She won King & Spalding's Mentoring Award in 2023, which recognizes the firm's gold standard mentors, and encourages other partners to emulate them. Johnson has become a magnet for relationships and human connection as she has journeyed into multiple mentorship, recruiting, and associate management roles at King & Spalding.



KIMBERLY RAVENELL
 FINALIST

Partner
 Withum

Kim Ravenell is the tax practice leader in Withum's Encino office. She has over 25 years of experience providing tax planning and compliance services for high-net-worth individuals and closely held businesses of all sizes. She prides herself in her responsiveness to her clients and in providing the best client service possible.

Over the years, Ravenell has mentored dozens of team members. Her positive attitude and willingness to take the time to train and help others, makes young associates want to keep doing what they do and helps them to progress in their careers. An advocate for mentoring underrepresented groups, Ravenell is also a leader of "Women of Withum's" empowerment program, which focuses on the elevation and inspiration of women. One mentee, Genesis Alfaro, a senior accountant and member of WOW, has benefited from Ravenell's wisdom and leadership.



JACQUELINE ROTH

President of Employee Benefits

Congratulations to **Jacqueline Roth**, on her nomination for the Los Angeles Business Journal's Women's Leadership Award in the 'Women to Watch' category.

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COMMUNITY IMPACT ADVOCATE HONOREE

CHRISTINE DEVINE

News Anchor
 KTTV Fox 11 News

Christine Devine is a television news anchor in Los Angeles who anchors the 5 and 10 pm weeknight news on FOX 11 KTTV Los Angeles. Devine has used her platform to raise awareness in marginalized communities. She has been honored for her Wednesday's Child segment showcasing children in foster care in need of adoptive homes. More than 500 children from the segment have been adopted. Devine has personally stayed in touch with several of the children, now young adults, making her an unofficial mentor to so many on and off the segment.

Devine is also a passionate member of the Southern California community. She has volunteered her time at numerous community events. Her latest project was painting and decorating rooms for The Teen Project, a non-profit giving shelter to girls who have been sex-trafficked or foster youth. For a second time she has secured a team of volunteers to help transform this housing for girls. She has also volunteered her time as an emcee for nearly 35 years. She has chosen the interests of children, inner city, housing, and girls/women. She has emceed for Habitat for Humanity, the Girl Scouts of America, the Department of Children and Family Services, the LAPD's LAPOWA (women in policing), and for many foster care non-profits.

Devine is also a co-founder of a non-profit involving women in news with a mission for philanthropy and Good News. Among its good works has been funding an apartment at the Downtown Women's Center and having a library built.



SHAMEKA BEAUGARD
 FINALIST
 Founder
 Youth with a Purpose

Shameka Beaugard embodies the spirit of philanthropy and community service through her tireless efforts with her nonprofit, Youth with a Purpose. Her organization extends beyond traditional mentorship, encapsulating empowerment, education, and support for young mothers in the community. Beaugard's hands-on approach in coordinating postpartum care packages reflects her deep understanding of the needs of new mothers. Moreover, her innovative introduction of American Sign Language classes for mother and baby illustrates her commitment to addressing communication barriers from an early age, fostering bonds and developmental milestones. Her organization not only addresses the immediate needs of its members but also equips them with the tools for long-term success.

Beaugard's community involvement is not limited to the individual level; it creates ripples of positive change across families, enhancing community well-being and setting a precedent for future philanthropic endeavors.



LIZBETH NEVAREZ
 FINALIST
 Managing Director
 GHJ

Lizbeth Nevarez stands out as a community impact advocate because of her remarkable commitment to the nonprofit sector through her professional accomplishments at GHJ and her extensive community service outside of GHJ.

Nevarez currently holds board positions with the Mexican American Opportunity Foundation and Neighborhood Legal Services of Los Angeles County, and she has dedicated her adult life to serving others through volunteerism in the community. In her current roles, she is able to preserve her Mexican American culture and help members of her community in need of legal assistance, a role she is familiar with as an immigrant and DACA (Deferred Action for Childhood Arrivals) recipient. Drawing from the knowledge and skills she has developed through her career, Nevarez is able to make impactful decisions and advocate for those in need through her nonprofit work.



ELLEN ROBBINS
 FINALIST
 Partner, Litigation
 Akerman LLP

Ellen Robbins' extensive involvement in various organizations speaks to her passion for philanthropy and community service. From her role as a board member and mentor at Walk With Sally, supporting children impacted by cancer, to her contributions to Sandpipers, a women's philanthropy group providing thousands of volunteer hours and much needed funding to local agencies, Robbins' commitment to making a difference is evident. She has also played pivotal roles in organizations like the Positive Coaching Alliance, Leadership Hermosa Beach, CHLA Foundation Board of Trustees, and the Sports Philanthropy Network, where she continues to make meaningful contributions and positively impact her community.

Serving as a board member with Walk With Sally since 2020 and as a mentor since 2017, Robbins provides invaluable support to children impacted by cancer. Her mentorship extends to individual and group activities.



LYNN WILLIAMS
 FINALIST
 Vice Chairman
 CBRE

Throughout her career, Lynn Williams has exhibited a steadfast and heartfelt commitment to civic and philanthropic organizations, actively serving on the boards of numerous non-profit organizations. Leveraging her exceptional knowledge and expertise, she fervently advocates for children in underserved communities, championing their rights and well-being.

Notably, Williams has had multiple terms on the board of one of the leading support organizations for Children's Hospital Los Angeles; the endowments funded by this organization over the years have had a profound impact and benefitted countless young lives by empowering the hospital to advance critical research on childhood diseases and paving the way for groundbreaking advancements in pediatric healthcare. She has also served as vice chairman of the Real Estate Industry Alliance for the City of Hope and as vice chairman of the Ketchum Downtown YMCA Partner with Youth Campaign.



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KAREN "DEE DEE" HINES
West Territory Vice President
LABJ Women's Leadership Panelist



MADISON BATTAGLIA
Student Visionaries
Campaign Manager



KELLY DELANEY
Student Visionaries
Campaign Manager



LEILA EVANGELISTA
Patient & Community
Outreach Manager



BERENISE GUERRERO
Light The Night
Campaign Specialist



TONI HULL
Visionaries
Campaign Director



FRANKIE HUNTLEY
Visionaries
Campaign Specialist



LILA JAVAN
Visionaries
Campaign Manager



JENNIFER LACY
Student Visionaries
Campaign Manager



CATHERINE MARCUSSEN
Light The Night
Campaign Director



KC NELSON
Student Visionaries
Campaign Specialist



GINNEAN SHAW
Light The Night
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ODILIA SHAW
Patient and Community
Outreach Manager



ALISON SIEH
Student Visionaries
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WOMAN TO WATCH HONOREE

PENELOPE GALLEGOS

Director of Business Development
 Executive Mental Health

Supporting older Americans' mental health and identifying best ways to work in the challenging skilled nursing facility setting have given purpose to the life work of licensed vocational nurse, Penelope Gallegos, director of business development at Executive Mental Health (EMH). Over the past 10 years with the company, Gallegos has worked to develop an \$8 million-dollar mental healthcare operation, which has served thousands of patients a year as a key clinical partner to over 250 skilled nursing facilities throughout California and Nevada.

To successfully market EMH to privately owned and larger group managed skilled nursing facilities, Gallegos crafted and carried out a successful B2B campaign focusing on deepening the brand's relationships on a local level. Gallegos has a deep understanding of the unique needs of the skilled nursing setting having worked prior to joining EMH as a quality assurance nurse and case manager, gathering acute, telemetry, ER, medical and surgery experience.

Over the past seven years, and while challenged with the uncertainties of the pandemic, Gallegos grew the clinical psychology partner agreements by 600%. Specifically in the past year, Gallegos brought in over 45 new facilities, onboarded 10 new clinicians, coordinated hires of 15 telehealth medical assistants and 3 community liaisons to support the growth of the business. Gallegos has brought increased understanding of the mental health needs of residents to each of those facilities with 10 CE courses, including content that examines topics such as "Better Payment, Better Mental Health Outcomes Under PDPM," "Dementia 101: Managing Behavioral and Psychological Symptoms of Dementia," and more.



NICOLE LUEDDEKE
 FINALIST
 Associate
 Paul Hastings LLP

A rising star in Paul Hastings' globally renowned White Collar Defense practice, Nicole Lueddeke is an associate in the firm's Los Angeles office. Lueddeke focuses her practice on white-collar criminal defense, internal corporate investigations, and complex civil litigation.

