

TITLE SPONSOR



HOFSTRA
UNIVERSITY®



LONG ISLAND
BUSINESSNEWS

EMPOWERING
WOMEN

Hofstra is proud to join the Long Island Business News Empowering Women program in showcasing some of the women who inspire our community to be a magnet for innovation and intellectual curiosity.



DR. SUSAN POSER
Hofstra President



JESSICA EADS
Senior Vice President
for Student Enrollment,
Engagement, and Success



CATHERINE HENNESSY
Senior Vice President for
Financial Affairs and Treasurer



JENNIFER MONE, Esq.
Senior Vice President for Legal
Affairs and General Counsel



TERRY CONIGLIO
Vice President for Marketing
and Communications



DENISE CUNNINGHAM
Vice President for Human
Resources and Chief Human
Resources Officer



DR. JEAN PEDEN CHRISTODOULOU
Senior Advisor and Chief of Staff
to the President/Counsel



CHANDA WASHINGTON
Associate to the President for
Government & Community Affairs



EVA BADOWSKA
Dean, Hofstra College of
Liberal Arts and Sciences



JANET LENAGHAN
Dean, Frank G. Zarb
School of Business



RENEE MCLEOD-SORDJAN
Dean, Donald and Barbara
Zucker School of Medicine

EMPOWERING WOMEN 2023

| | |
|--|----|
| ACKERMAN LAW PLLC..... | 6 |
| ADVANTAGECARE PHYSICIANS OF NEW YORK..... | 6 |
| ALI LAW GROUP..... | 7 |
| BERKMAN BOTTGER NEWMAN & SCHEIN LLP..... | 8 |
| BOND, SCHOENECK & KING, PLLC..... | 8 |
| BURNER PRUDENTI LAW P.C..... | 9 |
| CANON U.S.A., INC..... | 10 |
| CIBS W..... | 10 |
| EAC NETWORK..... | 11 |
| ELIJA (EMPOWERING LONG ISLAND'S JOURNEY THROUGH AUTISM)..... | 12 |
| EMERALD DOCUMENT IMAGING..... | 12 |
| FAMILY SERVICE LEAGUE..... | 13 |
| FCA (FAMILY & CHILDREN'S ASSOCIATION)..... | 14 |
| FORCHELLI DEEGAN TERRANA LLP..... | 14 |
| GIRL SCOUTS OF SUFFOLK COUNTY..... | 15 |
| HOFSTRA UNIVERSITY..... | 16 |
| HUB INTERNATIONAL NORTHEAST..... | 16 |
| MAZARS USA LLP..... | 17 |
| MODERN GEN X WOMAN..... | 18 |
| MORITT HOCK & HAMROFF LLP..... | 18 |
| NEW GROUND..... | 19 |
| NORTHWELL HEALTH..... | 20 |
| POWER OF WOMEN EXCHANGING RESOURCES, INC..... | 20 |
| RISE LIFE SERVICES..... | 21 |
| RIVKIN RADLER..... | 22 |
| SPECTOR COMPANIES..... | 22 |



LONG ISLAND BUSINESSNEWS

INTERIM EDITOR

Ben Jacobs
 bjacobs@bridgetowermedia.com
 585-232-6922

ACCOUNT MANAGERS

Robin Burgio
 rburgio@libn.com
 631-913-4245

ASSOCIATE PUBLISHER, SALES

Jenna Natale
 jnatale@libn.com
 (631)913-4246

Jackie Douglas
 jdouglas@libn.com
 631-913-4259

Barbara Pescuma
 bpescuma@libn.com
 631-913-4249

WRITER

Bernadette Starzee

EMPOWERING WOMEN 2023

A MESSAGE FROM THE ASSOCIATE PUBLISHER

Empowering Women is all about walking the walk.

It's 2023, and women reportedly hold only 25 percent of c-suite positions at America's largest companies. That trend certainly extends across the greater business community, both nationwide and right here on Long Island.

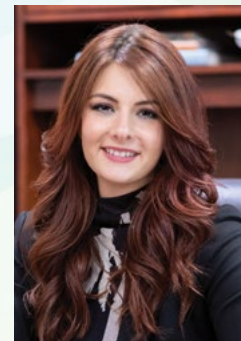
Yet there are local employers that are committed to helping women talent take their rightful place in the workplace. The Long Island-based organizations profiled in this inaugural program have a proven track record of recruiting, hiring and promoting women in their organization; elevating women to c-suite positions; creating innovative programs or mentorship avenues for female employees; providing scholarship assistance; and contributing to advancing women's causes through philanthropic or community endeavors.

All of this culminates in working toward a systemic change to finally achieve equality in our business space.

As you read through this section, our hope is that you may think critically about what it means to create a support system for women in your workplace. What innovative efforts can you incorporate into your business to help female talent flourish? What partnerships can you forge to make an impact? Furthermore, what kind of employers do you want to align with as you embark on your journey to equality in the workplace?

Together, we can walk the walk to empowering women across Long Island.

Jenna Natale is the associate publisher at Long Island Business News.



A MESSAGE FROM OUR TITLE SPONSOR



It is an honor to have Hofstra University recognized by the Long Island Business News as an organization that has shown a commitment to supporting and elevating women on Long Island. As the first woman president of Hofstra University, I am particularly proud of this honor.

There is a lot of research on the benefits of female leadership. For example, a 2022 study in the Harvard Business Review found that job engagement and performance are higher in organizations with women leaders. Yet pay inequities and other barriers still exist, which can stifle the professional growth and advancement of women.

At Hofstra, women are the majority of my senior leadership team, and are well represented among the deans and department chairs. They play key roles in all of the departments, including the Office of the Provost, the Office of Student Enrollment, Engagement and Success, the Office of Budget and Finance, the Office of Development and Alumni Affairs, Public Safety, and Athletics. Overall, 52% of Hofstra employees and 47% of the full-time faculty are women.

One of the most gratifying aspects of being in a leadership position is making a difference in the lives of others by helping them understand their own leadership ability. I strive to do this equally for men and women, but I cannot deny that I take particular gratification in helping women because I identify with their struggles – whether it is a (misguided) lack of confidence, or the all-to-common frustration of working mothers who play so many different roles and subsequently feel that they are not succeeding in any of them. We have all been in situations when we had to put aside work to attend to family or a loved one. A moment that has stayed with me for years was when my daughter was very young and I was a full-time law professor. One weekend, when I came down the stairs dressed in jeans and a T-shirt, she remarked “You look like a real mommy!” That hurt.

When I took my first administrative job in higher education, I told my boss, the university chancellor, that I might have to leave occasionally during the day because of my children. He replied that he trusted me to get my work done. This was so freeing – both to know that I could have some flexibility, and that he trusted me. I have adopted this attitude with my colleagues and I have found that expressing trust and providing flexibility, which come at virtually no cost to me or the institution, creates good-will and loyalty and interferes not at all with long-term productivity if the right person is in place. I take this approach with men as well as women.

Women leaders also tend to have a keen sense of the importance of diversity in leadership. So many of us have been the only woman in the room during “C-suite” meetings and have learned that we often bring a fresh perspective to issues. For many women leaders, this knowledge impacts our understanding of what makes an effective team. After all, important decisions must factor in a prediction about how others will be affected by those decisions, and how they will react. In our increasingly diverse society, consulting with a diverse team increases the likelihood that those predictions will be accurate, and the decisions will be good.

There have been great advances in creating a more equitable and inclusive workforce. While there is still much work to do, I am grateful to have the privilege to contribute to this progress.

Susan Poser is the ninth president, and first woman president, of Hofstra University.



HOFSTRA
UNIVERSITY®

A MESSAGE FROM OUR SUPPORTING SPONSOR

Forchelli Deegan Terrana LLP has made a long-term commitment to substantially invest in our Women's Initiative program. Empowering women, helping them excel and celebrating their achievements improves the overall success of our firm – a firm which ascribes to the philosophy that when one or more of us excel, all ships rise.



One meaningful measure of this success is the easily tracked, most tangible return on that investment – the firm's ability to attract and retain not only highly-skilled female attorneys, but male attorneys as well – and the matters which they in turn bring to the firm have a positive impact on the reputation and overall success of the firm.

Other successes that may not be as easily measured, but are visible and important to all who work here, involve the firm culture, which is one of inclusivity in all aspects. Elevating women has had a positive impact on the day-to-day work environment. All employees communicate cordially and respectfully and their voices are heard. Women improve the firm culture through their unique ideas.

With receptive management and leadership, we are able to capitalize on, and maximize, the leadership potential of our women and positively impact firm culture. As more women are empowered and have the opportunity to hold up a mirror to our organization, we collectively realize that, as we prioritize women, help them to recognize their strengths and give them a platform to voice their priorities, we continue to build a more inclusive workplace. We are committed to continue to support women so that the future of our firm shines even brighter!

Thank You LIBN



We are deeply honored to be recognized as one of *Long Island Business News*' Inaugural Empowering Women honorees. This recognition reaffirms Moritt Hock & Hamroff's steadfast commitment to the growth and advancement of women, cultivating diverse and inclusive communities and fostering social responsibility.

Congratulations To All The Honorees.



STRENGTH IN PARTNERSHIP[®]

Long Island | New York City | Florida
www.moritthock.com

Discover our combined strength in partnership with your business.



