

**Be  
The  
Movement!**

# 2021 Women's Leadership Summit

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February 27, 2021 | 9 a.m. - 1 p.m.



# WELCOME!

Thank you for joining us for this fantastic virtual day of training, as we celebrate the Junior League of Wilmington's Sixth Annual Women's Leadership Summit.

The Junior League of Wilmington has been empowering women to make transformational change in our community for over a 100 years. We use our collective talents, strengths, and voices to improve our community through effective action and leadership of trained volunteers. We cannot be more thrilled to share this piece of our Mission with you!

The JLW sought a forum where women could come together, share ideas, and learn from each other. This Summit is not only to inspire us to step up, but also to encourage each of us to use our voice and share our stories.

A movement is intentional, impassioned, inclusive, and requires collaboration. A movement is a cause greater than each individual. It is critical for each of us to use our individual resources because together, they have the collective power to move people, ideas, and situations and to make a change.

This year's Summit is sure to educate and inspire you! Enjoy immersing yourselves in the presentations and discussions, as well as networking with your peers. I hope it sparks an energy inside of you to become a better leader and **Be the Movement!**

To our speakers, partners, and sponsors, thank you for being part of such an important event. I would also like to thank Emily Mathisen, the Summit Chair and the whole Women's Leadership Summit Committee for their hard work to create today's event.

All the best,

Jessica Chapple  
President  
Junior League of Wilmington, DE



## Women's Leadership Summit

Thank you to the Women's Leadership Summit Committee for all their hard work turning the Summit into an empowering virtual event!

### Committee Chair

Emily Mathisen

### Committee Members

LaVante Dorsey

Julie Eckard

Sarah Ireland

Sherry King

Natalie Kozlowski

Heather Rafail

Michelle Ramos

ShaDarr Strange

Jacqie Thompson

Janice Viamontie

### VP of Community Programs

Erin Williams

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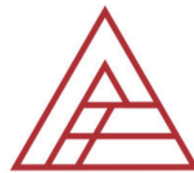
Instagram: [@WomenLeadDE](#)

### USE OUR HASHTAGS!

#BeTheMovement

#WLS2021

# AGENDA



## Women's Leadership Summit

8:50 a.m. - 9:03 a.m.

**Welcome**

9:03 a.m. - 9:10 a.m.

**Opening Remarks**

*Jessica Chapple, JLW President*

9:10 a.m. - 9:55 a.m.

**Keynote Address:** Leadership Lessons Learned at Age 5 From My Immigrant Parents

*Cindy Bo, Operational Vice President and Chief Strategy & Business Development Officer, Delaware Valley, Nemours Children's Health System*

10:00 a.m. - 10:35 a.m.

**Spotlight Speaker:** Overcoming & Thriving Leadership

*Jennifer Cohan, CEO, Leadership Delaware*

10:35 a.m. - 10:40 a.m.

Live Mental Health Tips: *LaVante N. Dorsey, LCSW*

10:40 a.m. - 10:45 a.m.

**Break**

10:50 a.m. - 11:20 a.m.

**Spotlight Speaker:** Less Talk More Action – Race, Diversity, & Inclusion

*Dr. Guillermina Gonzalez, Adjunct Professor of Global Management Models, Wilmington University*

11:25 a.m. - 11:45 a.m.

Period Equity Legislative Update

*Delaware House Majority Leader Valerie Longhurst & Senator Kyle Evans Gay*

11:50 a.m. - 12:20 p.m.

**Workshops**

*Room A- Learning to Cultivate Gratitude*

*Kelsey Styles, Multimedia Technologist, Wilmington University*

*Room B- Navigating Change with Grace*

*Monica A. Coleman, Professor of Africana Studies, University of Delaware*

12:25 p.m. - 12:45 p.m.

**Speed Networking**

12:45 p.m. - 12:55 p.m.

**Closing Remarks**

*Melissa Marlin, JLW President-Elect*

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The Junior League of Wilmington (JLW) is an organization of women committed to promoting voluntarism, developing the potential of women, and improving the community through the effective action and leadership of trained volunteers. The JLW welcomes all women who value our Mission. We are committed to inclusive environments of diverse individuals, organizations and communities.

