

# empower magazine

Connected Locally, Networked Globally

Spring 2021



**NEW!**

*Q&A with the BOD*

**Spotlight**

*Diversity, Equity &  
Inclusion*

**Leadership Tips**

*How to speak like  
a leader*

 Women's Energy Network



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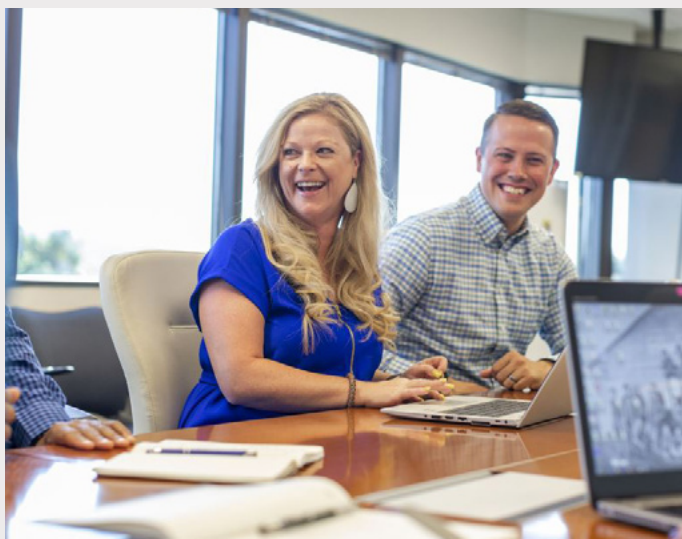
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# Presidents Message



*Tara Meek*

*WEN National President  
Williams*

## March 2021

For a year now we have had to live with the silent and overt threat of Covid-19, both personally and professionally. Our members have bravely responded to the challenges we faced in our careers and family life that were unimaginable before Covid-19 took hold of our lives. We have managed to propel forward despite this pandemic, a truly great reflection of this organization, and accompanying industries.

As Covid-19 cases are now in decline, and the vaccine is reaching more people, there is light at the end of the tunnel. However, the fallout from the pandemic is that we are facing a crisis within a crisis. Lockdowns and social distancing have forced us into a recession that is the worst economic decline since World War II. Women's positions in the workforce have been hardest hit by this catastrophe. With the rollout of the vaccine that our industries have helped make possible, we are hopeful that the job force and child-care will return to pre-pandemic times, and women will add diversity back into the workforce.

A recent study by [McKinsey & Company](#) reports that women accounted for 140,000 jobs lost in December, nearly 4 times more than men. Nearly 2.1 million women were lost from the labor force by the end of 2020 compared to pre-pandemic records, with women accounting for 54% of overall job losses. Women have lost jobs at a greater rate and have been employed at a slower rate than men. It is estimated that this will push back women's progress in wage equality and labor participation by up to 10 years. According to surveys conducted by [Women in the Workplace](#), corporate America has been disrupted by Covid-19 in ways we have never seen before. If bold steps are not taken, progress in gender diversity could be erased entirely.

Women's Energy Network (WEN) has helped women prosper in the workplace for the last 25 years and is prepared to help women and corporations through this crisis as well. WEN National, along with the WEN Foundation, has begun a Membership Grant Program which will help members that have been affected by this crisis be able to obtain a membership to retain the many benefits of the organization. Members may go to our website to [fill out an application](#) if a membership is needed or needs to be renewed.

I recently read an eye-opening article written by Gary Morris and published by Energy Tech Weekly. The article discusses how the vaccine would not have been possible without hydrocarbons. It follows the journey of the vaccine starting with the transportation to hospitals. According to EIA studies, 95% of the US transportation system is fueled by oil and gas biofuels, gasoline, diesel, and aviation fuels. In order for the vaccine

to remain viable during transportation, the Pfizer and Moderna vaccines must be kept at extremely cold temperatures. Hydrocarbon gases as liquids contribute to that refrigeration in the form of propane, isobutene, ethane propylene, etc. Without these hydrocarbons and transportation, the vaccine, and our hope for normalcy would have taken longer to achieve.