Ackerman Law PLLC



Women have always been at the forefront and have always held significant roles at Syosset-based Ackerman Law, an inclusive firm that focuses on real estate law. Of the firm's 10 employees, only two are men. Managing Partner Michael Ackerman is known throughout the industry as a strong supporter of women's causes, and the firm actively supports breast cancer charities and other causes that impact women of all ages, creeds and nationalities.

The firm has a long history of hiring and promoting women to key management positions, even those traditionally helmed by men in this industry. Currently, both the director of business development and the head of the banking/lending division are women who have been with the firm for several years. The managing attorney is proud to have two strong women as the faces of the firm, and he highly encourages

both to be active within various women's organizations throughout Long Island.

Management eagerly encourages all team members to participate in and attend women-led conferences, such as The Power Women Summit held by The Wrap and the Long Island Herald's Women Executive (WE) Summit.

Women at the firm are also highly encouraged to pursue further education and certifications, with numerous employees going on to get their law degrees and become attorneys. Other employees are currently pursuing opportunities such as the Yale School of Management's Executive Education Women's Leadership Program. The managing attorney is very accommodating and flexible with employees' school/certification schedule and puts their career development over his own business needs. He has many times given employees several weeks or months off to study for the bar exam, for instance. Management is also supportive of family dynamics, accommodating alternative schedules for employees as needed.

Ackerman Law works closely with the Business Department at Syosset High School, serving on a committee (through the Syosset-Woodbury Chamber of Commerce) that recently awarded \$1,000 college scholarships to two young women who are pursuing careers in business. The firm also works closely with Syosset High School for its internship program, which provides opportunities for young women to learn the real estate business. Interns are included in meetings with local businesswomen to gain real world experience in the boardroom, and they accompany Ackerman professionals to female-focused industry events, such as the recent Long Island Board of Realtors Women's Council of Realtors brunch. Interns are taught the business and included in day-to-day operations.

The firm recently opened an additional office in Bohemia, and as it expands, it expects to add more women to its team. The firm is also committed to participating in more women's events, fundraisers and charitable causes. Additionally, the firm will continue its mentorship and support of young women looking to enter the business world.

AdvantageCare Physicians of New York

AdvantageCare
PHYSICIANS



AdvantageCare Physicians of New York, part of the EmblemHealth family of companies, is one of the largest primary and specialty care practices in the New York area. ACPNY recognizes that women are a driving force in healthcare management and decision-making for themselves and their families. The company is committed to promoting and elevating its female employees through various dedicated professional learning and continued development opportunities.

ACPNY has a dedicated multicultural team committed to creating a workplace that welcomes and celebrates diversity in all forms. The company supports the professional development needs of women and historically marginalized groups through employee resource groups, including The Bold Collective, which focuses on women. These groups aim to provide personal and/or career development and create a safe space for employees to express their thoughts and feel comfortable sharing their experiences. Each group is an employee-led group backed by a senior leader who shares a connection to the group's mission, and it offers mentorship and professional development opportunities to all members. Options include annual small group mentoring programs, coffee chats with senior leaders, volunteer opportunities, guest speakers, interactive workshops and programming celebrating cultural recognition events and milestones.

The Bold Collective, which is dedicated to uplifting women and their allies in the workplace, offers a small group mentoring program that allows women at ACPNY to connect with a female leader in a more intimate environment. Opportunities like this directly empower the next generation of female leaders by providing them with opportunities to learn and network with others, including executives.

Women are often the key healthcare decision-makers for their families, and ACPNY is proud to reflect this reality within its workforce. ACPNY's president and chief medical officer is a woman, Dr. Navarra Rodriguez, and half of the leadership team are women, including Chief Operating Officer Anne Dunne and Vice President of Clinical Education Dr. Nicole Thomas-Sealey. Each leader has been with the organization 10 or more years and is an example of ACPNY's commitment to empowering women and mirroring its diverse patient population. Additionally, women make up more than 70 percent of physician leaders at ACPNY.

The practice also encourages growth and development through continuing education opportunities. ACPNY offers continuing medical education programming accredited by the Medical Society of the State of New York, which offers high-quality, accredited, live and self-paced educational opportunities. ACPNY also offers its clinical leaders virtual and in-person professional development seminars that focus on self-awareness and emotional intelligence, team building and conflict management, and strategic thinking and communication. Heavily collaborative innovative experiences allow team members to come together to discuss their own lives, talk about research and learn from one another. Topics include social determinants of health, cultural competence in healthcare and exploring unconscious biases.

Ali Law Group

AliLawGroup^{PC}
Labor & Employment Counselors

Based in Huntington, Ali Law Group strives to make the law understandable while giving its clients the tools to keep their businesses moving forward. The firm offers remote and flexible work opportunities for its attorneys and staff members – all of whom are women.

Sima Ali, Esq., the founder and principal attorney of Ali Law Group, has practiced law for more than two decades. During those years, she juggled her professional duties along with responsibilities as the mother of three children. By the time her youngest child approached kindergarten, she had employed 20 different au pairs, nannies and babysitters, and knew something had to change. She needed flexibility, but also wanted to be exceptional at her job. As a result, she chose to start a remote-based labor and employment law practice. By structuring the company this way, attorneys and staff, the majority of whom happen to be working mothers, can continue to grow professionally through flexible work schedules.

Ali Law Group supports many groups that empower women, including sponsoring the Collaborate with Edge Leadership Conference, which focuses on advancing women, leadership parity and gender equity in the workplace, and PinkAid, which helps underserved breast cancer patients survive treatment with support and dignity. Additionally, the firm has offered college

internships, which have provided opportunities for young women of color to gain work experience.

Active in the professional community, the firm's founder is an active member of the Suffolk County Bar Association, as well as a member and former chair of its labor and employment committee and an officer of its academy. She is also a member of the Suffolk County Women's Bar Association and the Women's Bar Association of the State of New York. She encourages the firm's attorneys to develop and lead educational webinars and author legal content, which promotes their skills and knowledge to clients and the local community.

“BY STRUCTURING THE COMPANY THIS WAY, ATTORNEYS AND STAFF, THE MAJORITY OF WHOM HAPPEN TO BE WORKING MOTHERS, CAN CONTINUE TO GROW PROFESSIONALLY THROUGH FLEXIBLE WORK SCHEDULES.”

Ali Law Group is proud that its entire company is comprised of women, and that the majority of the consultants and vendors it works with are women. Looking ahead, the company will continue its unwavering commitment to hiring women and providing them with flexible and remote work options so they can continue to thrive and excel in the legal field. The company also plans to continue supporting organizations that empower and develop women.



**WOMEN
OWNED
BUSINESS**



At Burner Prudenti Law, we are proud to be recognized for helping to raise the bar for women everywhere.



**BURNER PRUDENTI
LAW P.C.**

LONG ISLAND
631-941-3434

MANHATTAN
212-867-3520

BURNERLAW.COM

Berkman Bottger Newman & Schein LLP



Berkman Bottger Newman & Schein has been a woman-led law firm for nearly two decades. The firm, which concentrates in matrimonial and family law, proudly boasts that nine of its 15 partners are women, and 15 of its 24 attorneys are women.

The firm is led by Managing Partner Jacqueline Newman, who has been featured on Super Lawyers' New York Metro Top 50 Women Attorneys list every year since 2013. She is also currently listed by Super Lawyers as one of the Top 100 Attorneys in New York.

Berkman Bottger Newman & Schein is proud to be one of the most women-centric

family law firms in New York State, with a proven track record of nurturing the careers of women and promoting them to roles of leadership and authority. Firm leaders strongly believe in elevating women to leadership positions. Five of the six associate attorneys at Berkman Bottger Newman & Schein are women, and they enjoy strong mentoring relationships with Newman and the other female partners.

The attorneys at Berkman Bottger Newman & Schein are active in professional organizations that empower women. Partner Allyson Burger is the sitting president of the Nassau County Women's Bar Association. In this role, she organizes monthly events and programs that are specifically designed to promote the status of women in society and the legal profession. Many of the firm's associates and partners are active in women's bar associations. In addition, Berkman Bottger Newman & Schein attorneys have clerked for some of the most esteemed female judges in New York State.

Among the firm's charitable activities, Partner Jessica L. Toelstedt spearheads an annual Adopt-A-Family initiative.

With locations in Garden City, Manhattan, White Plains, N.Y. and Hackensack, N.J., Berkman Bottger Newman & Schein is one of the largest matrimonial firms in the New York area. The firm offers the options of litigation, collaboration and mediation to clients throughout the greater New York area. The attorneys at Berkman Bottger Newman & Schein take the time to listen to each of their clients and to understand fully the circumstances of their case. From the very first consultation, they work carefully to understand a client's goals, and then collaborate with the client to design a strategy and a game plan to carry out those goals. They often consult with an outside team of professionals such as financial advisors, accountants, trust and estate attorneys, forensic accountants and others to allow clients to move through the divorce process efficiently and effectively.

Looking ahead to the future, the firm plans to continue its tradition of proudly turning out women who are leaders in the region's matrimonial and family law community.

Bond, Schoeneck & King, PLLC



Bond, Schoeneck & King is a nationally ranked, full-service law firm of 285 attorneys in 15 offices, including Garden City and Melville. Bond is committed to supporting the advancement of women within the firm and the profession.

In recognition of the importance of the recruitment, promotion and retention of women attorneys to the firm and its clients, in 2008, Bond formed the Women's Initiative. Over its 15-year history, the Women's Initiative has fostered and encouraged the development of the firm's women attorneys through a variety of programming. The initiative has been a driving force in preparing attorneys for leadership roles within the firm, and it has focused on the business development and networking opportunities for Bond's women attorneys and other women professionals in their communities.