In both state and federal courts, Lueddeke represents a broad range of domestic and international clients. With extensive experience in all stages of litigation from pre-filing through trial and appeal, and in state and federal investigations from pre-indictment and pre-disclosure through resolution, she defends individuals and companies in high-stakes civil and criminal cases. Lueddeke advises clients on Foreign Corrupt Practices Act matters, State Attorney General consumer protection statutes, False Claims Act (qui tam suits), regulatory compliance programs, and defense of enforcement proceedings in internal investigations involving the US Department of Justice and Securities and Exchange Commission.



ERIN ROSS
 FINALIST
 CEO
 Girls Inc. of Los Angeles

Girls Inc. of Los Angeles struggled during the pandemic and CEO Erin Ross was hired in 2021 by a largely new board to bring the once thriving programs back to life, reignite the organization's fundraising efforts and set a new course for the future. A non-profit veteran with more than 20 years' experience, Ross brought her strategic mind, fundraising prowess and deep understanding of the LA community and school landscape to help turn the organization around. Among her many initiatives, Ross launched a signature event, "LA Girls Rise," which raised more than \$500,000.

Last spring, Ross and a committee of the board announced a three-year strategic plan, with a clear vision to grow the organization in a thoughtful, strategic manner while building deep, trusted relationships in the community. The organization is now in a strong position to meet and exceed its goals.



LEXI ST. JOHN
 FINALIST
 Executive Vice President, QYOU;
 General Manager, QYOU Studios
 QYOU Media

At the forefront of digital marketing and the burgeoning creator economy, QYOU sets the bar high with its integrated, full-service content studio. Spearheading this innovative powerhouse Lexi St. John, the dynamic EVP of QYOU and the visionary general manager of QYOU Studios. St. John's creative prowess and knack for assembling a dream team of talents have propelled QYOU to great heights in the marketplace.

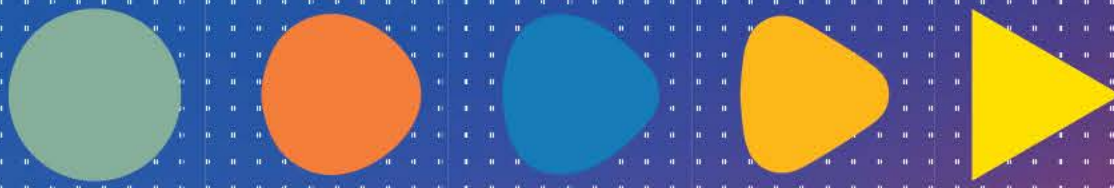
Under St. John's guidance, her team has rolled out trailblazing creative campaigns, catapulting 23 movies to #1 box office openings, igniting the launch of seven major video game franchises, and revving up a leading automotive brand's market presence. Top clients from Paramount, Warner Bros, Ubisoft, Hasbro, Universal, Hulu, Disney, and many more see the value and impact that St. John brings to their brand campaigns. St. John's portfolio boasts the orchestration of over 115 influencer campaigns, generating thousands of creator posts.



CHRISTINE WEIL
 FINALIST
 Director of Development
 The Wallis Annenberg Center
 for the Performing Arts

Christine Weil has committed her professional life to LA-based performing arts organizations. Following her completion of a Vocal Arts Performance degree at USC, she entered into the non-profit performing arts sector at institutions such as Center Theatre Group and LA Opera, where she supported multi-million dollar budgets – eventually finding her place at the Wallis Annenberg Center for the Performing Arts.

Before joining The Wallis, Weil initiated her own consulting venture, which burgeoned with a substantial clientele. Throughout this endeavor, she gained invaluable insights into the intricacies of fundraising, alongside the imperative of striving to secure clients for financial stability, whilst maintaining a work/life balance. For the past decade, Weil has dedicated her efforts towards fundraising for The Wallis as the director of development, where she heads the development team and supervises various initiatives involving the board, the bi-annual gala, various foundations, and other donor endeavors.



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NEXTGEN WOMAN OF THE YEAR HONOREE

EMILY VILLALBA

Software Engineer
 Sony Pictures Entertainment

Emily Villalba graduated summa cum laude from Cal Poly Pomona with a Bachelor's degree in Computer Science with a focus on the design and analysis of algorithms, interfaces, data structures, and mobile app development. She is now leveraging her skills and knowledge as a software engineer at Sony Pictures Entertainment, where she is fully engaged in applying cutting-edge technology to create meaningful contributions to TV Distribution. She has worked at Sony for two years and has already been promoted.

Overcoming imposter syndrome and the lack of representation in STEM almost diverted Villalba's path. She worked extremely hard to regain confidence in her programming skills that she always knew were great, but always felt were not enough.

Villalba is known for being perceptive, thoughtful, and wise beyond her years. In college, she recognized that she wanted to work for a company where a close personal connection and desire for the betterment of the future were valued as much as technical skills. Villalba found this in her first job at Sony Pictures Entertainment. She is poised to have a great career and determined to empower women and people of color. Villalba's goal is to turn this into an industry where diversity can flourish by being a mentor and a voice for the underrepresented, paving the way for a more inclusive tech landscape. She recently represented STEM Advantage on a panel at Women in Technology: Hollywood's SoCal Leadership Summit, where she discussed the lasting impact STEM Advantage has had on her career journey and how she is paying it forward as a role model and mentor for younger students.



KAITLYNN CAMPBELL
 FINALIST
 Catering Sales Manager
 Jonathan Club

Kaitlynn Campbell epitomizes the concept of an employee who consistently exceeds expectations. Possessing an exemplary character and a genuine passion for her work, she adeptly tackles the challenges inherent in event planning and catering, sparing her clients any undue stress. Campbell's professional trajectory stands out remarkably within her industry; as a self-starter, she swiftly ascended to director-level positions at a remarkably young age, a feat uncommon in an environment where tenure and stability are highly valued.

Prior to her work at Jonathan Club, Campbell served in a director role at Arcis Golf and she also served as catering sales manager and wedding specialist at the Fairmont Princess, a renowned five-star hotel in Scottsdale, Arizona. Building upon this wealth of experience, Campbell embraced her latest role as the catering sales manager at the Jonathan Club in Los Angeles, where she has received the coveted 'Above and Beyond Award.'



JENNA KAPLAN
 FINALIST
 Associate Broker
 Aon

Jenna Kaplan joined Aon in 2021, after a year of COVID and completing her final year of college virtually. Although she began virtually with Aon, she worked hard to connect into the organization although all colleagues worked remotely. Under these circumstances, it was a challenge to immerse oneself into the company culture and build a sense of community when everyone was at home.

Kaplan took a proactive approach to engage with her new colleagues, which also opened a path for her to significantly contribute to the office and create the workplace community she envisioned for herself. Having heard of professional groups within organizations which target young professionals, Kaplan, along with another colleague, jumpstarted Aon's local Young Professional Network, also known as Aon-Link. The local group had largely become dormant and Kaplan contributed significantly to rebuilding the team.



ELISA RODRIGUEZ
 FINALIST
 Social Media Coordinator
 L.A. Works

Elisa Rodriguez has fast developed a reputation for exemplary dedication to community service and innovation in leveraging social media for social good. As social media coordinator at L.A. Works, Rodriguez is singlehandedly responsible for orchestrating impactful campaigns to promote volunteerism and encourage Angelenos to amplify their voices and leverage their power to unite in service.

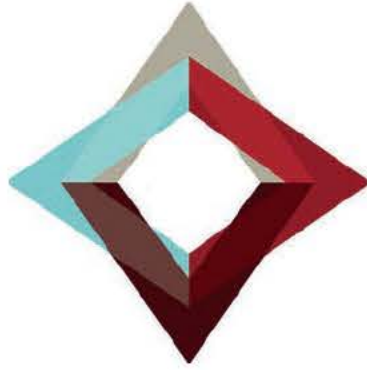
A 2020 graduate of California State University, Dominguez Hills, Rodriguez joined the L.A. Works team after spending a year as an AmeriCorps VISTA with the Los Angeles Education Partnership. In her time at L.A. Works, she has steered social media towards a storytelling, approachable aesthetic, and boasted successful collaborations with organizations like the National Forest Foundation, AmeriCorps, and California Volunteers, Office of the Governor. As the organization has grown, so has Rodriguez. A team of one, she has been diligent in improving her skills and learning her craft.



