

DISH WOMEN'S NETWORK HIGHLIGHTS

CONGRATULATIONS

SUMA NALLAPATI

This month, we celebrate one of our own as Suma Nallapati, Chief Digital Officer, has been named one of the Top 50 Most Powerful Women in Technology by the National Diversity Council. Head to [The HOP](#) to learn more!

LEIGH RASMUSSEN

Leigh Rasmussen has been promoted to Vice President, Training & Events of the DISH Women's Network. She has been integral to building the Network's robust training program and will now also oversee all events. Leigh is an authentic, passionate leader who is critical to the everyday success of the Network. Congratulations, Leigh!

EQUAL PAY DAY

April 2 marked Equal Pay Day, which symbolizes the day through which a woman must work in 2019 to earn the same amount that men earned in 2018. Women in the US are paid, on average, 20% less than men. This disparity is even larger for women of color: black women are paid 39% less than white men, and Latinas make an average of 47% less.*

Rachel Thomas, president of LeanIn.Org, believes the pay gap is one facet of a larger issue. "Women face an uneven playing field in the workplace: they are less likely to be hired and promoted, receive less support from managers, and get less access to senior leaders."

How can companies address the pay gap? LeanIn.Org suggests four strategies:

- Conduct a pay audit
- Ensure fair hiring and promotions
- Make sure women have equal opportunities for advancement
- Make it a norm for women to negotiate

*Via [LeanIn.Org](#)

Other Resources:

"[Equal Pay Counts: What Companies Can Do](#)" via LeanIn.Org

"[How to 'Celebrate' Equal Pay Day](#)" via AAUW

"[Are Compensation Audits the Key to Ending the Wage Gap?](#)" via Working Mother



INTERVIEW: JESSIE SLOAN, HEAD OF OPERATIONS FOR SMART HOME SERVICES

Tell us about your career path at DISH.

I started in August 2016 as a Senior Analyst (and I was in the last pilot class of Base Camp) working on special project within IHS – working on operations improvements and understanding where to move the needle on performance metrics. After about three months, I took over the employee experience team, which was responsible for cash and non-cash incentive programs, on-the-job training, and the promotion process for technicians. I had a small team and grew the team – it doubled in size. Everything that team did had a direct impact on the techs. It was very meaningful work improving things for the people who are actually in customers' homes. Last February, I took over the PMO team. We get to work on the initiatives IHS and DISH are bringing in – lots of leading edge stuff. I've learned a ton about how DISH operates and worked with a great group on my team. Earlier this week, I became the Head of Operations for Smart Home Services. I'm really excited for the challenges this role will bring.

Tell me about your work in the IHS PMO!

I tend to say things that need a Project Manager are strategic, need done quickly, require a high level of collaboration across IHS and DISH and/or have some level of complication or constrained resources. New and different work and projects typically fall into that, like bringing in new fulfillment clients like Samsung, Lowes, and Google Nest. The PMO helps people collaborate and ensure we're driving these projects forward.

What is one of your proudest professional accomplishments?

At DISH, I had taken over the employee experience team and within four months was able to work with the team to roll out a completely updated Tech Incentive Program. It had a big impact on the way techs thought about their incentive pay. Before this, it hadn't been great, so we did a lot to change perception, both communicating in the right way and making changes to the program that made it easier for them to participate. It was great to see the team work hard on a quick timeline, get it out the door, and have it received really well. In general, I really like coaching and mentoring and leading. Anything I can do to help an individual or team realize their potential for things they didn't think they could do tends to be what I like the most.

What has been an important challenge in your career, and how have you tackled it?

Over the course of my career, I've learned a lot about discovering what motivates other people and using that understanding to work best with other groups. Early on, I knew who I was and what my style was and tended to push that on others. I learned that understanding what motivates others and framing things in that way enables people to be more engaged and like to contribute and be innovative and creative.

What advice would you give to someone just starting their career?

The advice I'd give to anyone, particularly women, is there are lots of ways you won't be confident in your own ability or will question yourself and will use that to place limits on yourself. Trust yourself. Find ways you can push out of your comfort zone, ask questions, dig in, find experts, and go learn. Take chances on yourself. If you can take a chance on yourself, you will get to do things that are at the next level, showing what you're capable of and growing and learning rather than waiting to feel safe and confident. Have confidence in your abilities because, especially as women, we don't always do that and it can minimize our opportunities. Opportunities that we are capable of and deserve.