The JLW empowers women to be high-impact volunteers and to serve in leadership roles in the nonprofit community. We provide our members with an array of formal training and experiential learning opportunities in our efforts to prepare them to serve the community beyond our organization. Some examples of the training through experiences are the opportunity to lead committees, run major fundraisers, present life skills workshops in the community, cultivate fund development activities, and manage, recruit, retain, and train new members.



The JLW's current initiative **Stand Up. Period.** addresses period equity. Period equity refers to removing the barriers that prevent people, particularly those living in poverty, from being able to manage their menstrual cycles and participate fully in their lives. Those who lack adequate period supplies experience school and work absences, opportunity losses, and emotional distress.

The JLW is committed to raising awareness of period equity in Wilmington and working towards ensuring individuals have equitable and affordable access to period supplies. In May 2020, the JLW joined Alliance for Period Supplies (APS) in an effort to increase its support network and inventory of desperately needed period supplies. APS is a national organization which collects, warehouses, and distributes period supplies to 75+ allied programs in over 30 states, including the JLW in Delaware. In October 2020, the JLW received its first donation from APS of an astounding 69,000 pads and 56,000 liners! This donation, as well as donations from the community has allowed the JLW to distribute 30,000 supplies.



Our focus area shifts as pressing priorities are identified, but our commitment to building a better community and training our members to lead and serve never wavers. For over 100 years, Members of the JLW have dedicated their time, energy and resources to impact our community.

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learn more? Visit: [jlwilmington.org](http://jlwilmington.org)**

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The Junior League of Wilmington

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# NICHELLE POLSTON

## Journalist

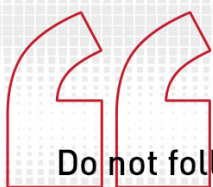
Nichelle is a force that shines in communication, community, and in challenges. She's a passionate journalist and respected leader with a strong desire of empowering people to share their stories. Nichelle was seven years old when she decided to become a journalist.


She began her news career immediately after college and worked in a variety of television markets since 2002. The Temple University graduate eventually made her way to Delaware in 2012 to cover a wide range of news for WHYY. Some of her work includes WHYY's television documentary on the 1968 Wilmington riots and "The Legacy of Joe Biden" special.

In 2018, Nichelle took a leap of faith and decided to branch out on her own to strengthen her brand as a freelance journalist. Obsessed with using her skills to connect people who have been traditionally divided by race, wealth or education, Nichelle has dedicated a great deal of her time to independent television projects, community service work and an array of civic engagement initiatives. She relies heavily on her journalism skills to help national and local organizations. Nichelle serves on the board of the ACLU-Delaware Chapter, the National Coalition of 100 Black Women-Delaware Chapter and the Christina Cultural Arts Center. However, her work doesn't stop there.

Empowering women also hits really close to Nichelle's heart. A few years ago, she created [www.HerNormal.com](http://www.HerNormal.com), an entertainment website designed to be a source of encouragement for women who are single, childless, or business innovators by choice or chance. Its mission is to uplift women in the race against their biological clocks to achieve a certain level of success in a wide range of areas. It addresses self-care, relationships, infertility, as well as explores the impact of societal norms.

When Nichelle's not busy, you can find the Philadelphia native traveling the world with her husband and encouraging anyone she comes in contact with to "aim for the stars!" Through hard work, her faith in God, and strong support system, Nichelle is living proof that dreams do come true.



Do not follow where the path may  
lead. Go instead where there is no  
path and leave a trail. 

RALPH WALDO EMERSON

**KEYNOTE  
SPEAKER**

**CINDY BO**

**Operational Vice President and Chief Strategy &  
Business Development Officer, Delaware Valley,  
Nemours Children's Health System**

Cindy Bo serves as an Operational Vice President and Chief Strategy & Business Development Officer, Delaware Valley for the Nemours Children's Health System since 2014. She has worked in healthcare strategy for over 20 years, ranging across the provider, payor, and life sciences sectors. Cindy was named by the Becker's Hospital Review in 2017, 2016, and 2015 as one of the top 130 women hospital and health system leaders to know in the United States, as one of 2017 Delaware Today Top Women in Business Honorees, and she is a TEDx Speaker.