DANIELLE YAMANE
 FINALIST
 Lead Staff Information Security Engineer
 The Trade Desk

Danielle Yamane is an outstanding example of an exceptional young woman, who is a rising star working in cybersecurity in the entertainment and adtech industry. She is dedicated to empowering females and underserved communities to enter the STEM workforce as a role model and mentor inspiring girls and young women to be interested in careers in science, technology, engineering, and math.

Yamane earned a bachelor's degree in Computer Science at Cal State Northridge. She joined The Trade Desk three years ago, where she has been promoted three times already. She has participated in numerous information security and cyber security panels discussing leading security practices and sharing her story and as a woman in STEM. Yamane is also championing a diverse workforce both at The Trade Desk and as a STEM Advantage alumna. She is very involved in The Trade Desk's inclusion and belonging initiatives.



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Claudia Afshar	Michele Bernstein	Cyndie M. Chang	Amanda Depierro	Marissa Goldberg	Maria Hunter	Julia Kim	Lisia Leon
Susie Albin-Najera	Kavitha Bhatia	Felicia Chang	Christine Deschaine	Kristina Goldman	Serena Hwang	Dina Kimmel	Julia Leonard
Marissa Alguire	Tania Birker	Shawna Charles	Christine Devine	Susana Gomez	Shadi Jahangir	Smriti Kirubanandan	Marissa Lepor
Natalie Alvarez	Deborah Birndorf-Zeiler	Julisa Chavez	Michelle Diamond	Corrina Grabis	Kat Janowicz	Stacey Klein	Barbara Levine
Cindy Ambuehl	Kara Boccella	Kitty Chen	Kelli Dillon	Simona Grace	Connie Jensen	Lee Ann Kline	Jamie Lewin
Belva Anakwenze	Giovanna Brasfield	Sandra Cho	Alesha Dominique	Michelle Graci	Mei-Lon Jimenez	Jenna Knudsen	Chenxi Li
Arielle Anderson	Charlotte Bruner	Andrea Choe	Erin Donovan	Anneke Greco	Toni Jimenez	Lisa Kolieb	Jennifer Lieser
Hayley Antonian	Lisa Buckley	Leigh Christy	Rosemarie Chiusano Drohan	Ashley Grizzle	Amy Johnson	Sara Kornblatt	Rhiana Lindsey
Cassy Aoyagi	Cheryl Calhoun	Anna Chung	Ava DuVernay	Erin Hallissy	Arwen Johnson	Linda Kornfeld	Betty Liu
Rosa Arevalo	Mary Craig Calkins	Nicole Clark	Kathryn Edgerton	Danielle Hari	Ginger Jonas	Tara Krahe	Nicole Lueddeke
Rainy Austin	Kaitlynn Campbell	Hillary Cohen	Amber Estorga	Lucy Hartford	Liz Juarez	Supriya Kulkarni	Brooke Lykins
Nicole Auyang	Nicole Cannon	Randi Cohen	Leslie Evans	Sarah Hartman	Beth Kahn	Deborah La Franchi	Catherine MacAdam
Kiki Ayers	Judy Carpenter	Moira Conlon	Ariel Fan	Michele Havens	Rosalyn Kahn	Anderson Lafontant	Karen Mack
Erica Balin	Jessica Carrera	Katy Conroy	Susan Fries	Elva Hernandez	Sonia Smith Kang	Marie LaMolinara	Mahru Madjidi
Carol Bates	Allison Carroll	Lauren Corugedo	Melissa Fulmer	Jane Hinton	Alice Kao	Tina LaMonica	Rochelle Atlas Maize
Allegra Batista	Diana Ramos	Megan Creecy-Herman	Penelope Gallegos	Gwendolyn Hogans	Jenna Kaplan	Diane Luby Lane	Dr. Narineh Makijan
Shameka Beaugard	Santiago Carter	Adrianna Cruz	Sheenika Gandhi	Ileana Holguin	Eliza Karagezian	Lisa Laurent, MD	Leslie Margolin
Theresa Becerra	Rachel Castillo	Jane Davidson	Meredith Gee	Cathy J. Hood	Nurit Katz	Monique Lawshe	Nina Marino
Carrie Bell	Alisha Cathirell-Tanzer	Alexa Delahooke	Nadia Geller	Lisa Hsaio	Lisa Kaup	Cheryl Lee	Sheila Marmon
Patrice Bening	Meredith Cavallaro	Rosa Delgado	Mitchella Gilbert	Neela Hummel	Cindy Keefer	Eunice Lee	Marianne Martin
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| Katrina Matthews | Alenoosh Giragousian | Grace Park | Kristen Richer | Jen Saxton | Eimon Smith | Vanessa Terzian | Smita Wadhawan |
| Kiesha McCann | Namagerdi | Soo Park | Heather Rim | Kathleen Schaffer | Jacqueline Smith | Olivia Theroux | Diane Wagner |
| Laura McHolm | Farzana Nayani | Prital Patel | Sarah Roberts | Carol Schary | Wendy Smith | Julie Ting | Brooke Walbuck |
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Are You a Future-Ready Leader?

By GEOVANNY RAGSDALE

Boys & Girls Club of the West Valley (BGCWV) is committed to being a thought partner with you in the development of tomorrow's next-gen leaders. The program our Club initially implemented as College Bound almost 16 years ago, today is known as Future Ready. The goal of the program is to ensure every Club member is indeed Future Ready upon graduation.

Our founders envisioned a Club that would provide safe, affordable, educational, and productive activities for at-risk youth during non-school hours. As an important part of that vision, we are dedicated to building the community's social and economic fabric.

The work we do, day in and day out, with youth in UTK through 12th grade is impactful on our community. Youth today are facing new challenges of mental and emotional health like we've never seen before. They are struggling to fully understand their identity, values, and place in the world. BGCWV serves close to 3,000 youths with caring mentors, advisors, and coaches who help them achieve academic and career success, explore community engagement, and learn the importance of living a healthy lifestyle. We take this responsibility to heart as we aim to ensure our members graduate on time, Future Ready to be contributors to society.

Never before have we had so many generations working together in the workforce. Today we have:

- Baby boomers;
- Gen X;
- Millennials; and
- Gen Z.

Potentially, individuals born in 1954 (70 years old in 2024) to 2008 (16 years old in 2024). This 54-year time span has seen much change. Some by way of diversity, equity, inclusion, communication styles, technologic advances, values, and political views just to mention a few.

At the Club we strive for youth to understand what it means to use their voices and to advocate not just for themselves but on behalf of those around them. We open doors to volunteer opportunities throughout the community so they can discover their interests and passions. Our programs are divided into five pillars: Education (from literacy to STEM), the Arts (fine arts to digital arts, dance, and music), Sports & Recreation, Health & Wellness, and Leadership & Character Development.

Youths are exposed to various industries and career paths, allowing them to satisfy their curiosity, for without it our society loses the innovative spirit that has moved our communities and our nation forward over the years.



So, what does it mean to be Future Ready leaders?

- In my opinion it means we are:
- Curious and constantly asking "WHY" until we reach the deepest impact possible.
 - Adaptable to constant change coupled with resilience to stay the course.
 - Strong communicators to get our messages across the negative noise so prevalent in society today.
 - Empathetic to those around us so we can understand and support the viewpoints of those whose voices are often not heard.

- Engaged in the community around us and not just complacent with societal norms.

As businesses and community-based organizations we have an opportunity and responsibility to help develop that next-generation of leaders for our community and the world.

Boys & Girls Club of the West Valley invites you to partner with us in this venture. Our four imperatives are focused on serving more kids, improving the Club experience, investing in our people, and being integrated in our community. We can't do it alone. If you want to invest your time, talent, and treasure in a way that will pay out dividends for years to come, consider joining our Club as a volunteer, donor, or staff member. As Mary Rose McGeady, an American Catholic religious sister with the Daughters of Charity of Saint Vincent de Paul who was widely acknowledged for her work with homeless youth in the United States, once stated, "There is no greater joy nor greater reward than to make a fundamental difference in someone's life."



Geovanny Ragsdale, MIB, CFRE, is CEO of Boys & Girls Club of the West Valley. She can be reached at g.ragsdale@bgcwv.org. Learn more about Boys & Girls Club at bgcwv.org.



