

WOMEN'S SUMMIT

**KEYS TO EFFECTIVE SELF-AWARENESS
FOR WOMEN DURING A CRISIS**



ANNUAL
MEETING
2020

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THANK YOU FOR ATTENDING

On behalf of TAPPI's Women-In-Industry Division, I thank all of you who attended our 2020 Virtual WIN Summit! The Women in Industry Division's focus is to inspire and support the development of women in the pulp, paper, packaging, tissue, and converting industries. The Annual WIN Summit is part of that effort. A special thank you to TAPPI for their support, as well as to the International Women's Think Tank for being our Speaker Sponsor. We also deeply appreciate our Gold Sponsors, Voith and UPG, as well as our Silver Sponsor, Souhegan Wood Products, for making the Virtual Summit available to all women in the forestry-related industries. We had over 200 attendees, so the impact has the potential to be far reaching.

I know that I have personally benefited from Dr. Mary Lou Frank's presentation on "Keys to Effective Self-Awareness for Women During a Crisis." I also enjoyed discussing the experience with participants afterward. A special thank you to all the moderators who supported the discussion groups and recorded the comments and thoughts of the participants. We have distilled and summarized these responses into three categories addressing "What do we bring?", "Who are we?" and "How we support each other?" as women. You will find these within this eBook. Once again, thank you to all our sponsors! You made this ambitious goal of a WIN Summit possible during a year that had many challenges—both in the industry and in our personal lives. We hope that you will join us for our future events!

**Warmest Wishes,
Heather Jennings, PE**
Bio Huma Netics, Inc.
Chair, Women in Industry Division



3rd Annual Women's Summit

WOMEN EMPOWERING WOMEN: THE 3RD ANNUAL WOMEN'S SUMMIT

The TAPPI Women in Industry Division was proud to hold the 3rd Annual Women's Summit June 30, 2020, hosted for the first time exclusively through a virtual setting. This event addressed key topics integral to women today and was open to all participants.

Dr. Mary Lou Frank of International Women's Think Tank kicked off the event as Keynote speaker in her *Keys to Effective Self-awareness for Women During a Crisis*, addressing how women can empower themselves and persevere through these challenging times.

Dr. Frank's Keynote was followed by a breakout session titled *Self-advocacy: Make Your Presence Felt and Your Voice Heard*. More than 200 attendees spent time in small groups, sharing their experiences through three topics: *Who We Are*, *What Do We Bring*, and *How Do We Support Each Other*.

During the Women's Summit, the Women in Industry Division recognized the **2020 Woman of the Year Award winner: Adele Elice-Invaso**, Executive Director of the Australasian Pulp and Paper Industry Technical Association (APPITA).

"You cannot hope to build a better world without improving the individuals. To that end, each of us must work for our own improvement." - Marie Curie

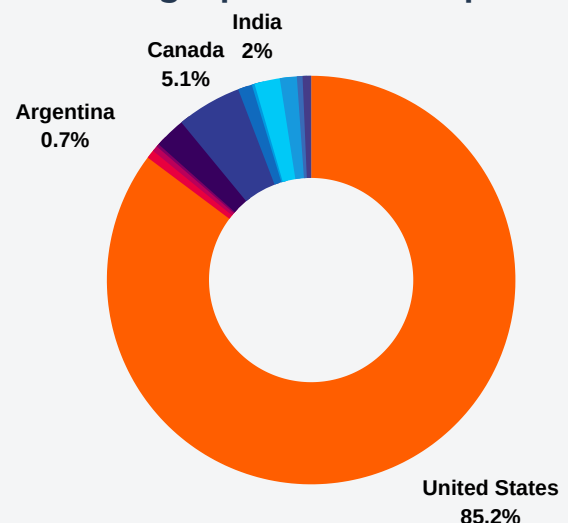
EVENT STATISTICS

19 New TAPPI Memberships

198 New Women in Industry Members

200 Attendees from all across the world

2020 Event
Geographical Makeup



3rd Annual Women's Summit

THANK YOU TO OUR SPONSORS!

Empower the Woman. Empower the World.