Who inspires you and why?

Anyone who shows courage. Courage is one of my core personal values. Anyone who is pushing and challenging themselves, who has the courage to speak up, do the right things, put in the effort and hard work – those people are most inspiring to me.

I've been really impressed with what the DISH Women's Network is doing. I think they address a lot of issues at the root of women's experience in the workplace like thinking about your personal brand, conveying what you're capable of and doing it confidently, and making connections across the organization – the way Women's Network members help each other is important, and I've been happy to see that here at DISH.



UPCOMING EVENTS

TRAINING: COMMUNICATING WITH MOXY

Thursday, May 30th • 12pm-1pm in Mt. Elbert & DISH Vue

Join DISH Women's Network and The Moxy Lab for this impactful communications training. The Moxy Lab's Founder, Shana Cordon, will be sharing a small piece of her organization's expertise in communication and personal presence. If you're hoping to create more impactful communication, learn more effective listening skills, or have a more powerful personal presence, this training is for you! [RSVP here!](#)

LEADERSHIP NETWORKING SERIES: JANET GIPSON

Monday, May 20th • 8am-9am in Meridian Café Event Room

This session will provide you an opportunity to network with Janet Gipson, VP of Talent Acquisition in Human Resources. [Join the waitlist here!](#)

FIRST FRIDAY COFFEE

Friday, June 6th • 8am-9am in Meridian Café Event Room

Join us for coffee and conversation – all are welcome!

TRAINING: AGILE: WORK MORE EFFECTIVELY AND EFFICIENTLY

Tuesday, June 11th • 12pm-1pm in Mt. Elbert

Join DISH Women's Network and DISH's Agile Center of Excellence (ACE) for this training that will empower you to work more effectively and efficiently! The Agile Center of Excellence's (ACE) mission is to enable positive change through transparency, collaboration, and optimization. This training will cover project management techniques you can apply to your role now, even if you're not involved in project management. [RSVP here!](#)

LEADERSHIP NETWORKING SERIES: AMY PHELPS

Wednesday, June 19th • 8am-9am in Meridian Café Event Room

This session will provide you an opportunity to network with Amy Phelps, Senior Manager of Workforce Management in the CXO. [Join the waitlist here!](#)

LEADERSHIP NETWORKING SERIES: ROBB ORIGER

Monday, July 22nd • 8am-9am in Meridian Café Event Room

This session will provide you an opportunity to network with Robb Origer, VP of IHS Field Operations. [RSVP here!](#)

Want to be the first to know about our events? Add DWNcalendar@dish.com on Outlook.

WATCH REMOTELY!

Watch our speakers and events REMOTE by using the DISH Vue platform. Sales Training and Support has partnered with DWN to offer an improved remote streaming experience for our DWN members across the country. For our speakers, sign up for the "remote" ticket on DISH Vue and we will send you the link to join!

ON THE BLOG

[HOW TO REDUCE EVALUATION BIAS IN BUSINESS](#)

Learn how organizations can reduce unconscious bias during performance evaluations.

[TODAY IS EQUAL PAY DAY: WHAT YOU SHOULD KNOW AND DO](#)

Learn more about Equal Pay Day, along with action steps you can take to become an agent of change.

GET INVOLVED

OPEN LEADERSHIP ROLES

Community Involvement Manager

Organize and help find opportunities to get DWN members involved in the community. Support a quarterly volunteer event and at least one quarterly female-oriented community event.

Training Manager

As Training Manager for the DISH Women's Network, you have the unique opportunity to provide our members with trainings that will enrich their careers and lives. The Training Manager is responsible for deciding training topics, coordinating training event logistics, working with resource group leadership on co-sponsored trainings, collecting feedback and training suggestions, and continuously improving our training series (typically 10 events per year).

OTHER VOLUNTEER OPPORTUNITIES

- Join our monthly volunteer meetings to support one-time events or simply contribute ideas!
- Start your own local chapter – we supply guidelines and support.

Email womensnetwork@dish.com for more information