CONGRATULATIONS TO OUR COLLEAGUE, Betty Liu

on being the Los Angeles Business Journals' Women's Leadership Awards 2024 Mentor of the Year



Betty Liu
Director

CBIZ.COM/LOSANGELES | MHMCPA.COM/LOSANGELES

CBIZ is a business consulting, tax, and financial services provider and works closely with MHM (Mayer Hoffman McCann P.C.), an independent CPA firm providing audit, review, and attest services. CBIZ and MHM are members of Kreston Global, a worldwide network of independent accounting firms.

Together we are making healthcare exceptional for everyone.

Thank you to all the outstanding women on our team working to reimagine the future of healthcare for all.

Congratulations to all the women being recognized in this year's Los Angeles Business Journal Women's Leadership Awards, especially our very own Judy Carpenter, Meredith Gee and Leslie Margolin.

Congratulations

**JUDY
CARPENTER**
Head of Healthcare
Operations



**LESLIE
MARGOLIN**
Head of Healthcare
Networks



MEREDITH GEE
Product Design
Lead



Empowering the Future with Community Youth Programs

Shameka Beaugard, a dynamic force in the realm of social entrepreneurship, has dedicated her life to nurturing the potential of young individuals through her nonprofit organization, Youth With a Purpose (YWAP). Her journey and the profound impact of YWAP underscore the significance of empowering the next generation.

Shameka Beaugard's commitment to youth empowerment is deeply rooted in her personal experiences and unwavering belief in the potential of every young person. Raised in an environment where community support was pivotal, Shameka witnessed firsthand the transformative power of guidance, mentorship, and opportunities. Her early encounters with mentors and community leaders instilled in her a passion for giving back and a vision to create a platform where young people could thrive.

Founded in 2020, Youth With a Purpose was born out of Shameka's desire to address the gaps she observed in youth development programs. She recognized that many existing initiatives often overlooked the holistic needs of young individuals, focusing primarily on academic achievements while neglecting emotional, social, and practical life skills. YWAP was designed to bridge this gap, offering a comprehensive approach to youth development.

CORE PROGRAMS AND INITIATIVES

Youth With a Purpose operates on the prin-

ciple that every young person deserves access to resources and opportunities that foster their growth into well-rounded, confident, and capable adults. To this end, YWAP has developed a range of programs that address various aspects of youth development:

- **Mentorship Programs:** YWAP's mentorship programs pair young individuals with experienced mentors who provide

guidance, support, and encouragement. These relationships are pivotal in helping youth navigate challenges, set goals, and achieve their aspirations.

- **Leadership Development:** Recognizing the importance of leadership skills, YWAP offers workshops and training sessions that focus on building confidence, public speaking, decision-making, and teamwork. These programs are designed to prepare youth to take on leadership roles within their communities and beyond.

- **Educational Support:** YWAP provides



tutoring and academic support to ensure that students excel in their studies. The organization also offers college preparation workshops, helping students with applications, scholarships, and navigating the transition to higher education.

- **Life Skills Training:** Beyond academic success, YWAP emphasizes practical life skills such as financial literacy, time management, and career planning. These skills are essential for young individuals to thrive in the real world.

- **Community Engagement:** Encouraging a sense of community and civic responsibility,

YWAP involves youth in various community service projects. These initiatives not only benefit the community but also instill a sense of purpose and belonging in the participants.

IMPACT, ACHIEVEMENTS, AND FUTURE VISION

Over the years, Youth With a Purpose has significantly impacted numerous young individuals, enabling them to excel academically, develop strong interpersonal skills, and emerge as community leaders. Participants credit YWAP's holistic programs for their personal and professional success. As the organization looks forward, Shameka Beaugard is set to expand its reach with new initiatives like a YWAP scholarship fund, virtual mentorship programs for remote areas, and partnerships with schools and businesses. These efforts underscore her commitment to nurturing the next generation of leaders. This ongoing evolution of YWAP stands as a testament to the power of purpose-driven leadership and its capacity to address the complex needs of youth, thereby strengthening communities. To delve deeper into Shameka's inspiring journey, her latest book, "Don't Get It Wrong," published in November 2023, is available on Amazon.

Learn more about Youth With a Purpose at youthwithapurpose.org.

CONGRATULATIONS GEOVANNY RAGSDALE!

Boys & Girls Club of the West Valley is proud of our CEO—her nomination in the CEO of the Year category is well deserved. We extend our heartfelt congratulations to fellow nominees at the 2024 Women's Leadership Symposium & Awards.

BGCWV has served West San Fernando Valley youth for the past 32 years. We express gratitude to everyone who supports us with time, talent, and treasure, allowing us to fulfill our mission—to inspire and enable all young people, especially those who need us most, to reach their full potential, as productive, caring, responsible adults.

Great Futures Start Here.

To learn more about our impactful work, visit BGCWV.ORG



**BOYS & GIRLS CLUB
 OF THE WEST VALLEY**

A Quest to Save Human Eyesight

Saving human eyesight has been the core mission of Southern California's Doheny Eye Institute for more than 75 years. Back in 1947, after experiencing sudden catastrophic vision loss, Carrie Estelle Doheny established Doheny Eye Institute with the mission to further the conservation, improvement, and restoration of human eyesight.

Today, Doheny is a globally recognized leader in vision research. Led by two visionary women, CEO Marissa Goldberg and chief scientific officer Deborah A. Ferrington, PhD, the world-class scientists at Doheny are actively investigating an array of diseases that cause vision loss and blindness, including diabetic retinopathy, uveitis and age-related macular degeneration, as well as utilizing artificial intelligence in helping to diagnose ocular diseases.

This groundbreaking research continues to gain attention on the national and international stage. With its affiliation with UCLA Stein Eye Institute, Doheny is ranked in the Top 5 for Best Ophthalmology Hospitals by *U.S. News and World Report*. Additionally, Doheny is ranked in the Top 10 by *Ophthalmology Times*.

Doheny scientists have developed novel eye imaging equipment and computer-based retinal image analysis, identified retinal biomarkers for Alzheimer's Disease and developed multiple animal models of ocular disease – with pioneering research continuing every day.

More recently, Doheny scientists published findings that helps the scientific community better understand what contributes to the sudden loss of vision experienced by people with Leber hereditary optic neuropathy as they enter adulthood. Another Doheny lab developed custom built equipment, called adaptive optics ophthalmoscopy, which enables them to do high-speed measurements of retinal blood flow. This method of measurement enhances the ability to detect blood flow alteration that could signal an early stage of eye disease.

This is just the tip of the iceberg when it comes to the innovative research taking place at Doheny every day that could have major implications for the understanding of eye disease, finding effective therapies, and the overall future of vision care.

As a non-profit, the team at Doheny depends upon grants and donors to continue forging ahead in its world-class research. And through the generous contributions of supporters, the scientists at Doheny are able to continue leading their field in the advancement of vision science to accelerate the discovery of treatments and cures.

To learn more about the groundbreaking research at Doheny Eye Institute, visit doheny.org. For more information on how you can support life-changing research, send an email to Development@Doheny.org.



We're invested in women's financial wellness.



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

Connect with an advocate at pnc.com/women



Pay Equity Playbook Issues Call to Action on Closing the Wage Gap

Women Business Collaborative has issued a groundbreaking guide that calls on all companies to work towards pay equity and includes real-time, tangible action that companies, organizations, and governments can take immediately to expedite narrowing the pay gap.

“Our Pay Equity Playbook demonstrates why the time for real change is now, along with concrete actions that companies, organizations, and governments can begin implementing today,” said WBC CEO Gwen K. Young. “While there has been progress, the last 30 years have seen the amount American women earn for every dollar that a man earned go from \$0.72 to \$0.82. At this rate, women won’t see pay parity until the year 2059, and if you’re a woman of color, your grandchildren might see it by the time they retire in 2123.”

The Pay Equity Playbook, a collaborative effort with our key partners, also issued the Pay Parity Proclamation, a call to action for all companies, organizations, and governments to take specific steps now including:

- Internally publish all pay bands for all employee levels;
- Publish an analysis of both raw and adjusted pay gaps for women and underrepresented

‘The Pay Parity Playbook gives organizations a comprehensive play by play approach to tackling these challenges.’

populations and annually report progress;

- Adapt existing policies and processes to prevent salary history inquiries;
- Post salary ranges for all jobs;
- Prevent salary negotiations for new hires without predetermined published pay bands; and
- Allocate all necessary funding to equalize pay for all employees.

“The Pay Parity Playbook not only lays out a clear argument for course correction, but also gives organizations a comprehensive play by play approach to tackling these challenges,” added Young. “By investing with intention and with an eye toward strategic collaboration, we can finally stop talking about the change still needed and actually achieve our shared goals.”