Through the initiative, all junior attorneys are paired with a mentor to assist in the transition to and development of practice at Bond. The initiative provides various coaching opportunities for women members as they grow their practice. Bond not only provides opportunities for networking within the firm, but also supports women in bar association service, board service and other leadership opportunities. The Torchbearer Spotlight is an ongoing series of interviews highlighting the careers and successes of the women attorneys of Bond in all stages of their careers. Since 2021, seven women attorneys have been featured in the series.

The Women's Initiative also provides opportunities for retreats in a variety of virtual and in-person settings. In 2022, women attorneys were invited to

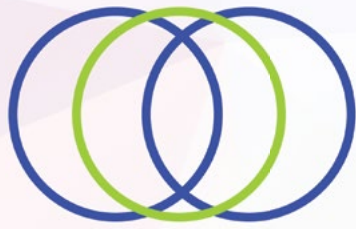
a two-day retreat at the Mohonk Mountain House in New Paltz. There are programs to educate women on the business and practice of law. The current leadership series focuses on firm committees and management roles, providing insights into moving into leadership as well as the operations of the various committees of the firm. The initiative also features a book group, a financial wellness workshop and virtual and in-person happy hours.

"BOND IS COMMITTED TO SUPPORTING THE ADVANCEMENT OF WOMEN WITHIN THE FIRM AND THE PROFESSION."

Bond's commitment to hiring and promoting women continues to bring a profound and concrete benefit to the firm. Of 161 members (partners), 51 (32 percent) are women and 12 identify as being part of a group that is historically underrepresented in the legal profession. Two women serve on the firm's elected seven-member management committee and two women serve on the elected seven-member compensation committee. Fifteen women serve as practice chairs, co-chairs, deputy chairs and deputy co-chairs of the various practice groups. In total, Bond employs 282 attorneys, 107 (38 percent) of whom are women. In addition, all seven office managers are women.

In 2022, an entirely female class of six attorneys were elevated to firm membership (partnership), while in 2023, eight of the 12 attorneys elevated to membership were women.

Burner Prudenti Law P.C.



BURNER PRUDENTI LAW

As a women-owned full-service law firm specializing in elder law, estate planning, trusts and estates, and real estate for more than 28 years, Burner Prudenti Law, P.C. strives to encourage each of its employees to be their personal best, both professionally and personally.

While unplanned, the majority of employees at Burner Prudenti Law (formerly Burner Law Group) since its 1995 inception have primarily been women. Founding Partner Nancy Burner began her law firm in a basement office with a handful of qualified female professionals, two of whom are still with the firm today. The firm is proud to currently employ more than 35 women, many of whom have grown up with the firm.

Professional development and mentoring have been essential to the

success of the firm and its employees. Whether they were recruited from college, law school or during a career change, the firm prides itself on the training, professional development and leadership skills instilled in each employee. For example, attorney Brittni Sullivan was recruited as a law student intern in 2013 and, a decade later, is a prominent estate planning and Medicaid attorney at the firm. In addition, programs in legal education and leadership for all staff are offered and taken each year with all expenses paid. Staff retreats two times per year have also been a crucial component of the firm's culture.

In 2014 and most recently in 2023, the firm added two female partners, Britt Burner and Hon. A. Gail Prudenti. Britt Burner currently serves as the chair elect of the elder law and special needs planning section of the New York State Bar Association, advocating tirelessly for the aging and special needs populations. Prior to that, she was an assistant district attorney in Kings County, prosecuting sexual offenders. Prudenti formerly served as chief administrative judge of the Courts of New York State and, prior to that, as the presiding justice of the Appellate Division for the Second Judicial Department in New York State, the first female to hold that post.

The firm promotes a culture of inclusiveness and diversity. In 2016, a 12-week full-pay maternity and paternity leave was implemented for those employees having children.

Looking ahead, the firm hopes to continue staff fundraisers to support local community organizations, many of which impact women or low-income residents. The firm has supported The Retreat, which provides safety, shelter and support to victims of domestic violence. And the Burner Law Group Annual Scholarship is awarded annually to a student entering the Hofstra University School of Law, who demonstrates outstanding academic achievement and/or financial need, with a preference for a student who is returning to school after a few years of working or meeting family needs.



FSL provides care for thousands of Long Island children and adults. It delivers tangible help across a spectrum of service areas including mental health counseling, addiction prevention & treatment, housing, trauma counseling, early education, and family & senior support services. In all, FSL offers 60+ programs at 20 locations.

To learn about the work we do and ways you can make a difference visit

www.FSL-LI.org

631-427-3700

FSL's DASH 24-hour Crisis Care
Hotline 631-952-3333



Join us for an evening of gourmet food & spirits to help raise funds for Long Island families in need!

Great Chefs of Long Island

Monday, November 13, 2023 from 5:30pm - 9:00pm

Crest Hollow Country Club, Woodbury, New York

This culinary tasting event features over 40 of Long Islands best...

317 Main Street, All Star Specialties - Long Island Creamery, AriZona Beverages, Athletic Brewing Company, Backyard Barbeque, Barry's Baked Goods, Bella Dolce, Bella Vie, Boening Brothers, Café Red, Chef Chris LaVecchia, Chef Tom Schaudel and A Mano, Chiddy's Cheesesteaks, City Cellar American Modern, Fogo de Chão, Food Nation Generation, Grasso's, Harbor Mist, Huntington Hospital Nutritional Services, Lessing's, Limani, Paprika, Po' Boy Brewery, Roast, Ruta Oaxaca, Saaz Indian, Seasons 52, Small Batch, The Sexy Salad, The State Room, The Trattoria, The View Grill, Vico, Vindagra USA, Zest, and many more!

RSVP today! Tickets (\$200 each) Ticket packages and sponsorship opportunities available. Find out how your restaurant can participate.

Scan code to learn more, reserve your tickets, and view our list of generous sponsors.

631-470-6775 • erin.mcfadden@fsl-li.org • www.FSL-LI.org



FSL is a NYS nonprofit 501(c)(3) organization.

Canon U.S.A., Inc.



Canon U.S.A. is a leading provider of consumer, business-to-business and industrial digital imaging solutions in the U.S., Latin American and Caribbean markets.

Based in Melville, Canon U.S.A. is proud of its unwavering commitment to developing and elevating strong women leaders to contribute to the company's success. This commitment is best evidenced by the Women in Leadership Levels (WiLL) business resource group, which was established 10 years ago to ensure that Canon U.S.A. benefitted from the wisdom, voice and talent of women in senior leadership. There are four main aspects to WiLL: networking and events, mentoring and sponsorship, community outreach and professional development.

The mentoring program within WiLL not only provides for the mentoring of women and the strengthening of participants' professional skills, it also educates Canon's senior leaders on the value of sponsoring women to advance within Canon. Since the mentoring program began in 2016, 440 mentees have benefitted from this rewarding experience. Among the main focuses of the mentoring program are corporate culture, strategic direction, gaining executive visibility, relationship building, personal development and

enhancing participants' skill sets. Interestingly, more than half of the mentors in the program have been men.

As Canon began switching to hybrid work schedules for many employees following the pandemic, the mentoring program successfully adapted to this change by offering a combination of virtual and in-person events. In addition to in-person meetings between mentor and mentee, annual events such as an ice-cream social, speed mentoring sessions, a cookies/dessert exchange, a "Jeopardy" networking event and "huddle" groups of seven to eight mentees, enhance the program and provide even more ways for mentees to grow. While the mentorship program lasts for a year, many mentors and mentees voluntarily choose to keep their relationship going even after the formal program ends.

The WiLL professional development committee offers learning and development opportunities for women with leadership engagement sessions that concentrate on critical leadership abilities that matter. The professional development committee also partners with the mentoring committee to offer mentees learning opportunities through Canon's Aspire2LEAD program, which was established in 2020. Aspire2LEAD was designed to motivate WiLL mentees to grow their talents as leaders.

The successful WiLL program has been expanded to subsidiary companies of Canon U.S.A. across the country.

Canon's continued efforts to support women led to the establishment of the Parents and Caregivers Together (PACT), a brand-new group that is being established to meet a critical need of working parents and caregivers by providing resources, events and a community to help employees balance work and home life and connect parents and caregivers to support each other in the challenges that come with caregiving commitments.

CIBS W



CIBS W is a women's networking group started through CIBS (Commercial Industrial Brokers Society) of Long Island, a networking and trade organization that has been around for about 35 years and has approximately 350 members, all focused on doing business on Long Island in the commercial real estate industry.

The CIBS W committee was launched more than two years ago to elevate, mentor and empower women who work in the commercial real estate industry and to provide them with opportunities to network, foster new business relationships and strengthen existing relationships. Members consist of brokers, architects, engineers, landlords, attorneys, bankers, designers and others involved in the industry.

CIBS W has provided many opportunities for women through educational and experiential networking events. These have included golf lessons, group golf games throughout the summer and the first annual CIBS W Golf Outing. The golf events provide opportunities for women to network on the golf course with each other, as well as other colleagues and clients. CIBS W has also offered business coaching events to help women who work in commercial real estate grow in their business. From cocktail parties to horseback riding, the group has enjoyed some excellent networking events to generate new and further existing relationships.

