WOMEN'S INSURANCE NETWORKING GROUP

WING

IN CONJUNCTION WITH

ILLINOIS TECHNOLOGY FOUNDATION

March 13, 2015

Welcome!

Co-Hosted by Aon and CNA

WING

In 2011, Margaret Resce Milkint and David Mendelsohn launched WING to provide a platform for women in the industry to **find support and grow**.

Today, WING provides a unique opportunity for networking among **more than 500** of the insurance industry's **female leaders and enlightened males nationwide**.

Margaret Resce Milkint
Managing Partner
The Jacobson Group

David Mendelsohn
Managing Partner
DLA Piper

William Waas
Chairman and CEO
Illinois Technology Foundation

The Illinois Technology Foundation is a not-for-profit organization dedicated to the **development of the technology talent pipeline** in the State of Illinois.

The foundation is focused on developing and retaining the best IT talent and leadership in Illinois by bringing **real-world career opportunities** to the classroom.

Connecting female technology professionals from around the globe, to discuss, collaborate and celebrate the contributions of women in technology.

Learn more about **Global Tech Women** and the **Voices Global Conference** at:
http://www.globaltechwomen.com/
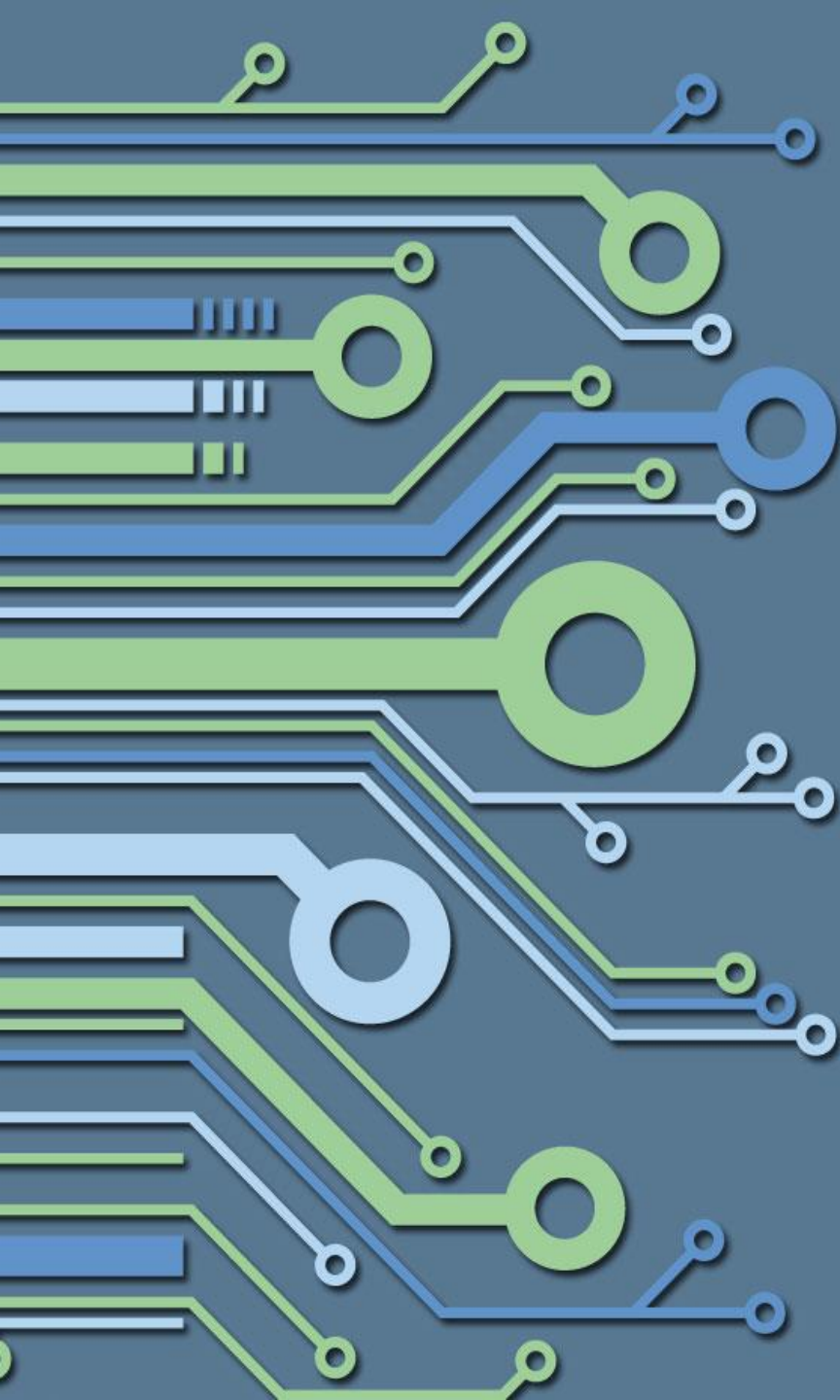
Cracking the Glass Ceiling: Building Female Technology Careers