For more information and to download a copy of the Pay Equity Playbook, visit wbcollaborative.org/wbc-pay-equity-playbook.

Women Business Collaborative (WBC) is an alliance of more than 80+ women’s business organizations and hundreds of business leaders building a movement to achieve equal position, pay, and power for all women in business.

Through collaboration, advocacy, action, and accountability, we mobilize thousands of diverse professional women and men, business organizations, public and private companies to accelerate change.

For more information on the Women Business Collaborative visit wbcollaborative.org.

Los Angeles Business Journal
Women’s Leadership
Symposium & Awards 2024

Woman to Watch HONOREE

Penelope Gallegos
Director of Business Development
Executive Mental Health

CONGRATULATIONS!

We’re honored to celebrate Penelope Gallegos for her tireless efforts, incredible spirit, and fantastic leadership as Business Director for Executive Mental Health. Through her close partnership with EMH’s management, clinicians, and partner facilities, EMH is better able to serve the behavioral health needs of skilled nursing facility residents throughout California. We welcome this recognition of her stellar work and salute you, Penny, for your achievements!





Black Women are Charting Their Own Paths to Wealth Creation

New data from Goldman Sachs One Million Black Women reveals the majority of Black women value entrepreneurship as a pathway to wealth creation — and with fewer barriers, would start a business to support themselves, their families, and their communities.

A new Goldman Sachs One Million Black Women (OMBW) survey released today finds that six in 10 Black women view entrepreneurship as an important pathway to wealth creation, and believe more can be done to advance entrepreneurship opportunities. By addressing the systemic barriers they face when building their businesses, entrepreneurship could become a viable pathway to help narrow the opportunity gap.

With 1,200 respondents, *One Million Black Women National Survey: Empowering Entrepreneurs* is the latest national survey from One Million Black Women, Goldman Sachs' \$10 billion investment commitment to help narrow opportunity gaps in the lives of at least one million Black women by 2030.

Key findings from the national survey include:

- 64% of Black women are optimistic about their ability to grow their wealth over the

course of their lifetime.

- 61% of Black women view entrepreneurship as an important pathway to wealth creation (compared to 42% of U.S. adults).
- 54% of Black women who do not currently own a business have considered starting their own business.

The majority of Black women surveyed shared that increased access to entrepreneurial resources and opportunities would be the tipping point for them to start a business.

- 77% of Black women said they are more likely to start a business if they had increased access to business loans, grants, lines of credit or seed funding (compared to 58% of U.S. adults).

- 71% of Black women said they are more likely to start a business if they had access to a business training course or accelerator program (compared to 43% of U.S. adults).

- 71% of Black women said they are more likely to start a business if the process to obtain a business or trade license or permit was easier (compared to 49% of U.S. adults).

- 67% of Black women said they are more likely to start a business with access to more

networking opportunities (compared to 43% of US adults).

To continue to support business owners, 63% of Black women think that the federal government could do more to advance entrepreneurship opportunities. Currently, just 35% of Black women who own their own business or sell a product/service feel their business interests are well represented in Washington. Additionally, 32% percent of Black women intending to vote in the 2024 Presidential election remain undecided or don't know which candidate they will vote for, emphasizing their focus on issues like the economy, tax policy and affordable housing.

"Black women are starting businesses faster than any other demographic in our country. But these job creators need the know-how and resources to grow and scale," said Asahi Pompey, global head of corporate engagement at Goldman Sachs. "OMBW: Black in Business is part of the solution, but we also need policy solutions that will further invest in the economic power of Black women entrepreneurs."

"As an entrepreneur myself, I know first-

hand how challenging it can be trying to navigate starting a business," said Ayesha Curry, CEO of Sweet July and member of the One Million Black Women Advisory Council. "I'm honored to join One Million Black Women in their efforts to encourage policy solutions that help Black women-owned businesses thrive. When Black women are economically empowered there is a ripple effect in their communities."

"Historically, entrepreneurship has proven to create pathways to economic prosperity for Black women," said Alanna Nicholas, founder of Capital Talent Development Group in Akron, Ohio. "Having the autonomy and capacity to create products and services, outside of working for fixed compensation, means the sky's the limit for Black female entrepreneurs."

Through research, surveys and national advocacy campaigns, Goldman Sachs seeks to shine a light on the challenges Black women entrepreneurs face in order to inspire Washington policy makers to enact real solutions that create positive change.

Learn more at [GoldmanSachs.com](https://www.GoldmanSachs.com).

OPEN YOUR EYES to Doheny Eye Institute

Women leading the way to restoring human eyesight.

For over 75 years, Doheny Eye Institute research has found new treatments for glaucoma, macular degeneration and other causes of visual impairment.

Blinded at age 69, philanthropist Carrie Estelle Doheny began what became Doheny Eye Institute. Today it's led by outstanding women leaders and is one of the top 5 ranked Ophthalmology programs by US News & World Report.

Meet Marissa Goldberg

Chief Executive Officer

Leading and expanding our research initiatives, having worked for 20 years alongside the late Dr. Steven Ryan, visionary and former Doheny President

Meet Deborah Ferrington, PhD

Chief Scientific Officer

Internationally recognized for ground-breaking research on age-related macular degeneration (AMD)

Open Your Heart...

And donate to continue our research to conserve, improve and restore human eyesight.

LEARN MORE & DONATE AT DOHENY.ORG



Best in the West, Top 5 in the Nation

At the forefront of vision science through research, we lead the way in finding cures.

Affiliated with **UCLA** Stein Eye Institute



Global Perspective: New Data Reveals Dramatic Gender Gap

Women enjoy just two-thirds of the legal rights that men enjoy

The global gender gap for women in the workplace is far wider than previously thought, a groundbreaking new World Bank Group report shows. When legal differences involving violence and childcare are taken into account, women enjoy fewer than two-thirds the rights of men. No country provides equal opportunity for women—not even

the wealthiest economies. The latest Women, Business, and the Law report offers a comprehensive picture of the obstacles that women face in entering the global workforce and contributing to greater prosperity—for themselves, their families, and their communities. It expands the scope of its analysis, adding two indicators that can be critical in opening up or restricting women's options: safety from violence and access to childcare services. When those measures are included, women on average enjoy just 64% of

the legal protections that men do—far fewer than the previous estimate of 77%. The gender gap is even wider in practice. For the first time, Women, Business and the Law assesses the gap between legal reforms and actual outcomes for women in 190 economies. The analysis reveals a shocking implementation gap. Although laws on the books imply that women enjoy roughly two-thirds the rights of men, countries on average have established less than 40% of the systems needed for full implementation. For example, 98 economies have enacted legislation mandating equal pay for women for work of equal value. Yet only 35 economies—fewer than one out of every five—have adopted pay-transparency measures or enforcement mechanisms to address the pay gap. Effective implementation of equal-opportunity laws depends on an adequate supporting framework, including strong enforcement mechanisms, a system for tracking gender-related pay disparities, and the availability of healthcare services for women who survive violence.



“Women have the power to turbocharge the sputtering global economy,” said Indermit Gill, chief economist of the World Bank Group and

senior vice president for development economics. “Yet, all over the world, discriminatory laws and practices prevent women from working or starting businesses on an equal footing with men. Closing this gap could raise global gross domestic product by more than 20% – essentially doubling the global growth rate over the next decade—but reforms have slowed to a crawl. WBL 2024 identifies what governments can do to accelerate progress toward gender equality in business and the law.” The implementation gap highlights how

‘Women have the power to turbocharge the sputtering global economy. Yet, all over the world, discriminatory laws and practices prevent women from working or starting businesses on an equal footing with men. Closing this gap could raise global gross domestic product by more than 20% but reforms have slowed to a crawl.’

INDERMIT GILL
World Bank Group



The Best Kept Secret in L.A. The New Mart Event Space

In addition to housing 500 world renowned fashion brands in 100 wholesale showrooms, The New Mart has created two floors dedicated to content creation and marketing services including two photo studios, a podcast studio and a 20,000 square foot Fashion Theatre and Event Space.

Our 3rd Floor Event space offers a fully integrated turn-key destination for event planners equipped with 3 Giant LED video walls, a fully integrated Audio Video control center and a Bose sound system throughout. In the past few years, we've hosted a variety of events including 2 Los Angeles Fashion Week Shows; 2 L.A. Swim Weeks; 2 Cancer Support Community Charity Galas; multiple filming and production events; an Evening with Academy Award winner Ruth Carter, a Privo Digital Privacy Summit, 4 Designer and Agents Shows, 2 Los Angeles Fabric Shows and most recently a Miss Caribbean L.A. beauty pageant!

