

## DISH Women's Network Year in Review

Network Launch: Summer 2015

Network Statistics:

- Members to date: 650
- 18 events
- 95% satisfaction with our Leader Series
- 3 chapters across the country

To read the full year in review, watch past events, and access past newsletters please [click here](#).

## New DISH Women's Network In-Home Services Chapter

We are excited to announce the launch of our newest "satellite" chapter – IHS Branch of the DISH Women's Network.

The IHS chapter will support women at over 153 locations who, often times, are the sole woman on their campus. The IHS field offices will now have a unified support network lead by Sarah Acuna. Sarah will lead the network from the King of Prussia Training Center. Sarah has been with DISH as Manager of Training in the Northeast for IHS since June 2014 and we are thrilled that she has volunteered to help bring the Network to her peers and colleagues in IHS.

The goal of the IHS branch of the DISH Women's Network is to provide a format that the women of IHS can participate in, no matter their location. If you are in an IHS location and are interested in joining please email [IHS\\_DWN@dish.com](mailto:IHS_DWN@dish.com).

Interested in starting your own DISH Women's Network chapter? Please email [womensnetwork@dish.com](mailto:womensnetwork@dish.com)

## 2016 DISH Women's Network Awards:

**Trailblazer:** This woman embodies the spirit of DISH and the Women's Network as a risk-taker and groundbreaker within her team and our company. She impacts the business through her dedication and she inspires those around her to engage with the industry.

This award is presented to Renae Fultz. Renae was nominated for her thought leadership and her talent development. She is an expert in resource planning and is known by her colleagues as an inspirational leader, not only within DISH, but within the industry. She has demonstrated a consistent ability to recruit, develop, and deploy talent. Her innate ability to make herself and the people around her better is a quality that few possess. Congratulations, Renae.

**Woman to Watch:** This woman shows tremendous promise through her accomplishments at DISH as a leader and industry advocate. Through job excellence she inspires and motivates others to achieve more.

This award is presented to Yaoyao Wang. Yaoyao was nominated for her instrumental role in industry changing events for Sling. Yaoyao's dedication has helped drive Sling to outperform competitors and maintain its leadership position in the OTT space. Her energy and enthusiasm inspire others around her to work harder and achieve more than was previously thought to be possible. Congratulations, Yaoyao.

**Mentor of the Year:** This woman wields her knowledge, experience, and wisdom to develop talent around her. She takes time to be a catalyst for change in other women, and in turn, the technical sphere itself.

This award is presented to Renee Reagan. She was nominated for her commitment not only to her job but to her team. Her positive attitude and all of the time that she has dedicated to uplifting those around her has made quite an impact. From mentoring new team members to demonstrating job excellence, Renee is selfless with her expertise and leads by example with team spirit. Congratulations, Renee.

## Book Club

*The Confidence Code*

By Katy Kay & Claire Shipman



Please join us for our next book club as we discuss *The Confidence Code* by Katy Kay and Claire Shipman. This book explores the root of confidence, the role it plays in our lives, and the choices we must make to be more confident.

**WHEN:** Thursday, September 29, 2016 from 12:00 PM to 1:30 PM

**OR** Friday, September 30, 2016 from 3:00 PM to 4:30 PM

**WHERE:** Echo IX Conference Room (Bldg. 1 Floor 3)

Sign up for our next Book Club [here](#).

## Book Swap

We'll also host a book swap and donation drive to share some of our favorite reads on leadership, the workplace, and professional development. If possible, please bring one book to 'swap' with other attendees and one to 'share'. Additional book donations are welcome! All donations will be delivered to the Center for Work, Education and Employment (CWEE), which helps low-income, single families gain the skills and education to gain long-term employment. The CWEE has specifically requested books on professional development.

If you can't attend book club, but would still like to donate a book, please email [Harsimrat.Kandhari@dish.com](mailto:Harsimrat.Kandhari@dish.com) (Sim).

We look forward to seeing you there!