Most people are not aware that hydrocarbons contribute to the medical field including syringes, surgical instruments, and IV equipment, which has eradicated the autoclave method allowing for safe, clean, single use equipment. In addition, personal protective equipment, including masks, gowns, eye shields,

and much more, often contain polypropylene, a hydrocarbon derivative. When you receive your vaccine, the hydrocarbon-based goods and the oil and gas industry along with the army of doctors, scientists, nurses, and technicians all deserve our thanks.

We must remember the trends during the pandemic have been alarming, but not yet written in stone. As vaccines become available with help of the energy industry, we can be hopeful that life will return to near-normal, and that women's numbers in the workforce will return to pre-pandemic records and perhaps move even higher. Women's Energy Network is more important than ever. While WEN's

progress over 25 years prior to Covid-19 was substantial we realized barriers remained and continued to hold women back. With even those limited workforce gains now threatening to disappear, we now know swift action can provide a clear path for women to move forward in the energy industry which will provide much-needed diversity.

WEN was created to be a resource for you throughout your career, and will continue to be one for years to come. On behalf of the National Board, I look forward to supporting you through your journey in 2021.





# Q & A with WEN National Board of Directors

What has  
been your  
favorite,  
or least  
favorite,  
part of  
working  
from  
home?



**Tara Meek**

WEN President  
Williams

While I do miss seeing people, wearing comfy clothes and reduced travel time to work is pretty amazing. I like being able to wear my workout clothes all day and working out at lunch time.



**Kara Byrne**

WEN President Elect  
Baker Hughes

Now I don't have to worry about everyone wondering why I talk to myself so much. Well, now that I mention this, my dogs do look at me strangely much more often now.

As an added note: I also look at the dogs strangely now as well. They are very talkative and each have very distinct personalities!



**Kitrina Daughenbaugh**

WEN Treasurer  
Ernst & Young

My favorite part is getting to spend more time with my family and eat dinner together everyday. The worst part is that I have trouble waking up early now!



**Andrea Tettleton**

WEN Secretary  
Seabaugh, Joffrion, Sepulvado,  
Victory

I haven't worked from home!



**Regina Eco**

WEN Programs Director  
Dominion Energy

My neutral part of the WFH is learning to REALLY balance work-life. My favorite part is I get to take short breaks to walk my Mini Schnauzer, Maverick.



**Mary Frances Edmonds**

WEN Chapter Relations Director  
Williams

I spent March to May of 2020 with my 3 college students working from an old office building McLouth, KS (population 800). We had a lot of fun and I came to appreciate how hard they work in school (and how challenging the transition was for everyone).



**Stephanie Warino**

WEN Membership Director  
Zweig Group

I get to spend much more time with my daughters and husband, which is a happy change of pace from the last few years! Family is everything. I also get to exercise a lot more (win-win!) but I do sleep later!



**Sally Hallingstad**

WEN Marketing &  
Communications Director  
Western Energy Alliance

The ability to wear yoga pants all day AND do laundry during the week.



**Katie Wilson**

WEN Sponsorship Director  
Wilson Workforce Solutions, LLC

My favorite part is being able to snuggle or play with my pups, and they remind me often to take breaks!



**Dannetta English Bland**

WEN DEI Director  
Deloitte

My favorite part about working from home is the thoughtfulness of my personal chef, also known as my husband. I have the best hubby in the world. My husband delivers coffee, snacks and homemade meals throughout the week while working fulltime himself.



**Jana Grauberger**

WEN Past President  
Liskow & Lewis

Getting outdoors for mid-afternoon dog walks is so nice BUT the temptation to get snacks from the pantry is bad, bad, bad.