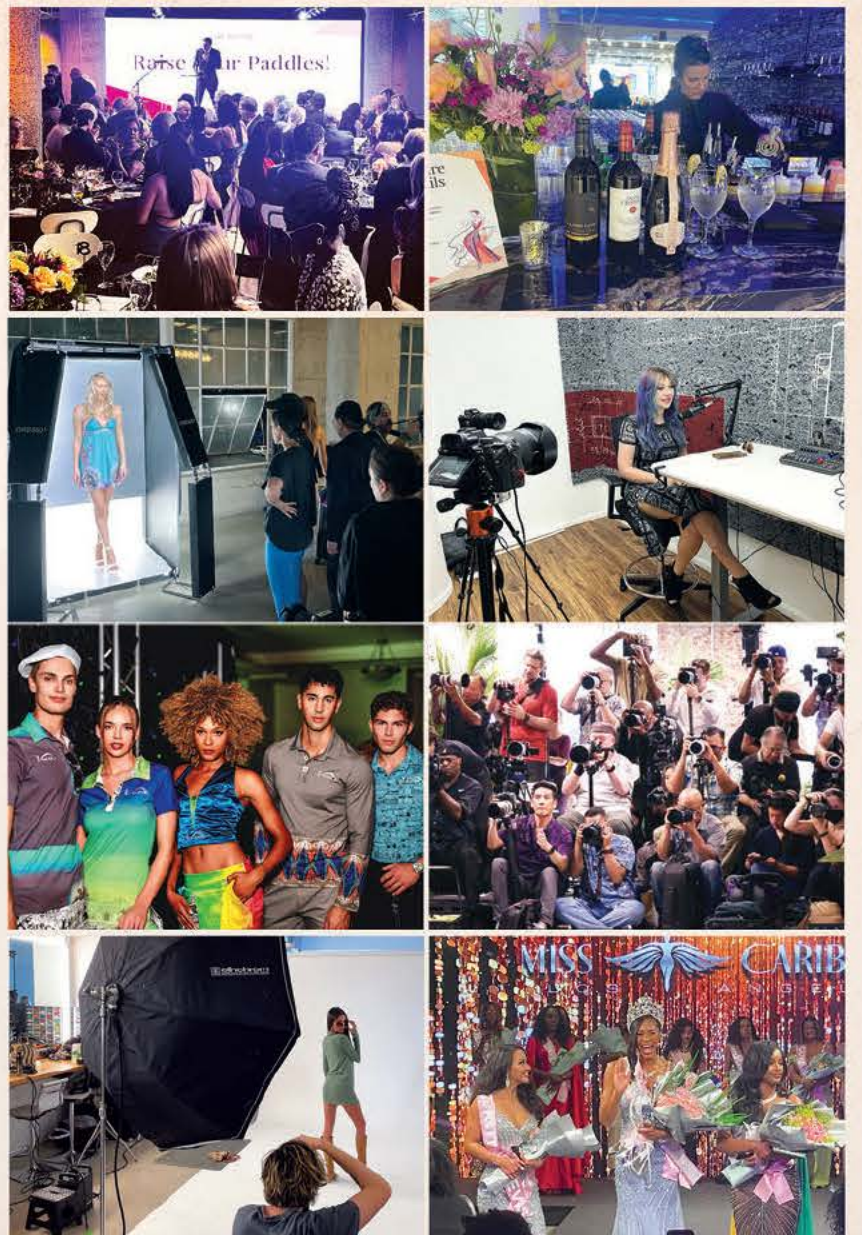
If you'd like to see our event space in action, play this three-minute video to tour the New Mart Event Space at newmart.net. To experience our event space in person, consider attending our upcoming third annual L.A. Swim Week Fashion Shows due to take place in the evenings of June 27, 28 and 29. Ticket information will be available at artheartsfashion.com

The New Mart is proud of our partnership with Fashion Techworks and congratulates Cindy Keefer on her efforts within the fashion industry to embrace new innovations and technologies to help produce sustainable and locally-produced apparel.



For more information on Fashion Techworks, please visit fashiontechworks.com and contact cindy@fashiontechworks.com.

To learn more about New Mart showrooms, leasing information and our event space capabilities, please visit newmart.net and contact us at 213-627-0671 or email us at newmart@newmart.net



much hard work lies ahead even for countries that have been instituting equal-opportunity laws. Togo, for example, has been a standout among Sub-Saharan economies, enacting laws that give women roughly 77% of the rights available to men—more than any other country in the continent. Yet Togo, so far, has established only 27% of systems necessary for full implementation. This rate is average for Sub-Saharan economies.

In 2023, governments were assertive in advancing three categories of legal equal-opportunity reforms—pay, parental rights, and workplace protections. Still, nearly all countries performed poorly in the two categories being tracked for the first time—access to childcare and women's safety.

The weakness is greatest in women's safety—where the global average score is just 36, meaning women enjoy barely a third of the needed legal protections against domestic violence, sexual harassment, child marriage and femicide. Although 151 economies have laws in place prohibiting sexual harassment in the workplace, just 39 have laws prohibiting it in public spaces. This often prevents women from using public transportation to get to work.

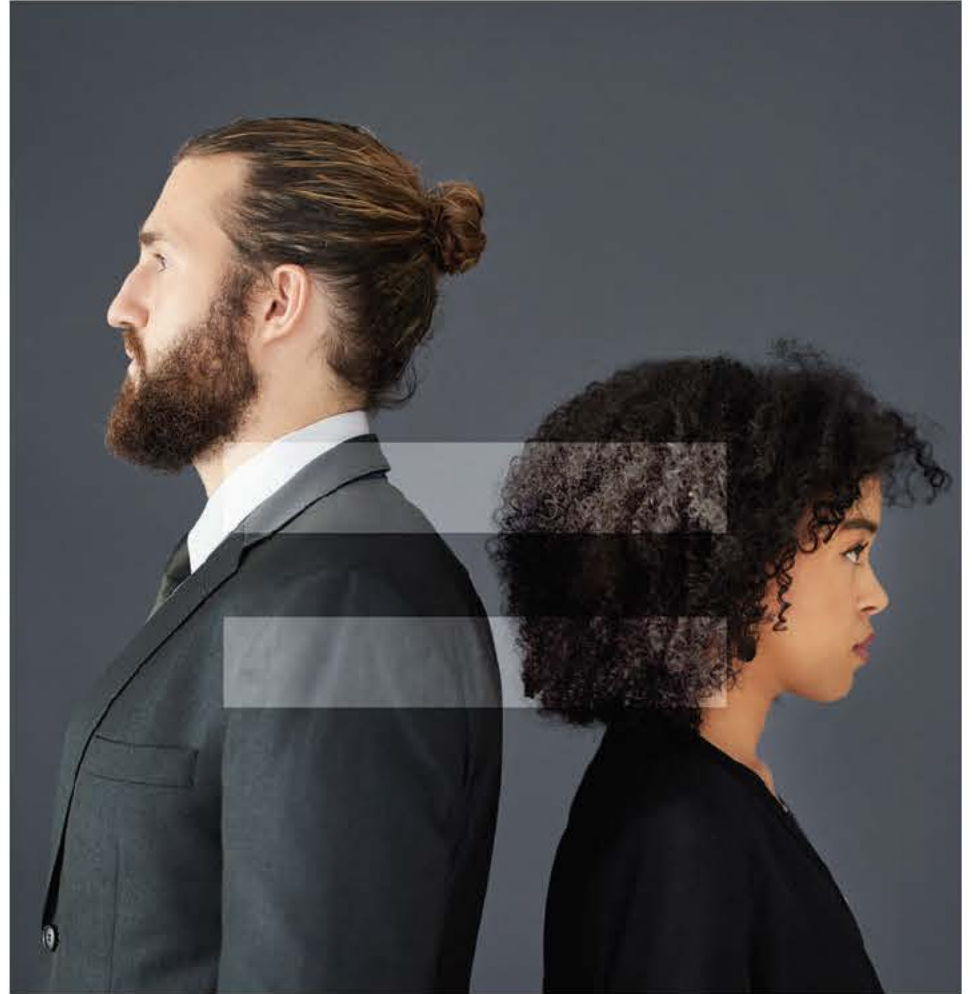
Most countries also score poorly for childcare laws. Women spend an average of 2.4 more hours a day on unpaid care work than men—much of it on the care of children. Expanding access to childcare tends to increase women's participation in the labor force by about 1 percentage point initially—and the effect more than doubles within five years. Today, only 78 economies—fewer than

half—provide some financial or tax support for parents with young children. Only 62 economies—fewer than a third—have quality standards governing childcare services, without which women might think twice about going to work while they have children in their care.

