

2024 NAMFS CONFERENCE



Leading with Purpose: Women
Driving Organizational Impact

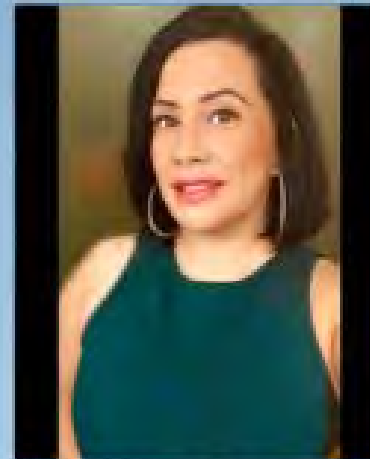
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2024 NAMFS Conference for Mortgage Field Services

Leading with Purpose: Women Driving Organizational Impact May 7, 2024, 2:30-3:30 pm



Nickie
Bigenho
BOK
Moderator



Talia
Ramirez
SLS



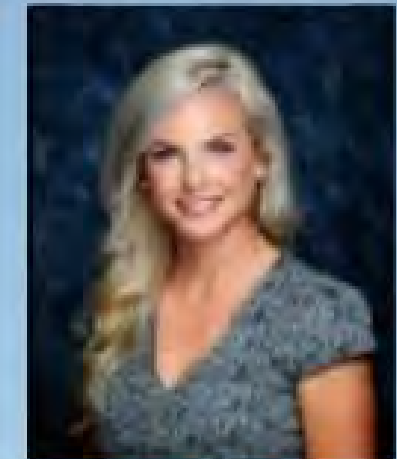
Kellie
Chambers
MSI



Lauren
Feild
Freddie
Mac



Joyce
Milaszewski
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Group



Heather
Beers
WeWomen
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AGENDA

- Building a Network of Women Around You
- Mentoring Other Women
- Women Leader Success Stories & Overcoming Challenges
- Building Inclusive Work Environments
- Certifications, Qualifications, Benefits and Resources



Building a Network of Women Around You

- Do you have a network of women around you?
- What are some strategies for establishing that?



Do You Mentor Other Women?

- What are you doing to support and mentor women that are newer in their careers?
- Do you have a mentor program in your office and how is it structured?



Mentoring



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Women Leader Success Stories & Overcoming Challenges

- Tell us about your career advancement story and how did you overcome adversity?
- Why are there not more women in the room?



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Building Inclusive Work Environments

- How do you support everyone on your team regardless of personalities, cultural differences and/or backgrounds?
- How do you embrace the differences to be inclusive of everyone?



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Types of Certifications

- Women-Owned Small Business (WOSB) Federal Contracting Program: used by federal government agencies looking for women-owned companies

<https://www.certify.sba.gov/>

<https://www.sba.gov/sba-learning-platform/thrive-emerging-leaders-reimagined#id--locations>

- Economically Disadvantaged Women-Owned Small Business (EDWOSB): a subcategory of WOSBs

<https://www.sba.gov/federal-contracting/contracting-assistance-programs/women-owned-small-business-federal-contract-program>

- Women's Business Enterprise National Council (WBENC):
<https://www.wbenc.org/>

- Women Business Enterprise (WBE): city, county and state certification programs

Certification Qualifications

- Be at least 51 % owned, operated and controlled daily by one or more female United States citizens.
- A for-profit company operating in the United States.
- Have women manage day-to-day operations and make long-term decisions.
- Governed by a board controlled by a woman or group of women (where applicable).
- Be a small business as defined by the Small Business Administration (SBA) standards (WOSB).

Benefits of Certified Women Owned Businesses

- Federal, state and local governments encourage the private sector to do business with minority-owned businesses through tax incentives.
- Many state and local government agencies attempt to award contracts to WBE certified businesses.
- Access to women-owned small business grants, loans and funding through government agents and the private sector.
- Some businesses with federal contracts are required to do business with WBE-certified companies.

Benefits of Certified Women Owned Businesses

- Increased visibility to compete with larger organizations (WBE and WOSB Program certifications).
- Networking and educational opportunities, databases and events including conferences and connections with potential clients and partners.
- Mentoring and support for women entrepreneurs for growth and collaboration.

Mentor Protégé Programs

- Mentor-Protégé Programs:
<https://www.certify.sba.gov/mentor-protege-program>
<https://www.sba.gov/federal-contracting/contracting-assistance-programs/sba-mentor-protege-program>
- 8(a) Business Development Program (through SBA):
 - This is a mentor protégé program helping small companies through the support of large companies.
 - Qualification requirements: firm must be 51% owned and controlled by socially and economically disadvantaged individuals.
 - Definition of Social Disadvantage: an individual has been subjected to racial, ethnic, or cultural bias within American society because of their identities as members of groups and without regard to their individual qualities (refer to 13 CFR 124.103(c)).

Certification Support

- Organizations that Support Obtaining WBE or WOSB Certification:
 - El Paso Hispanic Chamber of Commerce:
<https://ephcc.org/>
 - National Women Business Owners Corporation:
<https://www.nwboc.org/>
 - U.S. Women's Chamber of Commerce:
<https://www.uswcc.org/certification/>

Additional Resources

Procurement Technical Assistance (PTAC):

- Funded by the state and federal government
- Provides guidance, support and connections for woman-owned small businesses
- Primarily FREE - one of the great benefits!!

<https://www.miapex.org/>

<https://www.aptac-us.org/contracting-assistance/ptac-help/>

<https://gtpac.org/>

Opportunities for Grants:

<https://www.grantsforwomen.org/>

<https://grants.gov/>



Questions?

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THANK YOU



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