# WEN's Diversity Equity & Inclusion Equation - Moving past a moment and a movement to create a machine

Last year brought numerous challenges (an understatement) but also lots of opportunities and possibilities – one of the most notable being an amplified and nationwide focus on social justice and equity. The Women's Energy Network mobilized to create the Racial Equity task force to look inward and determine what the organization could do in both the short and long term to address this gap not only within our own organization but also within our industry. I joined the WEN National Board of Directors as its inaugural Director of Diversity, Equity and Inclusion (DEI) with the responsibility of moving past this moment, shifting the movement and creating a machine embedding DEI into WEN's cultural DNA. What does that really mean? WEN has been a leader on gender equity within the energy industry for years; however, through intentional focus on membership, partnerships, programming, governance, and a strategic plan, we're moving the needle beyond gender.

The WEN National DEI Committee is committed to hosting relevant and thought-provoking content to stretch our thinking, our leadership and allow each of us to learn and grow. At the end of 2020, WEN hosted the first Courageous Conversation discussing "Fostering DEI in Your Organization." This webinar featured a panel of industry experts who shared the challenges our industry is facing, giving us insights into their own journeys in DEI, and inspired us all to take individual actions to make a difference. In February, we took this Courageous Conversation to the next level by "Adding Equity to the Diversity + Inclusion Equation" featuring Crystal Ashby, former BP Executive and Interim CEO and President of the Executive Leadership Council. In addition to the amazing conversation, we celebrated and paid homage to Black History Month – a first of many in our organization's future!

Earlier this year, WEN hosted its first National DEI Book Club featuring, *White Fragility: Why It Is So Hard for White People to Talk About Race*, by Robin DiAngelo. It examined how white fragility develops, how it protects racial inequity, and what we can do to engage more constructively. This book right here, open new doors of consciousness and awareness for all who attended. A few of my favorite quotes and hashtags from participants:

- This book literally changed my life.
- I've found a new voice and a new responsibility.
- This is the best book club I've ever participated in.
- I've been in WEN for 10+ years and this hands down was one of the best sessions, I've ever participated in.
- #RedefineRacism
- #RocktheBoat
- #SpeakYourTruth
- #ItsNotAboutYou

We encourage every WEN member to participate in our DEI programming and invite others from your companies or social circles to attend. Many of the local chapters have started hosting their own programming around DEI topics. Since so much





of our outreach remains virtual, this is yet another wonderful opportunity to reach out and take part in these sessions. WEN will continue to push the bounds on these Courageous Conversations but remember, it isn't just a catchy title – it reflects the complex, nuanced, and often difficult layers surrounding DEI. Please use WEN's platform as resources to advance these conversations in a more dynamic and intentional way. WEN's strength comes from our connectivity and now more than ever, these connections can foster professional growth and personal discovery.

I recognize that conversations today about DEI of any kind are at a heightened level, within corporations, and are, at times, an uphill struggle to stay on the agenda. So I leave you with these seven tips from [How to Build the Business Case For Your DEI Strategy](#) which clearly outlines that DEI conversations and actions are about more than “feel good” moments and a moral obligation. Just looking at the bottom line, diversity is an imperative and is simply good for business. Period.

The second pearl of wisdom, I'll share is that equity is the outcome that unlocks value inside and outside of an organization. The workforce, the marketplace, and society are calling upon businesses to do something differently and I am excited that WEN is stepping up the plate! For more information on activating equity within and outside of your corporation visit: [The equity imperative: The need for business to take bold action now](#).

I am looking forward to going on this journey with you! If you're interested in joining our National DEI Committee, please email [dei@womensenergynetwork.org](mailto:dei@womensenergynetwork.org).



Dannetta English Bland

Deloitte  
National DEI Director

### Tips for building a business case for investing in DEI

1. Engage with your stakeholders early
2. Lead with why
3. Speak to return on investment (ROI)
4. Include experience data in your proposal
5. Show your audience what the organization would look like without a DEI strategy
6. Tie your DEI strategy to other key initiatives
7. Focus on sustainable change



## How to Speak Like a Leader

Speaking publicly is one of the most critical skills you can learn in the 21st century—and one of the most powerful contributions you can make as a leader, and as a woman. But that doesn't mean it's easy.