The CIBS W organization continues to grow; currently, there are 85 women involved in it. The CIBS W committee has also expanded from two to eight very active members, who include Chairperson Melissa Naeder of Cushman & Wakefield; Amanda Gorozdi of Canon U.S.A.; Patricia Kielawa of Hanover Bank, who serves as golf chair; Jacquelyn Ennis Wind of Officeworkx; Rachel Butiu of Mason Asset Management; Kylie Springs of Farrell Fritz; and Andrea Tsoukalas Curto and Julia Lee of Forchelli Deegan Terrana. The newly formed CIBS W Golf Outing Committee includes Kathy Pasquale of JRS Architect, Laura McKenna of Bank Of America, Elene Bara of Henricksen and Michelle Dellorto of Suffolk Federal Credit Union.

"PARTICIPATING IN CIBS W HAS HELPED WOMEN FEEL MORE COMFORTABLE AND CONFIDENT IN A TRADITIONALLY MALE-DOMINATED INDUSTRY."

Participating in CIBS W has helped women feel more comfortable and confident in a traditionally male-dominated industry. CIBS along with the commercial real estate industry have been extremely supportive of the formation of CIBS W, from sponsoring events to being there to help out in various ways. Goals for CIBS W include continuing its rapid growth by hosting great events for CIBS members, and to potentially start a podcast, a consulting group and an executive women's golf league.

CIBS W is also passionate about giving back to women in need on Long Island. The group has supported local charities such as Safe Center LI, Dress for Success and Pink Cans for Charity.

EAC Network



EAC Network's commitment to elevating women is displayed across the organization. The president and CEO, Neela Mukherjee Lockel, and the chief operating officer, Tania Peterson Chandler, are women, as are all of EAC Network's division directors. Of the 277 women employed by EAC Network, 67 are in managerial positions, and seven of the eight newest board members are women.

The nonprofit organization, which is based in Garden City, has served the community for more than 50 years. EAC Network has built a powerful legacy as a leading human services organization that improves the quality of life of many people in the community. The organization is continually evolving to ensure its sustainability and ability to deliver solutions that meet the changing and growing needs of the community's most underserved populations. EAC Network provides more than 100 vital programs to improve quality of life for vulnerable populations,

from infants and at-risk youth in foster care to seniors and the incapacitated.

Among its workforce, EAC Network encourages mentorship between managers and employees, as well as between senior leadership and all staff members. EAC Network believes it's not enough to merely have an "open door policy," but that it is necessary to create channels for communication and community among the staff. The nonprofit launched its equity, belonging and justice committee in 2022 to ensure proactive measures are being implemented to address any past inequities and injustices, encourage real-time identification of current/ongoing concerns, and cultivate growth for all (regardless of role in the organization) by investing in trainings that confront areas that have been identified for improvement while also ensuring staff feel safe and confident in their ability to mindfully lead or facilitate accurate, appropriate and sensitive discussions. Going further, EAC Network is actively looking to hire a consultant over a two-year period to help the committee assess and strategically implement a diversity, equity and inclusion plan.

"OF THE 277 WOMEN EMPLOYED BY EAC NETWORK, 67 ARE IN MANAGERIAL POSITIONS, AND SEVEN OF THE EIGHT NEWEST BOARD MEMBERS ARE WOMEN."

EAC Network will continue to push for a just and equitable playing field, not only internally, but on its board of directors, and most importantly, in the New York City and Long Island communities it serves. These goals are tracked using staff demographics, program participation and completion data, and local and regional statistics that represent the communities in which EAC Network serves.

**BUSINESSNEWS 2023
EMPOWERING
WOMEN
HONOREE**
SPECTOR Companies

**SPECTOR
COMPANIES**

**WE ARE PROUD TO BE A LIBN 2023
EMPOWERING WOMEN HONOREE AND
ARE DEDICATED TO FOSTERING AN
INCLUSIVE AND DIVERSE WORKPLACE
FOR WOMEN, WHERE THEY CAN
THRIVE, CONTRIBUTE, AND SHAPE THE
FUTURE OF ARCHITECTURE.**



**EAC Network is honored
to be recognized by
Long Island Business News
as a 2023 nonprofit
committed to uplifting and
empowering women.**

*Our strong women leaders inspire impactful
change in New York communities, everyday!*



**EAC Network Headquarters
99 Quentin Roosevelt Blvd., Ste. 200
Garden City, NY 11530
(516) 539-0150
www.eac-network.org**

ELIJA (Empowering Long Island's Journey through Autism)



ELIJA (Empowering Long Island's Journey through Autism) is a Levittown-based nonprofit organization founded and led by women. Debora Thivierge, the CEO and founder, is committed to providing opportunities for women from diverse backgrounds, who possess inner drive and initiative to work to advance ELIJA's mission of providing services to people living with autism throughout their lives, as well as their families.

Most other leadership positions are currently held by women, including the chief financial officer, accounting supervisor, human resources supervisor, executive director of the ELIJA School, clinical director of the ELIJA School, director of the ELIJA Farm, culinary arts director, outreach services director and development director. This speaks to ELIJA's strong commitment to the advancement of women.

As a women-run organization, ELIJA attracts women staff members largely due to

its incredible mentorship opportunities. All of the women leaders at ELIJA understand that their position provides an opportunity to mentor other women. ELIJA offers its staff opportunities to become licensed professionals, teachers, administrators, finance and accounting experts, culinary artists as well as farmers and herbalists. The nonprofit also offers work opportunities across multiple disciplines.

Probably most importantly, ELIJA strives to promote from within the organization, which ensures there are advancement opportunities. As an example, the two women clinical directors of the ELIJA School started as educators and rose to their current positions.

Additionally, ELIJA's board of directors is made up of all women, who are experts in their chosen fields of special education, law and special needs service organization. The board president is the owner and director of her own company, and three additional board directors are executives and CEOs of their own businesses.

ELIJA was founded on the principle that all children or adults with autism deserve a chance to maximize their potential, and their families deserve the organization's commitment, expertise and support. The organization champions hope, one child at a time, and strives to make a difference in the lives of people with autism and their families.

ELIJA serves parents, educators, professionals and caregivers of children with autism spectrum disorders. Since 2002, the organization has provided the community with educational opportunities that focus on improving the quality of programs and services available to children with autism. In 2006, The ELIJA School opened its doors to extend the mission of the organization. ELIJA's focus is to empower families and improve the competency levels of professionals, by providing training on the most advanced treatment and educational strategies that maximize the potential of those affected by autism. ELIJA hosts workshops that give the community access to local and nationally recognized autism professionals who present on various topics, with the goal of improving the lives of people with autism and their families.

Emerald Document Imaging



Emerald Document Imaging is an office technology company based in Farmingdale, which provides copiers, printers and software solutions, among other products and services.

The company has created a corporate culture that empowers and encourages women to thrive in their careers. Emerald has an equal opportunity office and backs its employees with the necessary tools to prosper. The technology industry has traditionally been dominated by men. At Emerald, women make up 50 percent of employees, and the talented team of men and women each play an integral role at the company.

The company is committed to hiring women and promoting from within. Emerald utilizes a summer internship program to seek out capable and talented youth who are looking to make a difference on Long Island. The program encourages women in college to join the team part-time and learn professional skills that will help them land full-time jobs once they graduate.

Traditionally, sales representatives in the technology sales field have been men, which can still be a common misconception when customers are looking to purchase new technology equipment. Emerald is committed to providing women with the confidence and skills necessary to rise to leadership roles and change the perception of copier and printer sales.

Emerald provides training and professional development for women so they can grow in the field and rise to leadership. As a firm that does not believe in micromanagement, Emerald would rather provide the tools and investment necessary for its employees to grow and to organically desire more. The company represents both Ricoh and Canon brands, where Emerald sends its employees to training schools, seminars and conferences to keep up with technology advancements and standards.

Emerald has a quarterly awards dinner program that recognizes outstanding achievements and rewards those employees who go above and beyond. Emerald also designates women from the company to serve as panel speakers at industry conferences. Emerald also was proud to celebrate the recognition of one of its women sales associates, Meg Ryan, as a recipient of an LIBN 30 Under 30 Award.

The company has also supported women-focused causes, including Breast Cancer Awareness Month activities and supporting suicide prevention services for women suffering with post-partum depression.

Emerald's growth initiatives and plans include hiring more talented women and bringing them aboard its sales team.

Family Service League



Founded in 1926, Family Service League began as a small group of volunteers helping their neighbors in need. Over the years, FSL has built a broad spectrum of 60-plus programs in locations across Long Island. Each is uniquely designed to support women and their families. FSL is committed to addressing the social, economic and emotional challenges women and girls face by providing preventive, therapeutic, advocacy, educational and crisis care services.

In addition, FSL operates the largest network of shelters in Suffolk County. It houses 600 people every night, and the vast majority are women with children. The FSL team provides safe shelter, food, clothing, counseling, childcare and an array of support services for those who are struggling with the trauma of homelessness.

By design, FSL programs are structured to help those in the community who are often marginalized. The wide range of services help ensure that anyone residing in Suffolk County has the opportunity to receive the help they need to excel and choose the right path for their individual lifestyle no matter their situation. Programs and resources offer professional guidance, counseling and tangible resources, including food, shelter and educational services, to support those in need and who may be most at risk.