TAPPI's Women in Industry Division was proud to have the 3rd Annual Women's Summit Keynote provided by the International Women's Think Tank (IWTT).

As the world becomes more global, IWTT works to empower women and girls by increasing intercultural understanding, driving economic growth, exploring partnerships that uplift the human condition and improve the quality of life.

GOLD SPONSORS



SILVER SPONSOR



IWTT Video



UPG Video



VOITH Video



WOMEN IN INDUSTRY PLANNING COMMITTEE

MAJA MEJSNER

Committee Chair, PMP

HEATHER JENNINGS

Committee Co-Chair, Bio Huma Netics, Inc.

AMANDA KERNAN

Committee Member, Voith

PAULA HAJAKIAN

Committee Member, USG

HEATHER STARKEY

Committee Member, North Carolina State University

PAMELA COWAN

Committee Member, Pulmac Systems International

ROSY COVARRUBIAS

Committee Member, Buckman

JENNIFER PIERCY

Committee Member, North Carolina State University

BETH CORMIER

Committee Member, SAPPI

KARRIE BOWE

Committee Member, Lanxess

KATHLEEN COLLINS

Committee Member, JRS|USA

SARAH DAWKINS

Committee Member, Solenis

JONATHAN KERR

Committee Member, Process Training

JOANNE ARNOLD

Committee Member, Recycled Paperboard Technical Association (RPTA)

MARY LOU FRANK

International Women's Think Tank

MARY KOMBOLIAS

Committee Member, National Institute of Standards and Technology (NIST)

MARIANA SANDIN

Committee Member, OSisoft

JAN BOTTIGLIERI

Committee Member, TAPPI

SARAH SASSOROSS

Committee Member, Sonoco

RIELLE WALKER

Committee Member, Solenis

MICHELLE SANSBURY

Committee Member, Sonoco

JENNIFER JOHNSON

Committee Member, Pulmac Systems International

ROSY COVARRUBIAS

Committee Member, Buckman

JENNIFER PIERCY

Committee Member, Western Michigan University

PROSERFINA BENNET

Committee Member, University of Maine

CECILIA MCGOUGH

Committee Member, Lanxess

CYNTHIA GARLAN

Committee Member, iPaper

SAVANNA PAVC

Committee Member, Essity

LESLIE MCLAIN

Committee Member, Imerys

BRENDA MORANT

International Women's Think Tank

Breakout Session Moderators

Jan Bottiglieri

Cathy Donnelly

Ramona Houston

Cecilia McGough

Karrie Bowe

Carrie Enos

Heather Jennings

Maja Mejsner

Bridgette Brigham

Jaclyn Epstein

Amanda Kernan

Brianah Stamp (Morse)

Rosy Covarrubias

Paula Hajakian

Karen Kossie-Chernyshev

Heather Starkey

Pamela Cowan

Michelle Holmes

Tyler Mast

Bob White

KEYNOTE: KEYS TO EFFECTIVE SELF-AWARENESS FOR WOMEN DURING A CRISIS

Presented by: **Dr. Mary Lou Frank, Board Member of International Women's Think Tank**

We are all living in one of the most difficult times in the last century and watching as the world struggles to find footing and a way forward. Women leaders have shown a path that has protected both the health and economy of their cities, states, or countries, and they inspire and empower the potential in us. We can learn from them and from each other. As women, by being aware of who we are, what we bring, and how we can help each other, we can make a world of difference for ourselves and our communities.

Dr. Mary Lou Frank is a licensed psychologist and mediator. Her Ph.D. and M.S. in Psychology as well as her M.Ed. in Counseling and B.A. in Speech Communication are from Colorado State University. Completing training in Advanced Negotiations for Executives at Harvard University, she also received mediation training at Brenau University and Georgia State University. She served as a mediator for the Board of Regents of the University System of Georgia and serves as a state approved neutral for the courts in Georgia. She is the current President, Chair of the Law School Tournament Committee, and an executive committee board member for the International Academy of Dispute Resolution. She is co-founder of the consulting group, Transforming Mediation.