Women also face significant obstacles in other areas. In the area of entrepreneurship, for example, just one in every five economies mandates gender-sensitive criteria for public procurement processes, meaning women are largely cut out of a \$10-trillion-a-year economic opportunity. In the area of pay, women earn just 77 cents for every \$1 paid to men. The rights gap extends all the way to retirement. In 62 economies, the ages at which men and women can retire are not the same. Women tend to live longer than men, but because they receive lower pay while they work, take time off when they have children, and retire earlier, they end up with smaller pension benefits and greater financial insecurity in old age.

"It is more urgent than ever to accelerate efforts to reform laws and enact public policies that empower women to work and start and grow businesses," said Tea Trumbic, the report's lead author. "Today, barely half of women participate in the global workforce, compared with nearly three out of every four men. This is not just unfair—it's wasteful. Increasing women's economic participation is the key to amplifying their voices and shaping decisions that affect them directly. Countries simply cannot afford to sideline half of their population."

Learn more at worldbank.org.



**McDermott
Will & Emery**

EMPOWERED BY PARTNERSHIP.

McDermott is proud to sponsor the Los Angeles Business Journal Women's Leadership Symposium & Awards, along with LABJ's efforts to inspire, educate and recognize the outstanding achievements of women who make a difference in Los Angeles. We share your passion for driving change and are honored to be a part of your great work.

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Survey Reveals Key Opportunities and Challenges for Women Business Owners

According to NAWBO's survey, nearly 92% of women-owned businesses are microbusinesses, businesses with fewer than 25 employees

Last year, the National Association of Women Business Owners (NAWBO) and ADP released the results of a survey of women business owners. Nearly 92% of women-owned businesses are microbusinesses, businesses with fewer than 25 employees. While the businesses may be small, they provide the lion's share of the family income, with 63% of the business owners providing 50-100% of the household income. By giving these businesses the resources to grow, we will see an opportunity to increase wealth in our most underserved populations.

"Women business owners are the drivers of our nation's economy and the leaders in our communities," said Karen Bennetts, NAWBO National Board chair. "By supporting women business owners and providing them with the necessary resources, we are building the

bridge to wealth creation, allowing them to grow and scale their businesses. We appreciate the support of great companies like ADP who recognize this vital section of the American economy."

"ADP is proud of our partnership and of supporting women-owned businesses and organizations, like NAWBO, that help propel women entrepreneurs into economic, social and political spheres of power worldwide. Women-owned businesses create a huge impact on our economy and we recognize the impor-

tance of supporting and partnering with organizations like NAWBO so that we can help further their opportunities for success," said Laci Buzzelli, senior vice president of sales for ADP Small Business Services.

According to the Annual Business Survey, women-owned 1.24 million or 21.4% of employer firms in the US. Women-owned businesses account for \$1.9 trillion in receipts, 10.9 million employees, and \$432.1 billion in annual payroll.

One of the challenging pain points

described in the survey results is hiring. While hiring has been challenging in many industries, survey results show that 41 percent of NAWBO members report hiring is more difficult than ever before. Many reported losing an applicant to a competitor. Forty-three percent had no staff, so losing out on an applicant could mean the difference between missing or making an order fulfillment deadline.

The good news is that there are strategies to help ease the stress of hiring. Smaller businesses may even have an advantage in making themselves more appealing to applicants, said Kiran Contractor, director of talent acquisition at ADP. "As a small organization, you can take a personalized approach." She encourages small business owners to do their best to determine what applicants value and incorporate that into the offer.

Founded in 1975, NAWBO is the unified voice of America's more than 12 million women-owned businesses representing the fastest-growing segment of the economy. NAWBO is the only dues-based organization representing the interests of all women entrepreneurs across all industries.

Learn more at NAWBO.org.

'Women business owners are the drivers of our nation's economy and the leaders in our communities. By supporting women business owners and providing them with the necessary resources, we are building the bridge to wealth creation, allowing them to grow and scale their businesses.'

KAREN BENNETTS
 NAWBO

NOMINATE TODAY!



LOS ANGELES BUSINESS JOURNAL
**CORPORATE
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The Los Angeles Business Journal will honor the accomplishments and significant roles that In-House Counsel play in the success of a business enterprise. This event will recognize the achievements of industry-leading Corporate Counsels and their ongoing efforts to support our Community of Business™.

NOMINATION DEADLINE
FRIDAY, AUGUST 16

To nominate, visit labusinessjournal.com/events/cca2024

DIAMOND
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SBA Announces New Women's Business Centers

Administrator Isabel Casillas Guzman, head of the US Small Business Administration (SBA) and the voice in President Biden's Cabinet for America's more than 33 million small businesses, recently announced the selection of 17 new Women's Business Centers (WBCs), 13 of which will be hosted by established Minority Serving Institutions (MSIs) across ten states, including three locations in LA County.

"Under the Biden-Harris Administration, we have seen a historic Small Business Boom, with women, especially women of color, filing new business applications at double the rates of men," said Administrator Guzman. "The SBA's expanding network of Women's Business Centers is meeting these new and established businesses where they are with resources to help them get funding to grow, create jobs, and strengthen our economy. As we celebrate Women's History Month, the Biden-Harris Administration is proud to double down on its commitment to expanding opportunity and leveling the playing field for women and all those who have been underin-vested in for too long."

The SBA's WBCs offer one-on-one counseling, training, networking, workshops, technical assistance, and mentoring to women entrepreneurs on numerous business development topics, including business start-ups, financial management, marketing, and

procurement. Through the SBA's Office of Women's Business Ownership (OWBO), the 17 new WBCs – including 13 hosted by MSIs – will help diverse entrepreneurs pivot, grow, and navigate SBA resources they can use to ensure their businesses thrive.

"Through WBCs, the SBA provides practical help to women working hard to build successful businesses of their own," said Christina Hale, Assistant Administrator for the Office of Women's Business Ownership. "Women entrepreneurs are out front leading the way, driving record numbers of small business applications all around the country, and the SBA's WBCs empower their efforts through training, technical assistance, and access to credit and capital. WBC resources can be game-changing for women just starting or for those scaling up and growing their businesses as well."

America is currently experiencing a historic Small Business Boom with more than 16.8 million new business applications filed since President Biden took office. Women are starting business across industries at higher rates than their male counterparts. SBA loans to women-owned businesses are up 70 percent. Total loan dollars to women-owned businesses are up 61 percent, totaling more than \$5 billion in lending in FY23 alone.

Below is the full list of new WBCs in LA County:



- Pasadena Area Community College District (MSI) - Pasadena, CA
- Vermont-Slauson LDC, Inc. (MSI) - Los Angeles, CA
- New Economics for Women (MSI) - Los Angeles, CA

The OWBO mission is to enable and empower women entrepreneurs through advo-

cacy, outreach, education, and support. Since it was established in response to an Executive Order in 1979, OWBO has provided training, counseling, technical assistance, access to credit and capital, as well as marketing opportunities to women.

To learn more about SBA's programs and services for women entrepreneurs, visit sba.gov/women.

Youth with a Purpose

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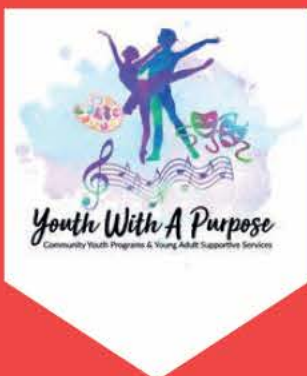
ABOUT YWAP

Youth With A Purpose is a nonprofit based in the Antelope Valley. We are dedicated to empowering the next generation, particularly those from low-income backgrounds.

Addressing issues such as the school-to-prison pipeline, we offer vital programs and services that focus on mental health, academic support, and personal development. Initiatives range from arts and mentorship to transitional support for young adults, all aimed at nurturing purpose and success in youth.