FSL values diversity and is committed to a policy of equal employment opportunity for all applicants and employees. The human resources team actively recruits qualified applicants who will represent and reflect the unique diversities of the communities served by FSL. The culture of the agency encourages staff development and professional growth. FSL provides equal employment opportunity in all employment-related matters, including hiring, training, promotion, compensation, benefits, transfers and other personnel actions without regard to race, color, creed, sex, pregnancy (or pregnancy-related impairments), age, sexual orientation or any other protected classification.

FSL has a long history of both hiring and promoting women to leadership positions within the organization. Currently 54 percent of the executive team and 41 percent of the board of directors are women. FSL's president and CEO is a woman, Karen Boorshtein, who manages a staff of 700 with an annual operating budget of \$58 million. Each day, the team provides counseling and care for thousands of women.

FSL's staff development services include accredited education for all social workers, and the agency accepts qualified applicants into internships in its program.

FSL is currently engaged in hiring for a senior human resources role to oversee diversity, equity, inclusion and accessibility in all aspects of the agency's work. The director of diversity, equity and inclusion will further develop and implement the agency's diversity, equity and inclusion plan and initiatives, as well as consulting on strategies to attract, hire and maintain a diverse workplace.

You've
Earned it.
now *Promote* it!

EnVeritas Group: creative licensing solutions for professionals that earn accolades they deserve.

LONG ISLAND BUSINESS NEWS



Take the first step today toward building equity in your brand, promoting your excellence and offering your audience more reasons to trust you. Contact EVG, and a member of EVG's content licensing team will be happy to answer your questions and get you started.



ENVERITASGROUP
enveritasgroup.com



Enveritas is the exclusive reprints and logo licensing partner for Long Island Business News

FCA (Family & Children's Association)



FCA has a 140-year history of elevating women. Originally founded as an orphanage by a group of women that included Luisa Lee Schuyler, a great granddaughter of Alexander Hamilton, FCA has never wavered in its mission to provide assistance to people in need, particularly to women and children from underserved communities.

FCA has seven divisions, six of which are led by female assistant vice presidents, two of whom are women of color. These divisions, which provide a wide range of services to Long Islanders of all ages, include harm reduction and recovery; children's mental health and wellness; clinical services; family support; residential; and senior and adult services. The seventh division, prevention and community engagement, is led by a Black man. Many programs within these divisions are predominantly staffed

by women with lived experience in the communities they serve.

As a human services organization supporting Long Island's most vulnerable residents and increasingly diverse population, FCA cannot fulfill its mission without fully embracing diversity, equity and inclusion in equal measures within its workforce and the community. The varied experiences, insights and perspectives of the entire FCA community, from its leadership to the youth and seniors it serves daily, inform what FCA does. This diversity of ideas, understanding and acceptance is key to meeting the needs of FCA consumers through relevant programs and finding solutions to Long Island's complex problems.

In terms of promoting women in the organization, of the seven assistant vice presidents, six are women. Of these six, three have been promoted from within. Donna Teichner, who retired from her position as AVP of family support last year, had moved up from supervisor and then director. In retirement, she still provides per diem services to FCA. Teichner has long mentored Erica Schifano, the new AVP. Schifano launched her career at FCA as a student intern. Senior & Adult Services AVP Lisa Stern has been mentoring one of her case managers, who is now ready to assume a directorship within FCA's rapidly expanding senior division.

Chief Operating Officer Lisa Burch plays an outsized role in supporting and mentoring throughout the organization. Burch in turn has been supported by FCA with successful award nominations including Nassau County 2021 Women of Distinction (Blank Slate Media), 2019 Premier Businesswomen (Long Island Herald) and Power Women 2017 (Long Island Press).

In 2022 FCA launched its Women in Philanthropy Breakfast to showcase women who dedicate their time and expertise to support nonprofits and their missions. In 2023 FCA added a Women's Market to the program. The Women's Market offers local female entrepreneurs the opportunity to showcase their business in front of a new audience free of charge. Funds raised at the annual event benefit FCA's programs.

Forchelli Deegan Terrana LLP



Uniondale-based law firm Forchelli Deegan Terrana LLP has a proven track record of recruiting, hiring and promoting women. Of the firm's 150 employees, 92 are women, and of 70 attorneys, 22 are women. And of the 22 women attorneys, 18 are partners. Many of these women started out as interns, law clerks or associates and worked their way up to partner status. FDT's deputy managing partner, administrator, director of office management, director of operations and director of marketing are women, and many women serve as chairs or co-chairs of practice groups or departments.

FDT also has an established Women's Initiative, a program that provides the tools to assist women attorneys in achieving their goals, such as becoming a member of a board, assistance with networking or promoting themselves. The all-female committee is comprised of four partners and the firm's marketing team. The Women's Initiative is committed to furthering equality, helping women attorneys achieve their goals, providing learning agendas tailored to women's issues, strengthening relationships across practice groups and celebrating successes. Examples of educational session topics include "Marketing, Including Firm and Self-Promotion," "Balancing Work and Family Life in the Legal Profession," "The Path to Partnership" and "Communication Skills."

The Women's Initiative also offers mixers, which provide women attorneys with the opportunity to network, have open, honest conversations about topics of importance to them, learn about their colleagues on a personal level and welcome new attorneys to the firm and the group. The Women's Initiative is a sponsor of the Ivy Network's annual women-focused Collaborate with Edge Leadership Conference.

The firm's family-friendly policies include a bonding leave policy that gives women the ability to nurture their newborns and a lactation room for breast-feeding mothers.

FDT encourages women to elevate their careers and provides them with tools and support through marketing and networking events. For example, FDT's female professionals are members of women-led organizations, sit on boards, attend meet-and-greet events, author articles and are featured in publications' women-centric special sections, among other activities.

Mentorship is an important focus at FDT, whose women partners take pride in mentoring younger women attorneys. A group of partners, including one of the female partners, hosts training sessions available to all summer interns, law clerks and associate attorneys. These sessions cover topics such as soft skills, hard skills and client relations.

FDT understands that, to continue to be a leading law firm, it must continue to be a leader in the advancement of women, and the firm's future plans call for a continued focus on recruitment, retention and promotion of women.

Girl Scouts of Suffolk County



Girl Scouts of Suffolk County builds girls of courage, confidence and character who make the world a better place. Backed by trusted adult volunteers, mentors and millions of alums, Girl Scouts lead the way as they find their voices and make changes that affect the issues most important to them. Servicing girls from K-12, GSSC is one of the largest youth-serving agencies on Long Island, serving more than 12,000 members from all walks of life. A portion of its funding provides financial assistance such as scholarships for girls facing economic challenges or other socioeconomic barriers to participation. Girl Scout volunteers are a diverse, dedicated and energetic group of women from many different backgrounds and walks of life to help in role-modeling for Girl Scouts. GSSC helps to level the playing field for girls as they explore their strengths, learn life skills and engage in career-focused programming. Girl Scouts also improve their communities through community service, and GSSC creates strategic partnerships through which women from local businesses and corporations are able to be

guest speakers, volunteers or mentors, showing girls that there are infinite opportunities that exist for them to explore.

GSSC's board of directors and staff, including director-level staff, include diverse women of varying backgrounds and skill sets. It is important to GSSC to involve individuals who are passionate about its mission, and the council works with these individuals to explore their interests and talents to find the most effective way for them to become engaged. Of over 3,100 current volunteers, 98 percent are women, and more than half of them were Girl Scouts themselves.

The president and CEO of GSSC and all nine of its directors are women, while the board of directors is more than 80 percent women. The council has a 55-plus-year history of elevating women while providing unique opportunities for girls to become their best selves, make friends, have adventures, learn life skills and interact with women as role models.

In March 2023, GSSC hosted an enormously successful Making an Impact Breakfast, which included a globally recognized keynote speaker, Dr. Sandra Lindsay, and four other high-profile women. This event was designed to provide an opportunity not only to network, but to discuss as a community how to work together to elevate girls during these challenging times. The event was sold out with 300-plus attendees.

Goals for the future include recruiting and serving more youth from underserved and at-risk communities to join a sisterhood that, nationally, spans 112 years of proven impact and to engage with a strong, diverse alumni network of advocates.



Empower the Next Generation of Leaders

Since 1968, we have been committed to building girls of courage, confidence, and character who make the world a better place.

Supported by adult volunteers and mentors right here in our community, as well as millions of alums around the globe, Girl Scouts lead the way as they discover who they are while learning skills that help them affect change.



Join Today!
www.gssc.us/join



Questions? Contact customercare@gssc.us
or call (631) 543-6622

Hofstra University



HOFSTRA UNIVERSITY®

Hofstra University is a private Hempstead-based institution focused on providing a quality education in an environment that encourages, nurtures and supports learning through the free and open exchange of ideas, for the betterment of humankind. Hofstra promotes an institutional culture that empowers women to have a voice in the decision-making of the university.

Led by Dr. Susan Poser, who in 2021 was named the first woman to serve as president of the university, Hofstra's executive leadership team consists of seven women and five men, with women leading divisions for finance, human resources, marketing and communications, legal, student engagement and success, and government and community affairs, as well as senior advisor. The university's overall employee population is 52 percent female, with the full-time administrative employee

population at 64 percent. Within the provost's office, which shapes the academic standards for the university, four of the six senior leadership roles are held by women.

As an institution of higher learning, Hofstra supports professional development opportunities as well as provides tuition remission to eligible employees to pursue a degree allowing them to elevate their careers. The university is implementing employee resource groups to create support for and build community and connection across all work disciplines.