Dr. Frank is a Fellow at the Institute for Higher Education at the University of Georgia and continues to teach at Brenau and Middle Georgia State Universities. She has provided mediation training for bar associations, graduate and law students, and young leaders throughout the world, most recently in Ukraine and Poland. At universities, she has served as a professor, department chair, dean, associate vice president, and vice president and continues to consult and train nationally and internationally on mediation, civility, diversity, ethics, and leadership.

For over twenty years, she has published in journals and textbooks in psychology and counseling. Her textbook, "The Mind of a Peacemaker: The Psychology of Mediation," the first book on mediation written from the psychological viewpoint, has gone into second edition. She received the Distinguished Provider Award in Counseling, has served as the president of the Georgia Association for Women in Higher Education, and has been the recipient of grants and awards in leadership, teaching, diversity, and community service.

Dr. Mary Lou Frank
Watch the keynote [here.](#)



BREAKOUT DISCUSSIONS: SELF-ADVOCACY

Make Your Presence Felt & Your Voice Heard

Attendees of the Virtual Women's Summit split into breakout groups to discuss self-advocacy and other issues facing women in today's workforce. These discussions were broken into three segments: **Who We Are**, **What Do We Bring**, and **How Do We Support Each Other**.

These breakouts have been summarized into word clouds, with a few chosen quotes from participants.

WHO WE ARE



"It's difficult to keep all the pieces of us together as we try to balance all the different areas of our lives. We find ourselves sweeping up the pieces and trying to bring them along with us."

"Perceived gender roles and norms greatly influence how we see others and influence our comfort in speaking up. When women speak up we are labeled as "bitchy" or emotional. When a man says something similar, they are seen as direct, strategic, and focused."

"Stop Apologizing. I tend to apologize without even realizing it."

"Not being confident enough in my relationships with others, manager, co-worker, etc. to come out and be that a self-advocate"

WHAT DO WE BRING



"Many successful women command space at the table, they know that they belong there. Be ready to make mistakes – don't be afraid of them."

"Don't be afraid to take opportunities that arise. They build your toolbox and help to increase your confidence."

"Be dedicated to continual development and understanding the type of professional you want to be (aspirational) and be committed to growing. Seek out mentors who already exhibit the skills you are aspiring to."

HOW DO WE SUPPORT EACH OTHER



"Be an advocate for other women. In the TAPPI industry where there are few females, women must share their personal challenges with other women."

"Identify and solicit mentors and advocates. These individuals can help women work in difficult environments and navigate through the workplace."

"Give credit to women. When women have great ideas and/or excel in a project, give them credit for their contributions."

"Own your strengths and your weaknesses, but don't use them as a handicap."

RESOURCES

Attendees and organizers shared their favorite resources:

Radical Candor: Be a Kickass Boss without Losing your Humanity

By Kim Scott

In the Company of Women: Inspiration and Advice from Over 100 Makers, Artists, and Entrepreneurs

Grace Bonney

Atomic Habits: An Easy and Proven Way to Build Good Habits and Break Bad Ones

James Clear

Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.

Brené Brown

Lean In: Women, Work, and the Will to Lead

Sheryl Sandberg

#Girlboss

Sophia Amoruso

Flight Plan: The Real Secret of Success

Brian Tracy

Mind Map Mastery

Tony Buzan

Drop the Ball: Achieving More by Doing Less

Tiffany Dufu

Wherever You Go, There You Are

Jon Kabat-Zinn

Talk Like TED

Carmine Gallo

Nice Girls Don't Get the Corner Office

Lois P. Frankel, Ph.D.

The Ideal Team Player

Patrick Lencioni

WOMEN IN INDUSTRY DIVISION

TAPPI's Women in Industry (WIN) Division works to see a competitive, diverse and dynamic industry that offers long-term, fulfilling careers where women and men work synergistically.

The Women in Industry Division works to provide easy access to a highly-valued portfolio of learning tools and networking opportunities to support personal growth and career development, and an industry with raised awareness and heightened appreciation for how the differences between women and men can lead to a more integrated, engaged, and successful workforce.