A panel discussion moderated by Margaret Resce Milkint and David Mendelsohn

"Right now is a great time to be a **woman in tech**, but there's not enough women in tech."

-Marissa Mayer, Yahoo CEO

Moderators: Margaret Resce Milkint
David Mendelsohn

Panelists: Arti Arora
Marisa Cabrera
Cynthia Clarke
Deanne Hettich
Jeff Hughes
Danelle Kent

Margaret Resce Milkint

- Managing Partner, The Jacobson Group

- Handles executive management and actuarial searches globally for the Jacobson's retained search practice.

- Co-founded WING, a platform for networking among the insurance industry's female leaders and enlightened males and is on the steering committee for the Insurance Supper Club (ISC), which provides a network and forum for senior women in the insurance industry on a global basis.

David Mendelsohn

- Chicago Office Managing Partner, DLA Piper

- Provides global regulatory and compliance advice to organizations internationally.

- Represents insurers, reinsurers, brokers, and other clients on a wide-range of transactions.

- Co-founded WING, a platform for networking among the insurance industry's female leaders and enlightened males.

Arti Arora

- Director, Knowledge Sharing, Aon Corporation

- Has extensive experience in product management and governance.

- Successfully managed the development and deployment of several large scale programs ranging from setting up data centers to launching global applications.

- Currently managing the launch of a unified Intranet across all Aon locations.

Marisa Cabrera

- IT Rotational Associate, CNA

- Has worked as a business analyst supporting human resources in both large and small projects.

- Currently works as a project manager supporting large finance projects.

- Holds her bachelor's degree in Accountancy from the University of Illinois. Received her MBA from Purdue University in May 2014.

Cynthia Clarke

- Chief Information Officer, Mesirow Financial

- Graduate of the University of Illinois College of Engineering.

- Has worked in the financial services industry throughout her career to develop technology strategies that include the integration of vended applications and proprietary development.

Deanne Hettich

- Vice President of Operations, Aon Exchange Solutions

- Has held a number of technical, operational, and process management leadership roles in her career in benefits administration.

- Currently works as part of Aon's Active Health Exchange business, leading the operational activities that support scaling and continually improving the growing exchange business.

Jeff Hughes

- Vice President – Information Technology, CNA

- Began his career with the US Naval Reactors Program, designing nuclear power plants for the US Navy's submarine and aircraft carrier fleets.

- Currently leads CNA's Systems Development and Vendor Management.

- Graduated from the University of Michigan with a bachelor's in Nuclear Engineering before attending the University of California for his master's in Nuclear Engineering. Received his Ph.D in Nuclear Reactor Physics from the Massachusetts Institute of Technology.

Danelle Kent

- Business Analyst, SWC Technology Partners

- Has extensive experience in quality assurance analysis.