For decades, women have held executive leadership roles at Hofstra. The university's board of trustees currently has seven women, and one of the two vice chair roles is held by a woman. In the last three months, the university has appointed women to fill two of the four senior academic leadership team vacancies. Since taking the helm as president, Poser has implemented processes and procedures to ensure more equitable hiring across all ranks of the university.

Hofstra offers a competitive employee benefits package that includes work-life balance services to assist with caring for a family, both children and aging parents. The university continues to examine policies to create a more equitable and inclusive workspace that supports families of all backgrounds.

The university is also implementing employee resource groups to create support for and build community and connection across all work disciplines. This will help address any unseen issues that might prevent an employee from being successful in the workplace.

The mission of Hofstra is to educate the next generation of leaders. Through this effort, the university provides academic programs that give young women the tools to excel in historically male-dominated roles such as engineering and computer science. Hofstra also provides academic courses that explore the role of women in a global society, including a Bachelor of Arts in women's studies. The university promotes gender equity in student athletics with nine of its 17 Division 1 teams for women.

HUB International Northeast



HUB International, which has three prominent office locations on Long Island, is the fifth largest insurance brokerage in the world. The company has consistently championed the cause of women's empowerment and equality in its organization. HUB provides equal opportunities for all employees and has a track record of hiring and promoting women. Of more than 16,000 current HUB International employees, 75 percent are women, and more than 55 percent of employees in leadership roles are women.

One of the cornerstones of HUB's efforts to empower women is the HUB Women Network, an employee resource group that serves as a platform for women to receive support, foster fellowship and contribute to their professional development. By providing mentorship, networking opportunities and empowering events, the HUB Women Network plays a vital role in nurturing and advancing the careers of female employees. Since the HUB Women Network was formed in 2015, it has grown exponentially and is open to all who wish to participate in it.

"Since 2020, the HUB Women Network has given me a voice, an opportunity to be a part of building and connecting incredibly talented women within HUB," said LeAnn O'Hara, a vice president based out of HUB's Hauppauge office. "It offers the young women entering the workforce an outlet to share their experiences and investment

in themselves. It is truly a self-enrichment program that I'm grateful our organization offers."

As part of the HUB Women Network, designated HUB Women ambassadors act as the heart and soul of the initiative by promoting the mission of HUB Women throughout the company and community. There are 21 ambassadors, including several on Long Island, who share, support and live the HUB Women mission statement while helping to provide and deliver program content at their local work site.

"SINCE 2020, THE HUB WOMEN NETWORK HAS GIVEN ME A VOICE, AN OPPORTUNITY TO BE A PART OF BUILDING AND CONNECTING INCREDIBLY TALENTED WOMEN WITHIN HUB."

In 2021, HUB also launched both a national and regional diversity, equity and inclusion initiative focusing on three key components: talent, culture and community. Through this strategy, HUB aims to recruit and attract the best diverse talent, foster an inclusive and belonging culture, and leverage its efforts to make a positive societal impact.

HUB's efforts are being noticed. In 2023, the company was recognized by Insurance Business America as a DEI (diversity, equity and inclusion) front-runner. HUB was also recently honored by Newsweek as one of America's Greatest Workplaces for Diversity in 2023.

HUB also understands that the work is never done, and the company is committed to further developing programs and initiatives that provide an inclusive and welcoming workplace for all.

Mazars USA LLP

mazars

Mazars USA LLP, whose locations include Woodbury, is an independent member firm of Mazars Group, an international audit, tax and advisory organization with operations in nearly 100 countries and territories. With roots dating to 1921 in the U.S., the firm has a significant national presence in strategic geographies, providing seamless access to 30,000-plus professionals around the world. The firm's industry specialists deliver tailored services to a wide range of clients, including individuals, high-growth emerging companies, privately owned businesses and large enterprises.

Mazars is committed to empowering its people, clients and industry to achieve their potential through equity of opportunity at all levels. This includes the Women@Mazars program, whose mission is to attract, retain and advance women leaders while carrying out the firm's vision of encouraging equitable opportunity for people of all genders to impact, influence and be visible at all levels of the organization. This mission and vision is accomplished through five pillars: champions, communication, education and awareness, sponsorship and visibility.

How people form relationships and are sponsored in their careers is one

of the biggest differentiators across professional services firms. Sponsors are influential leaders in the firm who often provide the benefits of a mentor, but also provide several unique contributions. Sponsors invest in developing a deep understanding of their protégé's aspirations, motivations, strengths, potential career path options and areas in need of development and advocacy. The Mazars Sponsorship Program is now in its fifth class. It carefully matches protégés with sponsors (usually not in the immediate line of reporting) who are able to provide an objective and engaged perspective, as well as enhanced networks and visibility. The program is currently offered to women to help reduce the continued gender disparities in partnership and leadership positions and in the partner and talent pipelines. As of August 2022, of the 33 women who have entered the Sponsorship Program, 14 (44 percent) have become partner or managing director.

One of the priorities of Women@Mazars is the retention of women leaders. The firm is continuously focused on strategies to improve promotion ratios throughout the firm. Strategies to help retain and strengthen the pipeline of women leaders include reviewing reporting relationships, access to sponsorship, alignment, education and awareness of leadership teams, as well improved visibility. The firm believes its continuing and future activities and strategies will drive change and advancement of more women into leadership and improve statistics. Currently, 29 percent of the firm's leadership positions are filled by women, while the executive board consists of 43 percent women.

Strong progress was made with electing more women into the firm's partnership over the past three years. The firm expects to see continued improvement as additional women participate in Women@Mazars and improve their visibility, define their career path and have access to sponsorship.

EMPOWERING WOMEN LEADERS OF TOMORROW

Northwell Health congratulates all of the honorees for the Long Island Business News

"Empowering Women Awards" for supporting the women in our communities and helping grow the future leaders of tomorrow.

We are honored by this recognition and look forward to continuing to foster a culture where all women can grow and thrive in their careers.

Maxine Carrington
SVP, Chief People Officer



Thank you Long Island Business News for recognizing our efforts to empower women

www.facebook.com/TheELIJASchool
www.elija.org

At ELIJA, a women-lead non-profit, we believe all children and adults with Autism deserve a chance, and their families deserve our commitment, expertise and support.



Visit www.elijafarm.org or Scan the QR Code to join us.

General Admission: \$20
Children (3 and under) FREE
Rain date: October 8, 2023



If you want to know more about how we empower women and young adults with Autism, come to our Fall Festival to see The ELIJA Farm. Scan the QR code to get your tickets!

Follow us on Social Media

@ELIJASCHOOL
 @THE ELIJA SCHOOL FOR AUTISM
 @THEELIJASCHOOL

Modern Gen X Woman

The logo for Modern Gen X Woman features the words "Modern Gen X" in a sans-serif font, with "Gen X" in pink. Below it, the word "Woman" is written in a black, cursive script.

Modern Gen X Woman provides executive coaching, business coaching and consulting, with a focus on women age 40 and older. According to the company's founders, women age 40-plus are the most under-leveraged resource in business. Modern Gen X Woman is dedicated to advancing the professional success and wealth of women by supporting them to be seen and heard. Through its programs and individualized coaching, the company empowers women to know their value and demand their worth. Its mission is to make Generation X the wealthiest female generation and to help close the gender wage gap.

Modern Gen X Woman was founded on Long Island by former New York City

media executives Jackie Ghedine and Mimi Bishop, who note that Long Island has the greatest gender wage gap in New York State. Ghedine and Bishop also lead MGXW Consulting, which works with organizations in cultivating inclusive and collaborative cultures to create psychological safety and training on emotional, relational and linguistic intelligence to increase performance and drive results.

Ghedine and Bishop work with a variety of consultants and freelancers in their business and are committed to supporting and creating opportunities for women age 40 and up who are building their businesses. For example, the research company that Modern Gen X Woman hired is owned and operated by a woman. The company's graphic designer and social media consultant are also women.

The company has also published 200 episodes of the Modern Gen X Woman podcast, which focuses on elevating women in all areas of their lives. The company has also hosted more than 30 free trainings and roundtables, and its founders serve as VIP experts on Fairygodboss, a women's career website, where Ghedine and Bishop provide insights, support and coaching online. Modern Gen X Woman also has a weekly newsletter with original, thought-provoking and actionable content, and its founders have spoken before the women's groups of a variety of companies, including GM Financial, Meta, Consensus, Resonate, and Forchelli, Deegan and Terrana. Ghedine and Bishop have also served as keynote speakers at women's conferences across the country and as contributors for various media, including Today with Hoda and Jenna, Forbes, Entrepreneur, Fast Company, TedX Talk and Business Insider.

Modern GenX Woman's methodology is based on science-based proprietary research to understand the unique challenges women in midlife face. The company is relaunching an established Long Island-based women's conference to bring smart, empowering and actionable content to Long Island women and organizations. The company also has invested in proprietary research to better understand the unique challenges of women in midlife, in order to better support women in this group in their careers and as entrepreneurs.

Moritt Hock & Hamroff LLP



Garden City-based law firm Moritt Hock & Hamroff LLP is committed to cultivating a diverse and inclusive environment that supports and celebrates the varied voices of its professionals, staff and client base. The firm has continuously demonstrated a steadfast commitment to the growth and advancement of women, both within the firm and industry-wide.

To help further its diversity and inclusion efforts, in addition to creating a diversity and inclusion committee, the firm created a women's initiative program dubbed MHH WINS (Women's Initiative in Navigating Success), which provides the women of MHH with insight, opportunity and a platform to assist in their professional development and advancement, while working toward eliminating gender bias in the industry. MHH WINS provides, among other things, regular workshops focused on honing professional and business development skills to assist female attorneys in their growth and advancement.

