

SETTING THE PACE: EWLC Women Help Next Generation

As a senior vice president and market executive in the commercial area with Regions Bank, Kelley Brown has long been invested in her local community.

As a single mom, Brown knows the importance of giving back and the role it can play on the next generation. She currently is a board member and chair of the Young Women Leading Change Mentorship Committee leading the organization's initiative with the Pace Center for Girls Broward.

"The Extraordinary Women Leading Change movement is closely aligned with the spirit of the Pace Center. They're both really strong voices for women and diversity," Brown said. "EWLC is a good platform to work for women leaders in the community. That really resonates with me and my heart."

Whether working with girls on its campus, or collaborating with Broward College, or introducing their girls to successful female executives and leaders across South Florida, the more touchpoints the organization has to connect with girls, the better the chances something will resonate



Aggies Pappas

more deeply.

Seeing the role education can play in the young students' lives - and scholarships that are made available to them - encourages them to seek degrees, Pappas said.

Now, Pace is expanding its relationship with Broward College. The school offers Pace space for the Pace Reach Counseling Program. The goal is to provide counseling to students and girls from across the community - counseling that formerly was only available at Pace's Wilton Manors location.

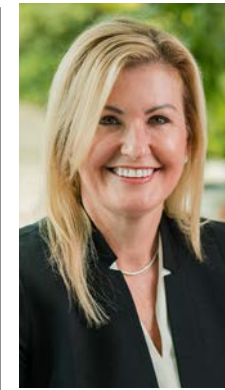
Also, working with a first-time grant from the Children's Services Council, Pace's new family strengthening program will offer up to 80 girls counseling in the home, at school, or at Pace's location. This funding is atop other programs the counsel supports targeting youth transitions, juvenile delinquency, and those girls in the

LGBTQ community who have little family support.

"The core of the matter is addressing the trauma in their lives and meeting their need for support," Pappas said. "Our mission and intention has always been to provide service to girls at risk of being derailed."

Pace's partnership with Extraordinary Women Leading Change and its "Young Women Mentorship for Leading Change" committee introduces the girls of Pace to EWLC participants and movement founder Giselle Cheminand. The female executives and business leaders have spent countless hours mentoring PACE students, encouraging them to participate in academics and social engagement, and ultimately the young ladies of PACE see the possibilities in themselves.

Pace's mission has always been to provide services to girls who fall into an at-risk environment that derails their goals and success in life, Pappas said. "So when it has a chance to strike at the core of the matter, which is addressing the trauma, the need for support and guidance and education and create a gender responsive,



Kelley Brown

trauma-informed, strength-based way, young ladies begin to feel successful.

"They're gaining an education and dealing with their situations and their traumas and their personal challenges," Pappas said. "They start thinking about their

independence, economic stability, their dreams for the future and what different they want to make them the world. That is empowerment."

This success is a shared mission for Pace, area educators, and the women who support the causes, Brown said.

"We all have a responsibility at any level to give back and to have a heart of gratefulness," she added. "Whether you're a worker or the most senior person at your company, you can always pass that along. Just keep that going. We are all in this together."

INCLUSION, GROWTH & PROSPERITY – THREE PARTS, ONE RESULT

As a managing director and market head with financial services firm UBS, it should be no surprise that Robert Covino would argue for gender inclusiveness using figures-based evidence.



Robert Covino

On a global level, the company's "Women as a Force for Economic Change" report found that men account for 75% of global employment, while women only account for 50%. Closing this gap, however, would add around \$28 trillion to global

GDP. Not only would the global economy grow, families – and businesses – would thrive.

"It's clear that not enough women are even employed in some areas of the world, which prevents them from contributing to the economy," Covino said. "Bringing it to the corporate level,

gender-balanced companies tend to have better oversight and monitoring which leads them to more consistent, positive revenue growth."

Forbes found that women business



Erik Sussman

owners are "more likely than their male peers to be discussing tax planning, retirement spending, planning for increased longevity and planning for healthcare expenses. In households with women business

owners, women are far more likely to be the dominant or equal household financial decision maker: 86% compared to 32% households with a male business owner and 50% in all high-net-worth households," the publication offered.

With 25 years in financial services, Erik C. Sussman, President and CEO with Mass

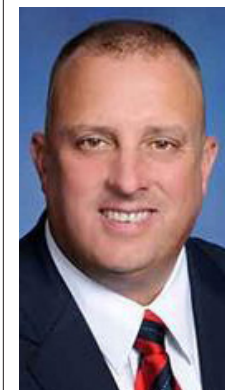
Mutual Financial Group South Florida, has seen the model change from men exclusively handling household finances to women equally sharing responsibility. With that change in mind, Sussman's teams include women, especially when working with couples as clients.

Beyond corporate policy, Sussman finds that promoting more female advisors empowers the women and engages the clients.

"It's very helpful having a woman talking to another woman because they know how each other thinks," he said. Sussman has been a strong advocate and supporter of gender inclusion in the C-Suite and beyond because he believes in the importance of creating prosperity for all.

When he arrived at Tenet Healthcare facility North Shore Medical Center in 2015, Mark Racicot installed women across his C-suite. He was recruited by Ana Mederos, now CEO of Palmetto General Hospital. The Chief Nursing Officer at the time, who has since retired, was a woman. He retained the female

CFO, and filled the roles of Chief Strategy Officer and COO with women.



Mark Racicot

There was a woman on his team who returned to work when her husband lost his job. She grew to become a successful director with the hospital. He also witnessed single mothers raise strong, stable families by tending to children and career alike.

"For a woman to rise to the level of being able to raise that family on her own says a lot about her ability and drive," he said. "Go back a generation it didn't matter who did what. When the kids came along, the wife stayed home and the man worked. Now, it's a business decision in many cases. It's not uncommon to see a couple choose whose career will take them further and yield more for the family in its ability to meet its goals and aspirations."