Before joining Nemours, Cindy was a senior manager and Ellen Gabriel Fellow with Deloitte's Healthcare M&A Practice where she led strategic transformations, M&A deals, and revenue cycle management for major health and provider systems, health plans and retail health in the U.S. and around the globe. In a previous Finance Director role with Novartis, she led the North American Business Planning & Analysis, Center of Excellence managing strategic planning for Novartis' North American Primary Care portfolio.



Cindy has over 25 years of healthcare expertise in strategic planning, business development, mergers and acquisitions (M&A) and finance transformation, and has worked with industry leaders to improve the viability of healthcare delivery and management of population health. At Nemours, she manages the strategies, business development processes, and strategic clinical and vendor partnerships that support new growth and integration opportunities, drives the business planning process for clinical services and programs. Some of the key programs she has developed include the Perinatal & Fetal Cardiac / Advanced Delivery Program; Luminary Programs; innovative partnerships with the Clinic for Special Children, Lakewood and PM Pediatrics; the opening of Nemours ACCs such as Glen Mills as well as practice acquisitions to grow Primary Care in the Delaware Valley. She currently oversees Strategy & Business Development, Global Health Services / International Medicine and the Office of Health Equity and Inclusion. She is also developing and overseeing an enterprise-side DRIVE (Diversity, anti-Racism, Inclusion, Value and Equity) Strategy to drive culture change and align with our population health vision. As a co-founder of the Value-Based Services Organization in 2017, she continues to work with the VBSO to advance the transition to value.

She is a Board member of the Clinic for Special Children in Strasburg, PA, Mercy Health Mercy Kids in St. Louis, MO, the American Lung Association (Mid-Atlantic), and the Delaware Center for Health Innovation. Cindy is also a Malcolm Baldrige Executive Fellow and a governor-appointed member of the Delaware Economic and Financial Advisory Council.

Cindy has earned her MBA, with high distinction and honors, from Columbia Business School and her BS, summa cum laude, from Binghamton University School of Management. She lives Garnet Valley, PA with her husband David and their two sons.





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**SPOTLIGHT  
SPEAKER**

**JENNIFER COHAN**  
**CEO, Leadership Delaware**

Jennifer Cohan is the incoming CEO for Leadership Delaware. Prior to joining Leadership Delaware, Jennifer led the Delaware Department of Transportation (DelDOT) under two Governors, where she led agency wide reforms and produced the largest capital program in the State's history. Prior to her appointment as Secretary, Jennifer served as the Director of the Delaware Division of Motor Vehicles as the first woman to do so. Her state public service career spanned more than 31 years.

Her previous work includes serving as the Financial/Program Manager at the Delaware Department of Natural Resources and Environmental Control (DNREC) managing the state's Clean Water Program and working with the Delaware State Legislature within the Office of the Controller General.

Jennifer graduated summa cum laude from Wilmington University, with a Bachelor of Science in Business Management and a Master of Science in Public Administration, and attended the Fels Institute of Government at the University of Pennsylvania. She remains involved with Wilmington University as an adjunct professor teaching Leadership and Public Policy in the master's program for over a decade. She has held an array of national and international leadership roles in Transportation, Leadership, Public Policy, Motor Vehicle, and Personal Identity Administration, always with a focus on customer service.

Beyond her professional duties, Jennifer is a Board member of the Greater Dover Boys and Girls Club and State Board of Trustees, serves on the Delaware American Heart Association Board of Directors, and is a Board member of the Hope Medical Clinic. In 2016, Jennifer was honored with the Kent Distinguished Citizen Award by the Del-Mar-VA Council of the Boy Scouts of America for her commitment to public service and is a 2021 inductee of the Delaware Women's Hall of Fame.



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**JUNIOR LEAGUE OF  
WILMINGTON, DE**

**SPOTLIGHT  
SPEAKER**

## **DR. GUILLERMINA GONZALEZ**

### **Adjunct Professor of Global Management Models, Wilmington University**

Dr. Guillermina Gonzalez is a multicultural professional with experience in the United States, Mexico, and Europe in her successful career as an executive in both the corporate and the nonprofit sectors. She began her career working for multinational organizations, such as ExxonMobil, Mars, Tetra Pak and Olivetti in marketing and sales.