In the 2019 Women in the Workplace report, McKinsey and LeanIn.org surveyed 329 companies and more than 68,000 employees found that half the women surveyed have been interrupted or talked over in meetings—and just shy of 40 percent watched other people take credit for their ideas.

Two years later, and things haven't gotten much better, in fact they may have gotten worse. Living (and working) in a virtual world seems to have exacerbated existing gender disparities, making it harder for women to be heard.

It may seem easier to let other people do the talking. Maybe you think no one needs to hear from you. That's not true. The risks of staying

quiet are too great for you and for other women. It's important that your voice be considered—and counted.

Here are some of my tips for speaking—and sounding—like a leader.

### **Reframe speaking as service.**

There's a fear that if you speak too early or too often, you'll appear self-serving. What if you thought of speaking as a service instead? Because it is. When you make yourself heard, you're not hogging the floor—you're holding the door for other women to speak up, too. And claiming more time and space not only gives you more practice, but also more power to advocate for the people and causes you care about.

### **Recognize your latent skill.**

White water rafting, Sudoku and baking are all things you could do if you felt like learning to do them. Speaking, however, is something you

already do— every single day. As a natural communicator who’s wired to connect with others and express yourself, there’s no reason you can’t sharpen your skills as a speaker. But if you don’t give yourself a chance, you count yourself out from the jump.

### **Stop disclaiming.**

One of the fastest ways to gain credibility in a room is to stop undercutting your own authority. When I lead workshops, one of the first rules I lay down is the no disclaiming rule: Start right in with what you have to say, without any throat-clearing preamble that attempts to tell me why I shouldn’t listen. Lose phrases like “I don’t know if this is going to make sense” or “I don’t know if anyone else agrees with me.”

Hand the hot mic to another woman. You know how hard it is to get a word in edgewise sometimes, especially when there’s more men in the room. So when you do manage to grab the floor, make it a point to hand the talking stick to another woman when you’ve said your piece. Think of it as a speaking relay. This is not about putting another woman on the spot as much as it is building consensus with other women in the room (men do this all the time); i.e., “Denise, I know you and I have talked about this—would you mind sharing some of your insights?” Another way to make space for yourself or another woman is to use the friendly interrupt and redirect: “Bob, I want to pause you there, such a great point—in fact, Jen and I were just discussing this, right Jen?” Boom.

### **Seek opportunities to participate.**

You don’t have to start with a keynote. Find ways to practice: Make it a point to share an insight, opinion, or question at least once in every meeting. Get involved with live events at work or in your community. Offer to introduce other speakers or moderate a panel; put yourself around other speakers and learn from them, too.

### **Remember the room is rooting for you.**

It’s easy to assume that people are judging you, but the fact is, most people are far too busy

judging themselves. Your team and your audience want you to contribute to a better or more interesting or more productive conversation. They’ll often be far kinder on you than you’ll be!

### **Approach speaking as a practice.**

No one expects you to be perfect out of the gate. If you want to lead, and encourage others as well, practice speaking publicly for the same reason you learn to swim: Not because you plan to swim the English Channel, but because it’s vital for staying afloat—and will get you further than you think.



*Terri Trespicio is a writer, speaker, and workshop leader whose TEDx talk, “Stop Searching for Your Passion,” has more than 6.5 million views. Download her free guide “5 Ways to Unlock Your Creative Genius” at [territrespicio.com/5ways](http://territrespicio.com/5ways).*

# LOOKING FOR YOUR NEXT CAREER OPPORTUNITY?



The WEN Career Center is a part of the Engineering & Science Career Network, a nationwide network of employers and job seekers.