MHH, both firmwide and through WINS, has also launched a robust mentorship program to assist and guide female attorneys in their professional growth and advancement. Through the program, junior female attorneys are carefully paired with senior mentors who are able to identify,

through relationship building, their assigned mentee's specific needs in order to move ahead, and who are willing to offer unsolicited guidance and advice that is reliable and truthful. The firm also hosts various events that provide professional development opportunities, including networking events for women.

MHH is steadfastly committed to promoting women to C-suite levels, practice group chairperson and other leadership positions at the firm. For example, Leslie Berkoff, an MHH partner, also serves as the current chair of the dispute resolution practice group, is the former chair of the bankruptcy and creditors' rights practice group and serves as a member of MHH's management committee. Theresa Driscoll, a partner, also serves as the current chair of the bankruptcy and creditors' rights practice group. Partner Terese Arenth serves as chair of the marketing, advertising and promotions practice group and co-chair of the privacy, cybersecurity and technology practice group. Julia Gavrillov, another partner, serves as chair of MHH WINS, while partner Rachel Fernbach is co-chair of the not-for-profit group.

MHH has and will continue to support and promote women internally and provide them with the skill sets and platform to grow as leaders in their respective industries. Moreover, the firm, as part of its commitment to the hiring and retention of women and other diverse applicants, has established as part of its long-term plan a commitment to work toward Mansfield certification within the next five years. The goal of this program is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities.

New Ground



NEWGROUND

Breaking the Cycle of Homelessness.

The mission of Levittown-based nonprofit New Ground is to break the cycle of homelessness and poverty not only for parents and veterans, but for the children and youth thus impacting future generations. Most of the homeless families New Ground serves are headed by single mothers who have been marginalized by society. The organization works to elevate its female clients – moms, veterans, teens and girls – through various education programs and intensive social work services, providing long-term and lasting solutions to raise them out of poverty. Since 1991, New Ground has served more than 700 individuals, 62 percent of them female. The nonprofit plans to expand programming by 2025 to serve more women impacted by domestic violence.

New Ground employees have been overwhelmingly female, with more than 95 percent women occupying all positions. The agency is strongly committed

to empowering female staff. Since its inception more than 32 years ago, New Ground has been led by women – first by its founder from 1991 to 2006, and since then by Shannon Boyle, its current executive director. The other leadership positions have almost always been held by women. New Ground also promotes the advancement of all female staff members. Five years ago, the nonprofit made a commitment to increase the number of women on its board of directors as well as the other two boards that provide leadership for the organization. Efforts toward this have been extremely successful and continue to be a focus for the future.

New Ground is also dedicated to mentoring women professionally. For more than 15 years, the organization has engaged social work interns annually; 97 percent of these student interns have been women, and, with agency assistance, completed their necessary experience to obtain their college degrees.

New Ground has provided mentorship and professional development opportunities to all women employees since 1991. Over this time, various female staff members have received financial assistance to cover the cost of key educational programs including college coursework and advanced trainings in specific fields. All program staff receive intensive mentorship and clinical supervision in order to constantly develop their skills in social work and human services. The executive director provides mentorship regularly along with the three female directors at the next level of leadership. The social work director provides weekly clinical supervision to all social workers and the three undergraduate social work interns with the agency during each school year. This supervision is required for all social workers and interns to obtain their next level of licensure and/or academic degree. Believing strongly in developing women, New Ground invests funds to provide ongoing educational opportunities and professional development for all employees including covering costs of continuing education credits, membership in professional organizations and obtaining higher levels of professional licensing.

Ready for tomorrow.

HUB has consistently championed the cause of women's empowerment and equality in our organization. We take great pride in our achievements in creating a supportive and empowering environment for women to thrive.

hubinternational.com

HUB International Northeast
info.hubnortheast@hubinternational.com
 (800) 456-5293

HUB International is honored to be a recipient of the 2023 Long Island Business News' Empowering Women Award!



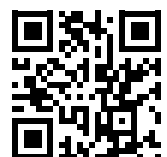
Risk & Insurance | Employee Benefits | Retirement & Private Wealth



LEADS & DATA CENTER



Powered by **LONG ISLAND BUSINESS NEWS**



Powered by Long Island Business News, the new Leads & Data Center will give you:

- Lucrative local sales leads
- Downloadable spreadsheets
- Business-building executive contacts
- Access to Long Island Business News news
- 24/7 online access for research anytime, anywhere

Imagine the leads and data you could discover, call 877-615-9536 to upgrade your current subscription.

Northwell Health



As New York State's largest healthcare provider, Northwell Health serves multicultural communities in Long Island, New York City and beyond. As an employer, the health system is committed to fostering a culture of equity, diversity, inclusion and belonging within its network so that it may better serve its patient population.

Northwell Health is focused on attracting and hiring candidates from various backgrounds, experiences and perspectives, with an enhanced focus on increasing diverse representation in leadership roles; ensuring equity, fairness and access to opportunities for all team members at every step of their career; fostering a culture of inclusion and belonging; and targeting specific efforts focused on several key segments, including women.

The health system's women's strategy includes four components to attract, develop and retain women. These include a commitment to increasing women in senior and underrepresented roles; fostering an inclusive and flexible work environment; developing and supporting women to enable career readiness and

career mobility; and promoting total rewards that attract and retain women.

More than 70 percent of the Northwell team are women. Over the last three years, the health system increased its women executives by 12 percent, with women executives now comprising 50 percent of leadership at the highest levels of executives in the organization (executive vice president and senior vice president levels). However, the health system knows there is still more work to be done and it has a number of development initiatives to bolster its pipeline of future women leaders at Northwell.

Specifically, key initiatives have included building talent pipelines through women-focused organizations such as industry physician and nursing associations, women in business and other groups; women-focused internal mentorship and development programs; and the Women in Healthcare Business Employee Resource Group, which helps women grow their network and provides mentoring and leadership development opportunities. Established in 2019 with about 400 members, it has grown to more than 1,800 members. In 2022, the program launched the Women Who Inspire Awards in honor of Women's History Month.

In 2022 Northwell launched a Returnship Program, which provides an internship experience for midlevel career professionals who left the workforce for caregiving responsibilities and are now looking to resume their careers. This 16-week program, which is comprised of mostly women, provides mentorship and development opportunities to the Returners throughout the duration of the program. There is a possibility for full-time employment after successfully completing the program.

This year, Northwell kicked off the Linkage Advancing Women Leaders Digital Academy, with an initial cohort of 50 women that is focused on developing operational and physician women leaders of color. This eight-month program helps support participants in overcoming the most common challenges women face in the workforce such as bias, building their network, confidence and defining clear goals.

Power of Women Exchanging Resources, Inc.



POWER of Women Exchanging Resources, Inc.

Medford-based Power of Women Exchanging Resources is a nonprofit organization offering educational and networking opportunities for women. Known by its acronym, POWER, the organization's stated mission is to inspire women to be amazing and have equality in business leadership by providing a foundation of personal and professional support in all stages of their lives through education, networking and giving back to the community.

POWER, whose entire board and membership consist of women, recently celebrated its 11th anniversary. The organization provides networking opportunities and resources from women in executive positions of all fields of business, who will mentor and assist members and event attendees to help them grow and overcome various obstacles to success in business.

POWER offers educational events with powerful women guest speakers from the community on various topics to educate and elevate women to be better and stronger. At these events, business supporters introduce themselves and their companies to the group. There are also networking opportunities to provide women business owners and executives with the opportunity to grow and find resources to assist in their journeys.

As giving back to the community is one of POWER's pillars, the group offers scholarships for high school seniors. To apply for the scholarships, students are asked to write an essay that identifies and describes how a woman has inspired or impacted them.

Each year, POWER holds a brunch that honors one outstanding woman in business and highlights her achievements, while giving other women the opportunity to be highlighted, network and access tools to grow their business. The organization recently held its Sixth Women in Business Annual Brunch, which was very successful.

The organization's impacts have been felt by the many women who have attended POWER events and received support, advice and connections in the community as well as job/career opportunities. The organization has also had an impact on the young women recipients of POWER scholarships, by helping them pay for their college expenses.

Looking to the future, POWER is looking to add new events and workshops that will provide women with additional tools to excel in their personal and professional lives.

Rise Life Services



Based in Riverhead, Rise Life Services is a nonprofit organization that was founded in 1980 as Aid to the Developmentally Disabled, by concerned family members of individuals with developmental disabilities. Over the years, the organization grew to provide residential programs, supported apartments, clinical supports and case management services for the developmentally disabled, mentally ill and dual-diagnosed adults. Five years ago, the organization was rebranded as Rise Life Services to better reflect the scope and mission of the services it now provides. Today, Rise Life Services operates 32 homes and multiple programs and services in communities around Long Island.

Rise Life Services is dedicated to empowering women to be leaders in the developmentally disabled and healthcare industry. One way that the organization demonstrates this commitment is by promoting and hiring women as senior staff members. Currently, the majority of Rise Life Services' management staff are women. Many departments, including the nursing department, are headed by women. The Rise Life Services board consists of three women, who help bring the female perspective to decision making.

Women in the organization are given opportunities to thrive and move up in their careers by taking classes and seminars, attending conferences and benefiting from job coaching opportunities.