She then brought her corporate expertise to the nonprofit sector where she served as Executive Director of two advocacy organizations; Voices Without Borders and subsequently the Delaware Arts Alliance until December 2017. In 2018, she ran as Candidate for State Representative in District 22.



Dr. Gonzalez is committed to community involvement and has served as Chair of the Americans for the Arts: State Arts Action Network, Delaware's NPR radio WDDE Community Advisory Board, Delaware State Arts Council, as well as on the boards of Christina Cultural Arts Center, Delaware College of Art and Design, Metropolitan Wilmington Urban League, Latin American Community Center, and the AARP Executive Council. She was a member of Governor Carney's and Governor Markell's transition teams, the Hope Commission, Trustees of Color, and the Springfield College Board of Advisors.

As a media commentator, Dr. Gonzalez has been published in The News Journal, WILMU Magazine, Delaware Today Magazine, Signature Brandywine, La Voz Latin Magazine, Hoy en Delaware, and El Tiempo Hispano. She has been a radio host for Delaware State of the Arts (1450 WILM News Radio/1410 WDOV), and Latinisimo (91.3 WVUD), the only program in Spanish from the University of Delaware, where she had the privilege to interview the 2010 Nobel Prize winner in Literature, Mario Vargas Llosa. She also co-hosted The Latin Beat (1150 WDEL) for eight years. Dr. Gonzalez is an accomplished public speaker in both English and Spanish.

Recognitions received include: Office of the Governor Statement of Appreciation in 2017 for services to the State of Delaware leading the Delaware Arts Alliance championing the arts in Delaware. Americans for the Arts Michael Newton Award in 2017, University of Delaware Alumni Achievement Award in 2014; Latin American Community Center Professional Achievement Award in 2015 and the Community Service Award in 2006.

Dr. Gonzalez has an MBA from Universidad Iberoamericana in Mexico City, where she taught marketing and business administration. She holds a certificate in Leadership and Public Management and a Master of Arts in Liberal Studies from the University of Delaware. She obtained her Doctorate in Business Administration at Wilmington University in 2014. Dr. Gonzalez is currently an Adjunct Professor of Global Management Models at the Doctor of Business Administration Program at Wilmington University where she has also taught Organizational Strategy and Policy.

Born in Mexico City, Dr. Gonzalez came to the United States at the beginning of 2001 on an international assignment for ExxonMobil. She is married to Dr. Charles Sobrero, who is retired from DuPont.

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**The publication is now a “must read”  
when in the past it was an “I’ll get to it.”**

**Jim Donahue**

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## **DELAWARE HOUSE MAJORITY LEADER VALERIE LONGHURST**

Valerie J. Longhurst was first elected to the Delaware House of Representatives in November 2004 to represent the 15th District. The district consists of 20,000 people living in Bear, Delaware City and St. Georges. In 2008, she was elected as the House Majority Whip and served for four years. After the 2012 election, her caucus elected her House Majority Leader. Rep. Longhurst is currently chair of the House Administration, Ethics and Rules committees. She is also the former chair and current member of the Manufactured Housing Committee and member of the Gaming and Parimutuels committee.



Rep. Longhurst has been a dedicated champion of legislation to promote women's equality in the workplace, justice system and healthcare system. During the 148th General Assembly, she spearheaded a package of 14 bills to address real issues impacting women. Equal pay activist and icon Lilly Ledbetter attended the signing ceremony for these bills and praised this work.

In the 149th General Assembly, Rep. Longhurst spearheaded the passage of an Equal Rights Amendment to the state constitution providing equality for women in the Delaware constitution. In June 2017, her legislation banning employers from inquiring into an applicant's salary history became law. She worked to pass SB 139 requiring health insurance companies Delaware to provide coverage for fertility care services including IVF.

In the 150th General Assembly, Rep. Longhurst passed the Equal Rights Amendment for the final time adding it to the Delaware Constitution. She spearheaded an ambitious package of criminal justice bills impacting a litany of issues including juvenile laws, licensure restrictions, sentencing reform, expungement and many more. With the help of her colleagues, the General Assembly was able to pass 11 bills into law in the first half of the general assembly. Rep. Longhurst introduced HB100 which brings mental healthcare in our schools up to the levels needed in today's world. The legislation would require a ratio of 1 counselor to every 250 students in elementary schools. While unable to get full funding immediately, funding was secured for a few higher need schools.