VISIT THE CAREER CENTER



# Questions Open Doors

I can still hear my Nana's sing song voice calling me Bossy Lady over the comforting noise of Jeopardy emanating from the television in the late afternoons of my childhood. Considering my sister ended up with the name Bad News Bear, I felt pretty lucky to have my moniker. While at first glance, Bossy Lady could sound like I wanted to control every situation. You may not be wrong. But it's not the full picture. It truly stemmed from my sometimes-problematic inquisitive nature. I felt the uncanny desire to ask everyone questions. When I say everyone, I mean everyone. Much to my Nana's and parents' annoyance, any adult that made it into earshot fell victim to an onslaught of questions: the poor mailman, the startled lady stuck standing next to us in grocery store line, anyone. For a young child, questions opened doors to understanding and insights. Everyone encountered was an instant teacher.

Interestingly, I've not changed much from my early days of watching contestants answer in question format under Alex Trebek's guidance. I think about the power of questions all the time, which isn't surprising given my choice of career as a recruiter and job consultant. My journey is an odyssey of questions. Questions are a powerful tool. A tool that I find endless joy in cultivating.

Asking questions in an interview defines the critical dynamic between interviewer and interviewee. Want to know a little secret? That unwelcomed knot of anxiety generated the half-second before a new question is launched your direction in an interview, it's felt on both sides of the conversation. The person asking the question isn't immune from anxiety in the exchange. Even worse their question could be entirely lame. Everyone is totally uncomfortable. When you really think about it, interviewing is insanity. You're basically asking people who don't know one another to sit down face to face to judge each other on a single momentary exchange. Pure lunacy.

What makes a good interview? The same thing that makes a good conversation. Great questions that prompt open dialogue surrounding a topic, which in an interview is often YOU. I know you've spent hours researching through blurry eyes and the feeling of discouragement the TOP 100 HR Questions. Thinking that preparation and memorizing well organized answers to a roulette of these questions will guarantee you the winner. Our industry tries to make interviewing into an elaborate dance. Who's been in this situation?

The worst is when you're the hiring manager and an individual shells out this contrived, keyword-laden response to these types of questions. Heck the only reason you asked it was because your HR team put it on your docket. Now, both of you are staring at each other across the table melting in the uncomfortable - sweat beads emerging on the brow of the poor soul who took the bait. Disrupted by crap questions. The magic has been crushed for this moment when both parties are acting out roles.

As a child, I never used preestablished questions during my interrogations of the public at large. No, I used pure curiosity. I desired to know more about the person. My intention was to learn, not to test the other person. Isn't that the true goal of an interview? Of a question in an interview? Is this the reason why companies continually fail at selecting the right person to join their teams? I believe so. We've shifted the intentions in the interviewing process dramatically away from the core goal: getting to know one another. How could we possibly make the right choice if we aren't open to truly meeting the person on the other side of the table?

Could it be that we are doing interviewing wrong? I think it's worth a consideration as an industry. Let's explore new ways to do this. Perhaps we need to rethink our questions so that new doorways can be opened. In the memory of Alex Trebek, "Please phrase your answer in the form of a question."



*Caley Van Cleave*

*Iridium Consulting Company  
Colorado Chapter President*



**POWER** *Omni*


APRIL 3–5  
**WEN 2022**  
NATIONAL CONFERENCE

Omni – Fort Worth, Texas



#WEN2022

[womensenergynetwork.org](http://womensenergynetwork.org)





## FWEN Update

The Foundation for Women's Energy Network (FWEN) is excited to welcome several new individuals to the 2021 FWEN Board of Directors. These additions will help to position the Foundation as a critical leader in creating bright futures for women in energy. Our team will be key in implementing and engaging the strategic plan for 2021 and the Foundation symposium taking place this fall.

Led by Nene Glenn Gianfala, Chair, and Emily Thomas, Vice Chair, the Foundation is planning programming that coincide with our fundraising efforts. We are keeping the old and incorporating new events with the goal of sharing our story to a broader audience. FWEN has partnered with Women's Energy Network (WEN) to establish a Membership Grant Fund. These grants will support WEN individual members who want to continue their

affiliation with WEN but are not able to pay the dues on their own. [Visit us online](#) to learn more about how you can contribute to this fund or apply for a grant.