PROGRAMS

- Mommy Mentor Network
- Purpose House TAY Housing
- Xpression
- Arts 2 The Stage Performing Arts
- The Center - Youth Center
- Empowerment & Community Events





Women in Corporate Leadership Significantly Increase Profitability

What effect does having women in executive roles have on the bottom line? A survey of 21,980 publicly traded companies in 91 countries demonstrated that the presence of more female leaders in top positions of corporate management correlates with increased profitability of these companies, according to a paper published by the Peterson Institute for International Economics. The 35-page report, *Is Gender Diversity Profitable? Evidence from a Global Survey*, was written by Marcus Noland, Tyler Moran, and Barbara Kotschwar and supported by a major research grant from EY. The research is made up of rigorous data analysis of gender diversity and corporate profitability.

The study shows that the extent of gender diversity and its relationship to profitability varies robustly by country, sector of the economy, and by policies towards female work opportunities. The research finds no evidence that, by itself, having a female CEO is related to increased profitability, but there is some evidence that having women on a board may help—and robust evidence that women in the C-level (as in CEO, CFO and COO of management) is associated with higher profitability. The study finds that nearly a third of compa-

'The impact of having more women in senior leadership on net margin, when a third of companies studies do not, begs the question of what the global economic impact would be if more women rose in the ranks.'

STEPHEN R. HOWE, JR.
EY

nies globally have no women in either board or C-suite positions, 60 percent have no female board members, 50 percent have no female top executives, and fewer than five percent have a female CEO.

The PIIE report also found strong positive correlations between gender diversity in company size, the size of the company as well as national policies for women's education, family leave, and the absence of discriminatory attitudes toward female executives. The study found that national averages for women's participation on boards range across countries from 4 percent to roughly 40 percent, and that there is greater female representation on board

and corporate leadership positions in the financial, healthcare, utility, and telecommunications sectors than in sectors such as basic materials, technology, energy, and industry. This is consistent with the authors' interpretation that what matters most for gender diversity is creating a pipeline of women into corporate management, from elementary education through child-bearing years.

"We have found that some policy initiatives are more promising than others to deliver benefits while promoting gender equality, and that the emphasis should be on increasing diversity in corporate management broadly," said Adam S. Posen, president of the Peterson Institute for

International Economics. "At a minimum, the results from our unique global study, generously supported by EY, strongly suggest the positive impact of gender diversity on firm performance and identify in which sectors and countries the most progress on diversity needs to be made."

"The impact of having more women in senior leadership on net margin, when a third of companies studies do not, begs the question of what the global economic impact would be if more women rose in the ranks," said Stephen R. Howe, Jr., EY's US chairman and Americas managing partner. "The research demonstrates that while increasing the number of women directors and CEOs is important, growing the percentage of female leaders in the C-suite would likely benefit the bottom line even more."

The Peterson Institute for International Economics is a private nonpartisan, nonprofit institution for rigorous, intellectually open, and in-depth study and discussion of international economic policy. Its purpose is to identify and analyze important issues to make globalization beneficial and sustainable for the people of the United States and the world, and then to develop and communicate practical new approaches for dealing with them. Learn more at piie.com.

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Growth Needed in Senior-Level B2B Sales Positions for Women

Roadblocks and lack of opportunity contribute to underrepresentation of women in sales leadership positions

Despite making up nearly half of the global workforce, women represent only 40% of mid-level B2B sales employees, dropping to 31% at the senior level, according to Gartner, Inc.

Gartner conducted a labor market survey of 72,000 employees globally from Q1 through Q4 of 2023, which included 2,183 respondents who identified as having a B2B sales role. The survey revealed that nearly one quarter of the 864 women surveyed in B2B sales said they were actively job searching in 2023.

In addition, 58% of women and 47% of men reported that if they were offered rapid career advancement, they would accept a new job that is otherwise similar to their current one - this suggests obstacles and lack of opportunity, rather than lack of ambition, are more likely to explain the underrepresentation of women in senior sales roles.

"It is essential that sales leaders remove the

roadblocks that prevent women from advancing into senior roles," said Kelly Fischbein, senior principal, research in the Gartner Sales Practice. "Looking beyond equality and optics, it's clear that organizations with gender diversity enjoy greater profitability and experience lower return-on-equity volatility."

The survey also found that women report going above and beyond more frequently than their male counterparts. Sixty-eight percent of the women surveyed volunteer for additional duties, 76% frequently help others who have heavy workloads, and 83% constantly look for ways to do their jobs better.

In order to improve representation of women in the salesforce in 2024 and beyond, chief sales officers should address gender-based differences at three different career stages:

Starting in sales: Better work-life balance, comprehensive benefits, and more valuable professional development opportunities are the top factors women said would lead them to accept a new job. Furthermore, 27% percent of the women rated health benefits in their top five priorities, compared to 19% of men. In order to make their organization more attractive to all talent, CSOs should assess both healthcare coverage and advancement oppor-

tunities.

Climbing the ladder: The motherhood penalty often inhibits womens' career growth. Instead of disqualifying women for a gap in their employment history, CSOs should reconsider how they hire for mid-level sales roles and seek to counteract this gap.

Succeeding at the top: With the striking drop-off of women in senior levels, sales leaders should empower underrepresented talent through growth-focused networks that will build performance, development and advancement in sales.

"By reevaluating benefits strategies and systematically building a diverse leadership pipe-



line that ensures women are part of their talent bench, leaders can keep women engaged and on the corporate ladder," said Fischbein.

Learn more at Gartner.com.



Congratulations My Resume Squad and all the nominees of the 2024 LABJ Women's Leadership Symposium and Awards!



On behalf of your friends at Allie & Paws, GG's Insurance in partnership with FFA FINANCIAL, Los Angeles Solar Pros, and Lorimar Vineyards and Winery, congratulations to all the women-owned businesses being recognized for your leadership and outstanding contributions to the Los Angeles community and beyond. We wish you all continued success!



Census Bureau Releases Nonemployer Business Data

Women owned 41.1% (11.2 million) and minorities owned 36.7% (10 million) of the nation's nonemployer businesses (those without paid employees) and had \$307.9 billion and \$345.1 billion, respectively, in receipts in 2020, according to the new Non-employer Statistics by Demographics (NES-D) released today by the U.S. Census Bureau. There were a total of 27.2 million nonemployer businesses with \$1.3 trillion in receipts in 2020.

In addition to demographic characteristics of nonemployer business owners, this release also includes data by urban and rural classification, receipt size of firm, and legal form of organization (e.g., sole proprietorships and partnerships).

The NES-D is an annual statistical series that uses existing administrative records and census data to link demographic characteristics of owners to the universe of nonemployer businesses. Nonemployer businesses are those without paid employees and are subject to federal income tax, with receipts of \$1,000 or more. The NES-D statistics are the accompanying dataset to the Annual Business Survey (ABS) data on employer businesses (those with paid employees) and when combined with the ABS, provide a complete picture of business owner demographics, such as sex, race, ethnicity and veteran status.

Highlights for nonemployer businesses in 2020:

- Hispanic-owned firms accounted for 16.4% (4.5 million) of nonemployer businesses and had \$164.0 billion in receipts.
- Veteran-owned firms made up about 4.8% (1.3 million) of nonemployer businesses with \$57.0 billion in receipts.
- Asian-owned firms accounted for 8.6% (2.3 million) of nonemployer businesses, with receipts of \$106.1 billion, the most receipts among businesses owned by minority race groups.
- Black or African American-owned firms made up 13.2% (3.6 million) of nonemployer businesses, with receipts of \$85.8 billion.
- American Indian or Alaska Native-owned firms accounted for 1.2% (329.0 thousand) of nonemployer businesses, with \$10.7 billion in receipts.
- Native Hawaiian or Other Pacific Islander-owned firms accounted for 0.3% (83.5 thousand) of nonemployer businesses, with \$2.8 billion in receipts.

This release also includes demographic statistics of all businesses, those with and without employees, combining results from the previously released 2021 ABS (data year 2020) and the 2020 NES-D (data year 2020).

- Highlights from these combined statistics



(total employer and nonemployer businesses):

- There were 32.9 million employer and nonemployer businesses, with \$40.2 trillion in receipts.
- Minorities owned 11.1 million businesses, with \$1.9 trillion in receipts.
- Women owned 12.4 million businesses,

with \$2.2 trillion in receipts.

- Hispanics owned 4.8 million businesses, with \$636.2 billion in receipts.
- Veterans owned 1.6 million businesses, with \$983.7 billion in receipts.

Learn more at [census.gov](https://www.census.gov).

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