



Know Your Worth

In today's society, not only are women giving their 2 cents' worth—they're realizing it is worth a lot more than 2 cents.

Such was the sentiment at weVENTURE's 2019 Impact Summit: Know Your Worth. During the August event, five speakers reflected on their personal experiences and shared lessons learned regarding the importance of perspective, strategically approaching long-term goals and both becoming and thriving as female leaders in male-dominated industries. In her presentation, keynote speaker Katica Roy, CEO and founder of Pipeline, an artificial intelligence platform that helps organizations identify and address gender inequity in the workplace, delved into the underlying reasons, statistical evidence and economic impacts of workplace inequity.

"We can close the gender equity gap," Roy said, "but only if we work together."

Erica Lemp, L3Harris Technologies community affairs director and former weVENTURE executive director, summed it up best in her opening remarks welcoming the about 260 attendees to the summit.

"Knowing your worth is about so much more than compensation," Lemp said. "It's about self-reliance; it's about self-confidence; it's about identifying and articulating your unique capabilities and your unique place in this world and in society; and it is about making the choice—always making the choice to own your own path and your own destiny."

During their presentations, Impact Summit presenters broke it down even further. >>



SELF-RELIANCE

"Our role as women is to not shy away from these kinds of opportunities. ... That means own it. Have your responsibility. Have an opinion. This style doesn't always come naturally to women; it's a little bit more of a push for us, but we need to be stronger for ourselves and for others."

—**KELLE WENDLING** '93, '97 MBA, president, mission networks aviation systems, L3Harris Technologies Inc.

IDENTIFY AND ARTICULATE YOUR UNIQUE CAPABILITIES

"One of the biggest mistakes I made early in my career was trying to be like other people. I would see other people at the top level and think, 'Oh, I need to dress like them. I need to speak like them.' And that actually caused my light to dim more. So, be authentically you. No one can be you."

—Latria Graham, president and CEO, Graham Leak Branding

SELF-CONFIDENCE

"I am good enough right now because I choose to be. You can make the choice, as well, to believe that you are good enough right now. It's a choice that you get to make every single day, multiple times a day—and you can start right now."

—Laura Gallaher, CEO, Gallaher Edge LLC

MAKE THE CHOICE TO OWN YOUR OWN PATH AND YOUR OWN DESTINY

"I decided I would rather risk failure than give up on my dream. ... I developed a strategic framework for planning—a plan that could get me to that dream life. It equipped me with a strong purpose, a vivid vision, a cohesive strategy and an action plan, as well as a process for reflection."

—**CARMEN NATSCHKE** '99 M.S., digital media and marketing entrepreneur, Panvezza