**We look forward to working with you in 2021!**

## 2021 FWEN Events

### May

Virtual Cinco de Mayo Happy Hour

### August

Meet the board and discover ways you can serve

### September

International Equal Pay Day Celebration will feature two days of lively discussions and fun-filled events

### October

Meet the 2022 WEN Foundation Board and learn about the Foundation's accomplishments in 2021

### November

Celebrate the holidays and a Day of Giving

## Foundation Links

### [FWEN Website](#)

Be sure to follow the Foundation on [LinkedIn](#).

As always, donations to the [WEN Scholarship fund](#) are greatly appreciated.

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**Courageous Conversations:  
Fostering Diversity, Equity  
and Inclusion In Your  
Organization**

November 2020



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**Courageous Conversations:  
#RealTalk – Adding “Equity”  
to the Diversity & Inclusion  
Equation**

February 2020



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**WEN Houston: The Energy  
Market in 2050: Road to  
Net Zero**

January 25, 2021





# WOMEN'S ENERGY NETWORK PODCAST



Apple • Spotify • Google • Anchor  
[HTTP://BIT.LY/WENPODCAST](http://bit.ly/wenpodcast)

# Chapter News & Events



## **Boston**

[womensenergynetwork.org/Boston/](https://womensenergynetwork.org/Boston/)

To round out our 2020 Expert Series, WEN Boston hosted Marcy Reed, President, MA,

and EVP US Policy and Social Impact at National Grid. One of our favorite takeaways from Marcy's presentation is her advice to participate when asked to join a team, which helps you "build relationships everywhere across the business."

Our Expert Series speakers have become a part of the MIT Energy Initiative podcast! You can find episodes on Apple, Google, or [online](#).

This year, WEN Boston is focusing on three pillars: Expertise, Career Development, and Community. With this in mind, we kicked off the year with a session from [Terri Trespicio](#), who presented "I'm Speaking: How to contribute to the conversation & make your voice heard (even if it makes you nervous)." Make sure to visit our website for our next event!



## **Chicago**

[womensenergynetwork.org/Chicago/](https://womensenergynetwork.org/Chicago/)

WEN Chicago kicked off 2021 with two WENformation sessions, where attendees learned more about ways to get involved in our chapter. We also discussed what is valuable in a membership and solicited events ideas for this year's programming. Our membership boasts a diverse group of businesses and includes representation from utilities, energy companies, advocacy groups, professional service organizations, marketing companies, and law firms. Because of this diversity, we know we will have the ability to make a significant difference in both our industry and community this year!



## **Colorado**

[womensenergynetwork.org/Colorado/](https://womensenergynetwork.org/Colorado/)

One of the large undertakings that WEN Colorado took on last year was to convert our annual, in-person Scholarship Luncheon into a virtual week of events. With the quick pivot in early May, we were still able to engage 15 leaders from the energy industry in our sessions and had 240 attendees over the five days. In total, we raised more than \$4,000 for the Kelly de la Torre Scholarship Fund! Though there were many memorable moments, our favorite came from the grandmother of Frances Koncilja, former Commissioner for the Public Utilities Commission, "...and if someone is disrespectful to you, kick your foot up and remember my grandmother's response: Kiss my foot because my ass is too good for you."





### **Greater Oklahoma**

[womensenergynetwork.org/GreaterOklahoma/](https://womensenergynetwork.org/GreaterOklahoma/)

Coming off the heels of our November “5 Years of GREAT Leaders” event, our 2021 events are off to a record-breaking start! In January, we welcomed Sarah Gallagher as our featured speaker, who weaved a story of how we can bring our humanity to work. We also kicked off our inaugural Book Club moderated by our very own Helen Callahan, Program Development Director. In February, more than 100 attendees tuned in to our “State of the Industry” luncheon, which gave a forecast of the energy industry in the upcoming year.

As we head into the next quarter, our team is excited about hosting events revolving around the emerging trends in Oklahoma’s diversity & inclusion initiatives. In addition, we will host our second Book Club, featuring “How to be an Inclusive Leader” by Jennifer Brown.