MISSION

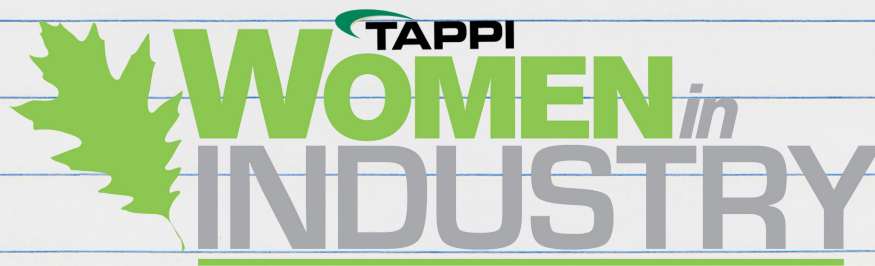
Inspire and support the development of women in the forest products, pulp, paper, tissue, packaging and associated industries by serving as a resource for education and networking opportunities, that result in more women leaders in the industry, fostering overall industry health.

VISION

The Women in Industry will see:

- A competitive, diverse and dynamic industry that offers long-term, fulfilling careers where women and men work synergistically.
- Easy access to a highly-valued portfolio of learning tools and networking opportunities to support personal growth and career development.
- An industry with raised awareness and heightened appreciation for how the differences between women and men can lead to a more integrated, engaged, and successful workforce.





The Committees of the Women in Industry Division work together to encourage men and women to focus on women's issues, volunteer involvement, and developing women leaders in the workplace.

WIN EXECUTIVE COUNCIL (2019-2020)

Chair

Heather Jennings, *Bio Huma Netics, Inc.*

Vice Chair & Program Chair

Maja Mejsner, *Valmet*

Past Chair

Pamela Cowan, *Pulmac Systems International*

Benchmarking Committee Chair

Paula Hajakian, *USG*

Celebrating Women Leaders Chair

Jennifer Piercy, *North Carolina State University*

Solutions & Strategies for Career Development & Engagement Chair

Rosy Covarrubias, *Buckman*

Outreach Chair

Karrie Bowe, *Lanxess Corp.*

Girl Scouts Subcommittee Chair

Beth Cormier, *Sappi*

WIN Committee Members (2019-2020)

Joanne Arnold, *RPTA*

Proserfina Bennett, *University of Maine*

Mary Buckelew, *Sappi*

Kathleen Collins, *J. Rettenmaier USA LP*

Sarah Dawkins, *Solenis*

Carrie Enos, *University of Maine*

Cynthia Garlan, *International Paper*

Cathy Greenleaf, *Fisher International*

Melissa Hoenstine, *Brüel & Kjær Vibro Americas*

Jennifer Johnson, *Western Michigan University*

Rachel Kaul, *Sappi*

Amanda Kernan, *Voith*

Jon Kerr, *Process Training Consultants Inc.*

Mary Kombolias, *NIST*

Nathalie Lavoine, *North Carolina State University*

Katherine Marshall, *International Paper*

Cecilia McGough, *Lanxess Corp.*

Leslie McLain, *Imerys*

Addie Nadeau, *Savage Services*

Savanna Pavc, *Essity*

Jennifer Pennington, *Kodak*

Marcina Rogers, *International Paper*

Nancy Ross Sutherland, *Forest Products Laboratory*

Barbara Russell, *Republic Paperboard*

Mariana Sandin, *OSIsoft*

Michelle Sansbury, *Sonoco*

Sarah Sassorossi, *Sonoco*

Heather Starkey, *North Carolina State University*

Riell Walker, *Solenis*

WOMEN IN INDUSTRY'S WOMAN OF THE YEAR AWARD

The Women in Industry Division's Woman of the Year award recognizes women who have demonstrated excellence in leading, motivating, and developing others within the pulp, paper, tissue, packaging and related industries. She has had an impact on those around her and has motivated and developed others around her. To submit nominations, visit this [page](#).

2020 WOMAN OF THE YEAR ADELE ELICE INVASO

Adele Elice-Invaso is the Executive Director of the Australasian Pulp and Paper Industry Technical Association (APPITA)

Adele has 23 years of experience in the pulp and paper industry across various roles including management, advocacy, technical sales and marketing, publishing and consulting. She has extensive experience engaging with stakeholders and building and strengthening collaborations for research and development between industry, universities and not for profit groups to stimulate innovation, productivity and growth of the industry.