## INTERVIEW OF THE MONTH

Paris Bradley – President, DISH Women’s Network  
Michelle Calkins - Vice President, DISH Women’s Network

### 1. Paris, what inspired you to start the Dish Women’s Network?

That’s a complicated question for me. I am frequently asked this, but I don’t have one simple answer. I believe it’s an accumulation of different inspirations within my life. From watching my mom have a successful career, to being passionate about equality, to seeking mentorship from executive women, a lot of different things played a role. Within my first year at DISH, I saw a huge opportunity to empower women to become leaders, and someone had to take the initiative.

I spent months developing what the Network would look like based on roundtables with dozens of women, employee surveys, and industry research. To give you an idea of what the current landscape looks like – here are a few stats:

Today women enter the workforce at an equal rate as men and make up 56% of all professional-level jobs, yet hold a sliver of leadership positions. In the United States, women hold 17% of C-suite positions and hold 16.4% of company board room seats. Specifically within our industry women hold only 9% of all managerial positions.

My personal goal with the Network is to invert this narrowing funnel by providing women the tools and resources they need to succeed. With the hopes that one day we will see an equal representation of both men and women in leadership roles, not only here at DISH, but across the industry.

Sources:

- <http://www.womenwhotech.com/womenintechinfographic>
- <https://www.americanprogress.org/issues/women/report/2014/03/07/85457/fact-sheet-the-womens-leadership-gap/>
- [http://womenintheworkplace.com/ui/pdfs/Women\\_in\\_the\\_Workplace\\_2015.pdf?v=5](http://womenintheworkplace.com/ui/pdfs/Women_in_the_Workplace_2015.pdf?v=5)
- <http://www.economist.com/blogs/graphicdetail/2016/03/daily-chart-0?fsrc=scn/fb/te/bl/ed/thebestandworstplacestobeaworkingwoman>

### 2. What advice would you give other women out there with the same entrepreneurial spirit who want to leave their mark?

**Michelle:** Just do it! If you have an idea, act on it. Collaborate, work hard, and don’t take no for an answer. Where there is a will there is a way. With that, I think there is much to be gained through partnerships, team work, and being willing to adapt. We are at a company full of passionate and intelligent people. There are so many opportunities to help our community and company if you get involved!

**Paris:** For me, its never been about ‘making my mark,’ but rather about the DISH Women’s Network making it’s mark on DISH that will benefit the company as a whole, while also hopefully creating a better representation of our customer base. One day I hope to make an impact in the industry, and perhaps the country, where women can make their mark by holding 50% of leadership roles. That’s what I’m passionate about. Figure out what drives you, build on it, then work your ass off to make it happen. What do you have to lose?

### 3. What is next for the DWN?

**Paris/Michelle:** This next year we have set high goals to work towards. We just completed our membership survey for year one (thank you to everyone who filled it out!) and have some really strong take aways. It is clear that the women here at Meridian are hungry for tools and resources to grow. There is a need for formalized training, which we will be working to initiate this year. Beyond corporate, we plan to create ‘satellite’ chapters by giving the tools and resources for other DISH locations to launch their own Women’s Network. Outside of DISH, we will begin engaging with the Denver community to help foster talent within our youth, partake in networking events, and hopefully influence more women to work at DISH. With these goals, we want to stay true to our core of networking, self-development, and education. We’ll continue to provide executive speakers and will continue working with our DISH Women’s Network leadership team to build out new initiatives at DISH.

With over 650 members and 18 events, the DISH Women’s Network has seen tremendous growth over the past year.

We celebrated these accomplishments at our One Year Anniversary Party on July 28th, 2016.

This year featured our compelling keynote speaker, Larissa Fontaine, Head of Apps at Google Play. Larissa is a former gymnast and a seasoned industry veteran who motivated, energized and engaged us with her unique perspective on coaching, leadership and recruiting.

Here are some moments from this year’s celebration!



DISH Women’s Network Leadership Team



Michelle Calkins - VP and Paris Bradley - President



Keynote Speaker - Larissa Fontaine