"Our executive director is open and honest about his support toward the women at Rise," said Amanda Belz, community relations director for the organization. "We all feel comfortable and excited to be at work. We enjoy lunches and parties from the organization as well as team building retreats and convention opportunities."

Rise Life Services has also instituted a cultural competency committee, which, among other responsibilities, ensures that women's needs are taken into account when decisions are made. For instance, the organization recently added a lactation room to its main office to accommodate nursing mothers. The committee also ensures that the organization's diverse populations are included with regard to celebrating cultures, holidays, national observance days and more.

Rise Life Services also strives to highlight its women staff members by showcasing their accomplishments and contributions to the organization as well as nominating the women in the organization for various awards to show them how integral their work is and how much they are appreciated.

The organization's future goals include the establishment of a group dedicated to empowering women throughout the organization.



Rivkin Radler



Uniondale-based law firm Rivkin Radler has historically been committed to hiring and elevating women. The firm's hiring, retention and promotion practices, its hybrid work schedule and its activities both internally and in the community have contributed to a culture of support for women attorneys and staff.

The firm takes hiring and promoting women seriously. So seriously, in fact, that Rivkin Radler works with women-owned recruiting firms. The organization also places postings of open positions with women's bar associations and prioritizes using state-certified women and minority-owned businesses when hiring vendors.

Rivkin Radler has made great strides toward advancing women professionals and administrative personnel. Over the past three years, the firm has hired 45 women attorneys and promoted nine to partner. In the past 10 years, the representation of women in the partnership has increased from 13 percent to 29 percent, and of the seven administrative department directors, five are women. For the past seven years, there has been at least one woman sitting on the executive committee. And of the firm's 20 committees, 15 contain at least one woman.

Knowing that talent is sometimes lost to New York City law firms – which

often pay big salaries at the expense of personal time – Rivkin Radler takes conscious steps to help its professionals achieve work-life balance. Since 2021, the firm has adopted a hybrid work schedule, permitting attorneys and staff to work from home two days every week. Where needed, the firm has supplied equipment to facilitate working from home. Since women are most often the primary caregivers of both elderly parents and children, the commuting time saved is especially valuable to Rivkin Radler's women attorneys and staff. Also, the firm offers a generous paid parental leave benefit.

Since 2015, Rivkin Radler's women's initiative committee has been a supportive and positive forum for networking and advice on professional advancement within the firm. It encourages leadership and collaboration within the community. The committee also provides experiential learning opportunities for women.

For a decade the firm has supported The Ivy Network, a women's leadership organization, and has sponsored its Collaborate with Edge Leadership Conference, whose mission is to advance leadership parity in the workforce, since its inception. One of Rivkin Radler's women partners also co-chairs the Long Island Women's Collaborative, the organization that sponsors the conference. In addition, Rivkin Radler hosted a vendor fair for African American women-owned businesses. Also, the firm in 2014 established the Touro University Jacob D. Fuchsberg Law Center's Diversity Scholarship.

Finally, the firm held a networking event for the launch of a book co-edited by Rivkin Radler partner Jacqueline Bushwack, entitled, "Her Story: Lessons in Success from Lawyers Who Live It." The book was published in 2017 by the American Bar Association.

Spector Companies



Woodbury-based Spector Companies, a provider of architecture, interior design and master planning services, is committed to promoting gender equality and creating an inclusive environment for everyone, including women. Spector recognizes the importance of diversity and the valuable contributions that women make in the fields of architecture and interior design. The firm's commitment to elevating women is reflected in several key aspects of company culture, policies and initiatives.

Spector invests in professional development programs and mentorship opportunities to help women excel in their careers. The company offers training, workshops and resources that empower women to enhance their skills, acquire leadership capabilities and pursue advancement opportunities. Spector's commitment to empowering women has been recognized by peers, industry groups and stakeholders through awards, certifications and accolades.

The company actively strives to ensure that its hiring practices are fair, unbiased and inclusive. Spector aims to attract a diverse pool of candidates, including women, and provide equal opportunities for employment and career growth. The company believes in evaluating candidates based on their skills, qualifications and potential rather than gender. In addition, Spector strives to ensure pay equity by conducting regular pay audits, addressing any gender-

based pay gaps and implementing fair and transparent compensation practices.

The company also promotes work-life balance and supports women by offering flexible work arrangements, such as remote work options, flexible hours and parental leave policies. These practices help women manage personal and professional responsibilities effectively.

Spector also actively seeks partnerships and collaborations with organizations and initiatives that focus on women's empowerment in the architecture industry, to work together to collectively address the gender gap and create a more inclusive and diverse architecture ecosystem. The company encourages and supports women to engage in cutting-edge research, publish their work and contribute to the advancement of architecture and related fields.

To recognize women for exceptional achievements in their respective fields, Spector has its own robust awards and recognition programs, in addition to participating in industry-wide awards and programs. The firm is committed to shining a spotlight on the accomplishments of women and providing them with the recognition they deserve for outstanding contributions.

Overall, Spector fosters a supportive and inclusive work environment that values the contributions and perspectives of all employees, including women. Committed to a culture of respect, collaboration and equal opportunities for growth and development, the firm actively addresses any form of discrimination, harassment or bias to ensure a safe and inclusive workplace.

Looking to the future, Spector is dedicated to fostering an inclusive and diverse workplace where women can thrive, contribute and shape the future of the industry. Recognizing that achieving gender equality is an ongoing process, the firm is committed to continuously improving its policies, practices and initiatives to create a more equitable and inclusive environment for all.

50 Top Women

Title Sponsor



Thursday, October 19, 2023 • 6:00 - 9:00 PM
Crest Hollow Country Club • Woodbury, NY

Congratulations to the Honorees!

HALL OF FAME

Judith Murrah

Applied DNA Sciences, Inc.

Cathy Acquavella

BEB Capital

Jean Bentley

CN Guidance & Counseling Services

Malka Bernstein

Morgan Stanley

Vanessa Best

Precision HealthCare Consultants

Sofia Blair

BDO USA, P.C.

Laura M. Brancato

Meltzer, Lippe, Goldstein & Breitstone LLP

Margo K. Cargill

Titanium Linx Consulting, Inc.

Racquel Chariah

Center for Women of New York

Mallory Cohen

HUB International

Katherine Cirelli

Daniel Gale Sotheby's International Realty

Carlene Coxall

AdvantageCare Physicians

Tara DelBianco

SUNation Energy

Shari Diamond

Cerini & Associates LLP

Jacquelyn DiIorio

Grassi Advisors & Accountants

Eileen McDonald Egan

Community Mainstreaming

Alison L. Epilone

Quatela Chimeri PLLC

Joanna Formont

SIBSPlace

Cheryl Fratello

Fratello Law

Paella Ghosh

Northwell Health-GoHealth Urgent Care

Sheryl P. Giugliano

Ruskin Moscou Faltischek, P.C.

Brittany Handelson

J.P. Morgan Private Bank

Lauren Jarvis

Aurora Contractors

Megan Klingbeil

Anchin

Elissa Kyle

Vision Long Island

Kelly Lanzon

Helping Hearts At Home

Mary Beth Lichtneger

Kinexion

Neela Mukherjee Lockel

EAC Network

Rachel Lubertine

The EGC Group

Barbara Marissa Maisto

Bond, Schoeneck & King PLLC

Heather Mammolito

Islip Car & Truck Recycling, Inc.

Dana Marti

CBIZ Marks Paneth

Jaime Metzger

Optum

Melissa Naeder

Cushman & Wakefield

Sandra Novick

Hummingbird Heights LLC, Peconic Landing

Sarah Oral

Cameron Engineering, an IMEG Company

Erin O'Brien

Certilman Balin Adler & Hyman, LLP

Constantina S. Papageorgiou

Vishnick McGovern Milizio LLP

Joanna Pawlowska

Maximum Security

Lauren Perry

National Grid

Sharon Norton Remmer

H2M architects + engineers

Kathleen Rivera

North Shore Child & Family Guidance Center

Melissa Rose

Marketing Works

Victoria Ryan

VR/PR

Kerry Santopietro

UHY

Melissa Slavin

Bohler

Joyce Streithorst

Frisch Financial Group

Melissa Telesca

EisnerAmper

Lisa Vaccaro

Farrell Fritz, P.C.

Wendy Valentino

Prager Metis CPAs

Chotsani Williams West

Adelphi University



TO REGISTER, PLEASE VISIT LIBN.COM/TOP50WOMEN/

For event & sponsorship information, please contact Jenna Natale at jnatale@libn.com

Contributing Sponsors



Supporting Sponsors



Photo Booth Sponsor



Nonprofit Sponsors



Celebration Sponsors



*Aurora Contractors
Ruskin Moscou Faltischek P.C.
H2M architects + engineers
Meltzer, Lippe, Goldstein & Breitstone
Cerini & Associates, LLP
Daniel Gale Sotheby's International Realty
Optum
Anchin*



FORCHELLI
DEEGAN
TERRANA

IS PROUD TO BE A



In recognition of its strong commitment to supporting and elevating women across Long Island.

FDT'S WOMEN'S INITIATIVE promotes a diverse and inclusive culture dedicated to empowering, strengthening, supporting and advancing our women attorneys through equality and opportunity.

FDT BELIEVES IN:

- Actively recruiting and advancing women attorneys within the firm.
- Providing our women attorneys with the tools needed to achieve their professional and personal goals.
- The power of women attorneys.