As Executive Director of APPITA, Adele has led the development of new programs and events to better engage, connect, and develop young industry professionals. She is a passionate advocate for supporting and developing the next generation of leaders and innovators.

More recently Adele has been involved in the development of a new online Master's program, which is designed to prepare a new generation of engineers with entrepreneurial and advanced manufacturing skills. The Master's Bioproduct Manufacturing Engineering, at the Bioresource Processing Research Institute of Australia (BioPRIA), Monash University was developed in conjunction with pulp and paper industry partners and is the first online Master's of its kind to focus on advancing bioproduct manufacturing.

Adele has held a wide range of representative positions focused on industry education, training and research. Currently she is a member of the Monash University BioPRIA Management Committee – serving as an advisor on industry engagement, operations management and education program strategies. She is also a member of the Pulp & Paper Industry Reference Committee which guides the development of qualifications that cover the full spectrum of job roles in our industry and a member of Australian Forest Product Association (AFPA) - Pulp & Paper Industry Chamber Committee.

Adele holds a Master of Engineering Science, Pulp & Paper Technology and a Bachelor of Agricultural Science (Hons).

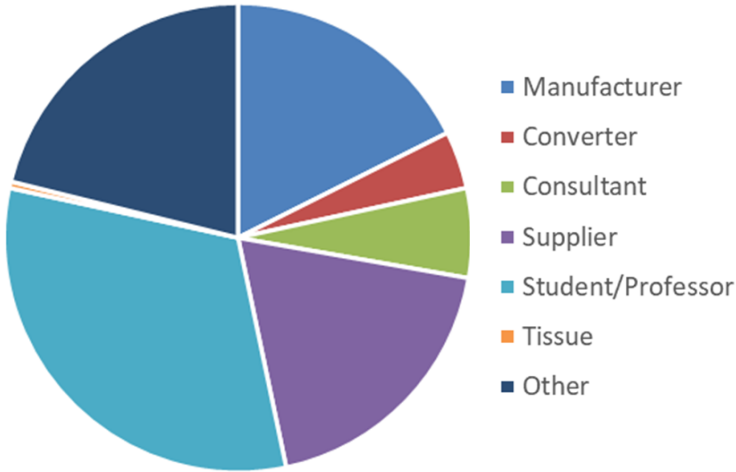


[Watch the Woman of the Year acceptance speech!](#)