Rep. Longhurst additionally introduced HB200 in the first leg of the 151st General Assembly. This legislation is a continuation of the work started over 5 years ago on Clean Water in Delaware. The current iteration of the bill attempts to broaden the scope of water infrastructure affected by the legislation by including more flood mitigation while still maintaining the goal of cleaning Delaware's drinking water. This builds off work Rep. Longhurst has completed keeping Delaware pristine such as establishing in store recycling programs for plastic bags and ensuring that fines collected from polluters go to clean up the local community.

*House Bill 20 requires all public and charter schools which have students in grades 6-12 to provide free feminine hygiene products in 50% of the bathrooms used by students who can have a menstrual cycle. This bill also requires schools to publish on its website and post in its common areas the locations of the bathrooms where the hygiene products are provided. Finally, this bill provides that each school must consult with its school nurse regarding the products to be provided.*

## **DELAWARE STATE SENATOR KYLE EVANS GAY**

Sen. Kyle Evans Gay represents the Fifth Senate District, which encompasses sections of Brandywine Hundred, including the Ardens.

A The daughter of a University of Delaware Public Safety officer and a finance executive, Sen. Gay was raised in Kennett Square, Pa. After graduating from Unionville High School, she earned a bachelor's degree in international relations and history from Brown University and a law degree from Boston University.

Sen. Gay began her professional career as a deputy attorney general in the Delaware Department of Justice before clerking in Delaware Superior Court. She has worked in private practice representing clients in Delaware's business courts since 2014. She also practices pro bono on behalf of children in foster care.

Sen. Gay has volunteered with several Delaware nonprofits, led multiple professional and civic organizations and served on Delaware's Public Integrity Commission. She also is a past president of the Junior League of Wilmington and a founding member of Spur Impact Association, an organization that encourages civic engagement among young professionals.

After becoming a vocal advocate for the successful Equal Rights Amendment to the Delaware Constitution, Sen. Gay was elected to the Delaware Senate in 2020, becoming the first Democrat to represent the Fifth Senate District in more than 40 years.

She currently serves as chair of the Senate Elections & Government Affairs Committee, co-chair of the Joint Legislative Oversight and Sunset Committee, vice chair of the Senate Judiciary Committee, and a member of both the Senate Transportation Committee and the Senate Veterans Affairs Committee.

Sen. Gay lives in Heatherbrooke with her husband Olin and their daughters Ellen and Alice.



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## **MONICA A. COLEMAN**

**Professor of Africana Studies,  
University of Delaware**

Monica A. Coleman is a Professor of Africana Studies at the University of Delaware. She is also an ordained elder in the African Methodist Episcopal Church. She works at the intersection of faith, culture, and social justice. She is the author or editor of six books, and several articles and book chapters that focus on the role of faith in addressing critical social and philosophical issues. Her book "Making a Way Out of No Way: a Womanist Theology" is required reading at colleges and universities around the United States. Her memoir "Bipolar Faith: a Black Woman's Journey with Depression and Faith" received the Silver Illumination Award in 2017.

Coleman is active in academic guilds, including the American Academy of Religion, the Society for the Study of Black Religion (SSBR) and the Institute for American Religious and Philosophical Thought (IARPT).

Coleman has received funding from the Ford Foundation, the Andrew W. Mellon Foundation, the Woodrow Wilson Fellowship Foundation, the Association for Theological Schools, and the Forum for Theological Exploration (formerly, the Fund for Theological Education). Coleman speaks widely on religion and sexuality, religious pluralism, churches & social media, mental health, and sexual and domestic violence.

In 2020, Professor Coleman was nominated and elected to the Program Committee of the American Academy of Religion (the world's largest guild for the academic study of religion). She was also inducted into the Martin Luther King, Jr. Collegium of Scholars.



## **KELSEY STYLES**

**Multimedia Technologist, Wilmington University**

As a Multimedia Technologist at Wilmington University, Kelsey Styles (she/her) helps instructors create fun and engaging video content for their online courses. She has a Bachelor of Arts in Communications Studies and Creative Writing from Widener University and a Master of Science in Communication Management from Wilmington University. Kelsey is also an adjunct at Wilmington University and taught online before it was cool.



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