- Recipient of the Illinois Technology Foundation's *Fifty for the Future* Award.

- Holds her bachelor's degree in English Literature Studies and Pre-Renaissance History from the University of Illinois at Chicago. Currently attending Northwestern University for a master's in Information Systems Management with an anticipated graduation date of June 2015.

Despite making up 56% of the U.S. workforce, women hold just 25% of IT positions.

What are some of the barriers you faced in entering the technology field? What can be done to break down these barriers?

Men outnumber women 4 to 1 or more in the technology sector.

How did you decide to make your career within technology? How were you supported? Did you have an early experience that was particularly meaningful in your technology career?

The insurance industry is more aged and more tenured than the general economy. In addition, it has a public perception as "boring" and "behind-the-times."

How can we build excitement around a career in insurance? Do you see insurance technology as a way to promote the industry? What are the dynamic innovations that IT is focused on today?

According to the LA Times, as many as 50% of women working in STEM will leave over time due to hostile work environments.

Have you experienced a "hostile" work environment? What role can "enlightened males" play in creating a more inclusive workplace? Tell us about a mentor or sponsor and how they touched your career?

With computing jobs expected to double by 2020 to 1.4 million, the industry is expected to face a dire shortage of talent.

How can organizations ramp up their recruitment of young female technology professionals? Millennials in general?

"Now we're in an age where technology is mandatory, and we wanted young girls to have this understanding and know how to build an app."
-Peta Clarke, Technical Lead at Black Girls Code

How can we encourage more young girls to embrace a future in STEM? How can we start growing the next generation of technology talent?

"Don't limit yourself. Many people limit themselves to what they think they can do. You can go as far as your mind lets you. What you believe, you can achieve."

– *Mary Kay Ash, provided by Danelle Kent*

"All of us—**men** and **women**—will never attain our **full potential** so long as half of us are not afforded the **same choices** and **opportunities**."

– Jeff Hughes

"Be in charge of your own **career destiny**. Be **bold** and **vocal** about what you want to do. Seek knowledge and **leverage** your networks to get the experiences you want to have. Taking **risk** and being uncomfortable is a great indicator that you are **developing** and growing."

– Deanne Hettich

"**Pursue experience** relentlessly inside and outside of work. Get out of your **comfort zone** to learn and try new things, then put yourself in the position to lead or be a substantial contributor. Just because it is not on your resume doesn't mean you are not **superbly qualified** for the job."

-Cynthia Clarke

"Whatever the **past** has been,
you have a **spotless future.**"

– *Unknown, provided by Marisa Cabrera*

Pick your own journey, **carve your own path** and always look forward to new adventures. On your way, find good **mentors** and don't forget to pass on your learnings to others.

-Arti Arora

Roundtable Discussion

Having women on tech teams has proven to boost problem-solving and creativity. In fact, ROI is 34% higher for tech companies with more women in management.

How can we encourage more women to pursue a leadership position in technology? How can we break down the barriers to success?

In 2009, just 18% of undergraduate computing degrees in the U.S. were awarded to women, compared to 37% in 1985.

What can we do to rebuild interest in technology as a career for the next generation of female professionals?

What action items or strategies are needed to further engage women in the technology field? Within insurance? Education?

Looking back on your career, is there anything you wish you might have done differently?

What advice or insights would you give your younger self?

Thank you!

A special thank you to Deanna Kosaraju and Global Tech Women. We are honored to be a part of the **2015 Voices Global Conference**.

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Thank you!

Thank you to our co-hosts, Aon and CNA!
Thank you to Joyce Webb and Anjana Dalal
for their support and assistance!

Thank you to Aon for their beautiful space!

Thank you!

Special thanks to our panelists, Arti Arora, Marisa Cabrera, Cynthia Clarke, Deanne Hettich, Jeff Hughes and Danelle Kent.

See you in the fall!

Be sure to join the Women's Insurance Networking Group (WING) on LinkedIn

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