WIN BENCHMARKING

2019-2020 Data

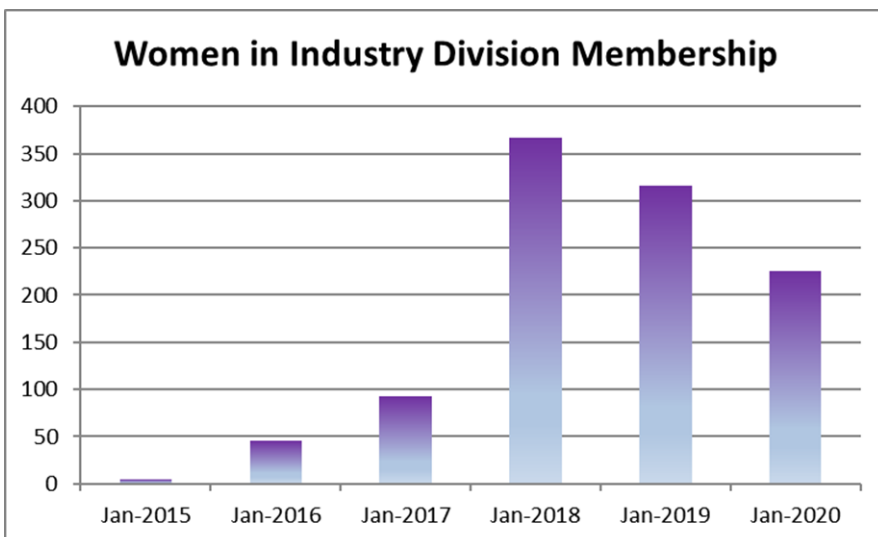
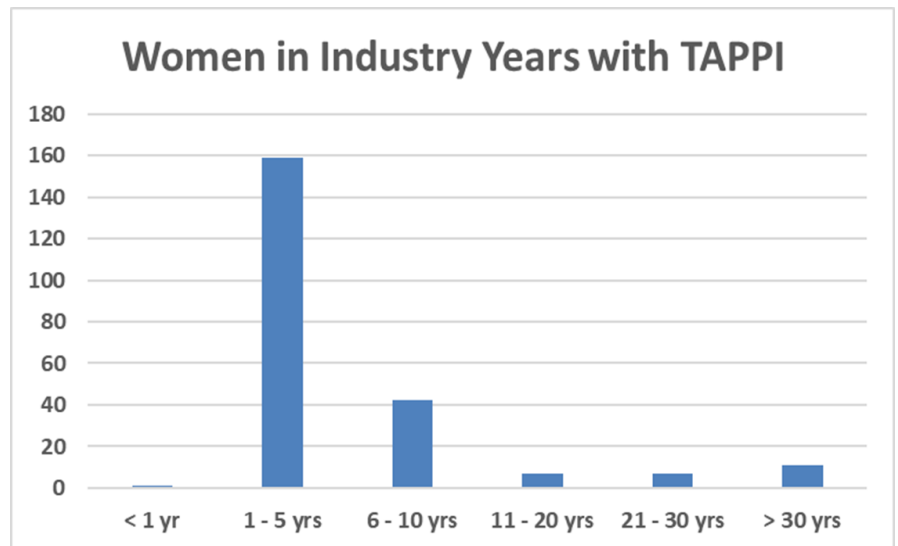
WOMAN IN INDUSTRY BY JOB



The women and men of the Women in Industry Division hold 243 positions in leadership with TAPPI!



The median age group for the Women in Industry Division is 25 - 34 years old.

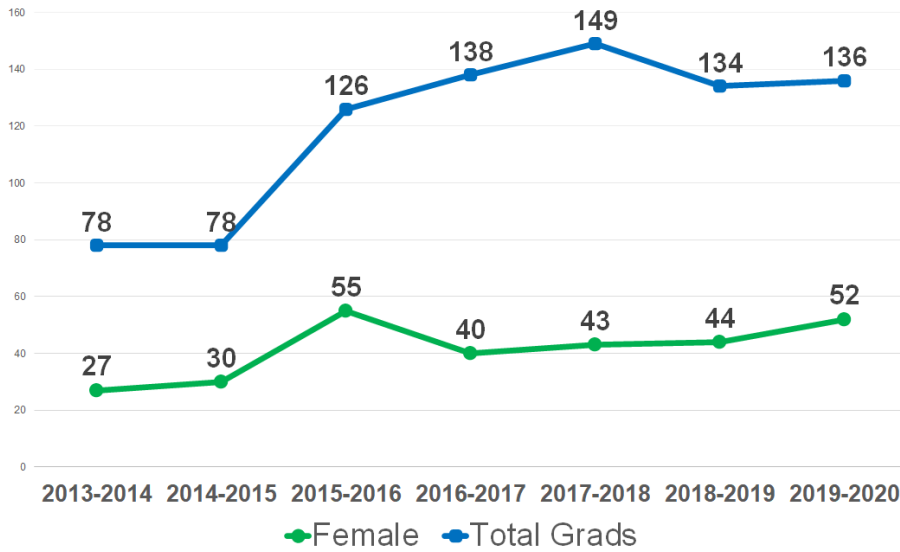


TAPPI's female membership has increased from 13.7% in 2017 to 16.9% in 2020.

