



Visit our [website](#) for the latest updates, news, and events!

## President's Message: #EqualPayDay and Why #20percent (Still) Counts

Let's talk about a topic near and dear to all of us: **pay equity**. National Equal Pay Day, which was April 4 this year, originated in 1996 by the National Committee on Pay Equity. This day represents how far into the year women must work to earn what men earned in the previous year.

Here in North Carolina, we can boast an 86% earnings ratio in pay; that is, women make .86 cents for every \$1.00 that a man makes, but there are many still other factors to consider. The statistics alone do not show the greater gaps that exist for women of a certain age or of other races. Not to mention that 40% of women are the primary breadwinners in their homes, so a deficit in pay equals a deficit in family finances. And let's face it: any gap in pay impacts our economic independence, our earning potential, and our career trajectory. What can you do about the pay gap? Inform yourself, know the facts, and master your future salary and compensation negotiations. These are steps each of us can take to help secure greater career success. [Read more...](#)

**Zahira Floyd**  
CWNC Co-President

## Second Career Preparation Workshop Is Right Around the Corner

Don't leave money on the table at your next salary negotiation.

Plan on attending our second workshop of the Career Preparation series on **May 23** – [Reserve your spot today!](#) This workshop focuses on Career Preparation, so you'll get insights from experts on the building blocks to accelerate your career: confidence, a career strategy, and compensation negotiation.

As always, CWNC Members attend for **free** ([Become a member!](#)) - \$50 for everyone else



Featured  
Speakers:

Beth Huebner,  
MBA, BCC, LPC

Vickie Bevenour,  
MBA, PCC

Sonja Neiger, HR  
Professional

## Are You Taking Full Advantage of Your Membership?

### Free Coaching

Come learn about an important CWNC member benefit: Coaching from [Raleigh Coaching Academy](#) alumni.

What is coaching? How is it different from mentoring? What can I expect? Attend our quick virtual info session to get your questions answered and learn how you can participate!

**Thursday May 4 – 12:00-12:30pm**

Dial-in number 712-770-8019

Conference code: 501460

Hosted by our co-president Zahira Floyd and Kathleen O'Grady,  
Founder of Raleigh Coaching Academy



### Members-only Content Library

Missed one of our workshops? Log in and [get access to content](#) presented at our workshops, including topics like salary negotiation, career planning, and the power of LinkedIn.

### Member Directory

You can promote your business, role, or company by updating your online member profile in our [Member Directory](#). Here's how:

1. Log in at [cwnc.org](#)
2. Click on View Profile at the top of the page
3. Click on Edit Profile

While you're there, take a moment to connect with other members in the Directory!

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## Spread the Word!

One of the best ways you can help CWNC is to tell other people about us. Tell your friends, your co-workers, your boss. [Our new promotional video](#) is a quick and engaging way that you can share to help people learn more. The more people we reach, the more we can do to support women in the Triangle as they build and navigate their careers, so **thank you!**



## 13 Plate Networking Lunch

Our co-president Zahira Floyd is hosting the next 13 Plate Networking Lunch! These regular lunches are a great opportunity to connect with other local businesswomen on a smaller scale. We hope you'll [join us](#): May 18 at [Brio Tuscan Grille](#). **Free** for CWNC members ([Become a member!](#)) - \$10 for guests.



## Kudos All Around



Congratulations to Tonya Perry, a CWNC member-volunteer on our Marketing committee. As a result of her ongoing excellent work with CWNC, Tonya received a **UNC Kenan Flagler scholarship** to their [Executive Development](#) course.

Tonya, a certified productivity and management consultant, currently works as a Program Manager at BCBC of NC. She is also an entrepreneur and owner of [TRP Consulting](#), a full-service consulting firm that helps individuals and corporations who are overwhelmed with doing more with less to increase their efficiency to become more profitable. Congratulations to one of our rock stars!

## Mentoring Program Updates

We're so excited to get started with this year's participants in CWNC's [Mentoring Program](#)! Mentees have been paired with Mentors, and they'll embark on their journeys [April 25 at the kick-off session](#). If you weren't one of the lucky women to get a spot in the program this year, mark your calendars for next year! It's a fantastic way to give back (as a mentor) and to benefit (as a mentee) from the valuable insights and guidance our mentors provide.



Participants in last year's Mentoring Program wrapped up with a closing event on April 5. They gathered to discuss learnings from the program, share how they benefited, and celebrate the relationships they built along the way.





## Fresh Ideas for Spring



Spring is a time of new beginnings, so we're trying something new. This issue will be our lastly monthly newsletter. We're moving to a quarterly format, so our next one will reach you in July. We're making this shift to provide you with timelier news tidbits via our [website](#), [Facebook](#), [LinkedIn](#), [Twitter](#), and [Instagram](#). So many ways to keep in touch! Make sure you follow CWNC on all those channels so you don't miss a thing. [Let us know](#) what you think of this new format.

## Get Involved

CWNC has so many great ways to get involved; just [contact us](#) to learn more. Join any of our [committees](#) and lend your talents alongside other women to promote career growth in NC. Choose from several areas to get involved including: Marketing, Scholarships, Events, and Program Management.

## 2017 CWNC Board Members



Zahira Floyd   Dawn Barnett   Taylor Boone   Lisa Kelly   Elyce Arcieri   Sweetie Browne   Barbara Reed   Tabatha Sampson   Kelly Walsh