### **Greater Philadelphia**

[womensenergynetwork.org/GreaterPhiladelphia/](https://womensenergynetwork.org/GreaterPhiladelphia/)

WEN Greater Philadelphia (WENGP) continues to help change the face of Science by giving back to iPraxis. iPraxis is a Philadelphia based nonprofit that works to inspire middle school students in underserved communities to explore STEM by connecting them with professionals and providing hands-on learning experiences. In the past, members of the WENGP Board members have assisted with science fairs and other in-person opportunities. Regardless of the type of environment, in-person or virtual, we are committed to continuing our participation with iPraxis in 2021!





# Chapter News & Events



## Ohio

[womensenergynetwork.org/Ohio/](https://womensenergynetwork.org/Ohio/)

In the last quarter of 2020, WEN Ohio partnered with AECOM and the Ohio Oil and Gas Association on a variety of educational events, including a trivia night! Registration fees from the trivia event, along with a donation from Williams, allowed us to donate \$681 for the Red Cross.

As one of our Community Initiatives, our chapter participated in The Purse Project to benefit Women's Shelters in Canton, Columbus and Cincinnati. Ohio members had the option of donating cash and/or gently used purses that were filled with assorted personal care items. With your help, we donated 61 purses to the organization. Thank you for your support!



## North Texas

[womensenergynetwork.org/NorthTexas/](https://womensenergynetwork.org/NorthTexas/)

WEN North Texas' new President, Teresa Garza, kicked off the year with a discussion about the state of our chapter and a vision for 2021. Teresa covered a demographic breakdown of members, chapter growth, membership benefits and opportunities, community outreach, and sponsorship. "As an organization, let's start the year with compassion, selflessness, mindfulness, and creativity to make a difference," said Teresa. "I invite each of you to consider where your personal strengths and ambitions can reinforce the relevance and impact of the Women's Energy Network."

North Texas will continue to offer virtual events into 2021, open to members and non-members in DFW and beyond. Visit our website for the next opportunity to join us!







### **South Louisiana**

[womensenergynetwork.org/SouthLouisiana/](https://womensenergynetwork.org/SouthLouisiana/)

On November 5, WEN South Louisiana (WENSLA) introduced its 2021 board members at our annual meeting, all of whom are excited to lead our members this year. Following the meeting, we hosted a virtual wine tasting tutorial that covered how wine is made, how to select wine at a restaurant and other wine tasting tips. This virtual presentation was a safe and fun opportunity for WENSLA members to toast the chapter's 2020 success in 2020 and get excited for 2021!



### **Washington D.C.**

[womensenergynetwork.org/WashingtonDC/](https://womensenergynetwork.org/WashingtonDC/)

WEN Washington, DC (WEN-DC) kicked off the year with a virtual networking event, which included a fun night of trivia, games, and networking with ConnectRShip. The event featured raffle prizes, energy themed trivia and games, and small group networking at the end.

Following on last year's successful Wellness series, February featured the WEN-DC Self Care Month with a series of virtual workout classes with local Washington, DC fitness instructors. These sessions included yoga with Misty Howell, a certified yoga instructor and attorney at Hogan Lovells, pilates with Laura Rose Schwartz, owner and founder of Laura's Movement Lab, and a Barre class with Julianna Cavano at Barre3.

WEN-DC recently surveyed our members to determine what types of events they would like to have available in 2021 and are planning our programming accordingly. Visit our website to see what's next on the agenda!



### **Permian Basin**

[womensenergynetwork.org/PermianBasin/](https://womensenergynetwork.org/PermianBasin/)

WEN Permian Basin was excited to host a virtual happy hour and wine tasting with Texas Sun Winery to kick off the New Year. The event included the opportunity to learn about all things wine, from where it's grown to how it's made. Throughout the tasting, attendees also shared tips on the dos and don'ts of a virtual environment.

We're excited to meet our members in person when the time is right! Though our 2020 YWE Event was postponed, we continued to accept scholarship applications and will be announcing the recipients in the next few months. Thank you for your continued support!