WIN BENCHMARKING

2019-2020 Data

PAPER STUDIES GRADUATING STUDENTS BY YEAR

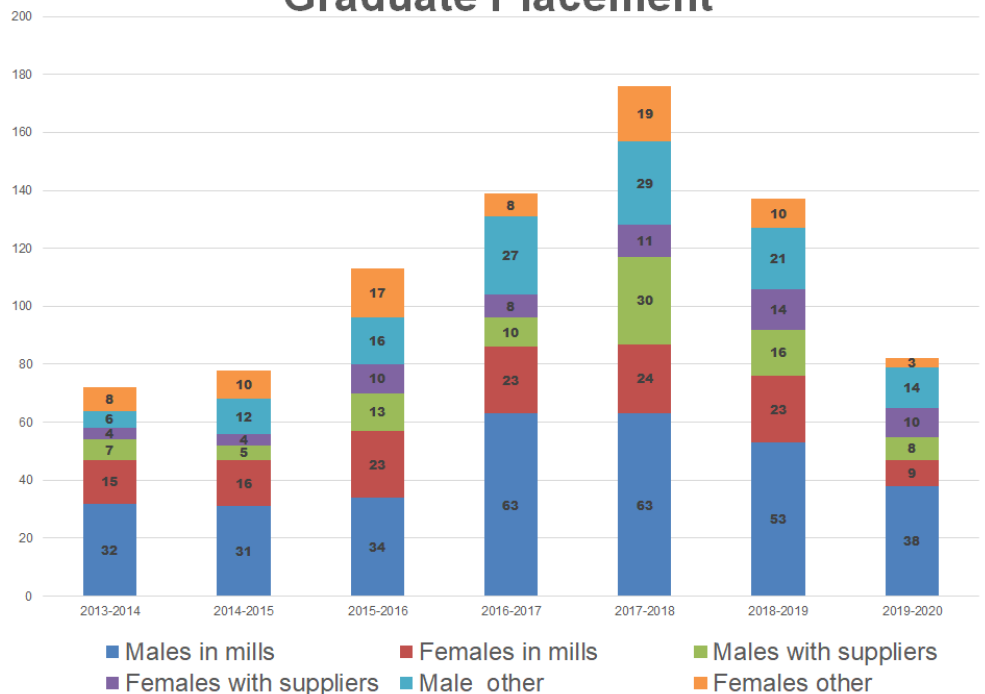


Schools included in study:

- Georgia Tech
- Miami University
- North Carolina State University
- University of Maine
- University of Minnesota
- University of Wisconsin Stevens Pt
- Western Michigan University



Graduate Placement



- **Women representation in paper relatively steady over past 7 years averaging 35%**
- **Placement**
 - **30% female in paper mills**
 - **43% female to suppliers**
 - **38% female to other**

JOIN TAPPI AND THE WOMEN IN INDUSTRY DIVISION TODAY!

Inspire and support the development of women in the forest products, pulp, paper, tissue, packaging and associated industries by serving as a resource for education and networking opportunities, that result in more women leaders in the industry, fostering overall industry health.

TAPPI's Women in Industry Division consists of several working committees. You can take an active role and make a difference.

BENCHMARKING COMMITTEE

Works to support the Division's mission by identifying and reporting on best practices among other organizations, establishing basic benchmarking data on women in the industry, women in TAPPI, and women in leadership positions within TAPPI, and measuring growth and satisfaction levels for women in the industry.

SOLUTIONS & STRATEGIES FOR CAREER DEVELOPMENT & ENGAGEMENT COMMITTEE

Works to identify gaps in the available tools for women in industry and develop resources to address these gaps and support women leaders. The committee produces webinars and works to maintain quality connections with other TAPPI Divisions and other organizations.

CELEBRATING WOMEN'S LEADERS COMMITTEE

Works to identify and honor outstanding women in the industry. The committee oversees the selection process for the Woman of the Year award, and selects industry exemplars for spotlights in TAPPI publications.

OUTREACH COMMITTEE

Works to identify excellent individuals who want to give back to the industry and can enhance the Division's programs and activities. Recruits new members to the division and involves current members.

PROGRAM COMMITTEE

Develops programming and content for the annual Women's Summit and other TAPPI conferences.

To join TAPPI, go to <https://www.tappi.org/members/benefits-of-membership/>. Interested in joining the WIN Division or a specific committee, email Lisa Lockwood at llockwood@tappi.org today!

SAVE THE DATE



WIN Café

December 8, 2020 (Virtual)

2021 Women's Summit

April 24, 2021 (Atlanta, GA)



WOMEN EMPOWERING WOMEN



Women's Summit 2018
Charlotte, NC

