



WOMEN IN THOUGHT SUMMIT

COLLECTIVE STRENGTH

WOMEN LEADING GENERATIONS FORWARD

March 13, 2025 | 10 AM - 3 PM
OCLC Conference Center
6600 Kilgour Place
Dublin, Ohio 43017



PRESENTED BY





WOMEN IN THOUGHT (WIT) SUMMIT

Collective Strength: Women Leading Generations Forward

10:00 AM - 10:15 AM - Welcome

Karen M. Fowler, *Executive Vice President, Strategy and Business Innovation, INTETHIQ*

10:15 AM - 10:45 AM - Making Women Wealthy and FREE

Kelley Griesmer, *President & CEO, Women's Fund of Central Ohio*

Kelley will present new research from the Women's Fund of Central Ohio on how wealth contributes to women's freedom and the actions our community can take to support women's prosperity. The study explores the critical link between financial independence and empowerment for women. She will unveil findings from this groundbreaking research report and share what Central Ohio women said they need to build wealth and thrive.

10:45 AM - 10:55 AM - Drawing & Break - Big Box of Gift Cards

10:55 AM - 12:00 PM - From Insights to Impact: Turning Data into Action

Moderator: Jennifer Lestini, *Strategic Procurement Executive, Chemical Engineer*

Panelists:

Erica C. Crawley, *Franklin County Commissioner and Exec. Director, MACC*

Jennifer E. Edwards, *Partner, Porter Wright Morris & Arthur LLP*

Elizabeth Martinez, *President & CEO, Big Brothers Big Sisters of Central Ohio*

Dr. Alyncia M. Bowen, *Dean, Ross College of Business, Franklin University*

These leaders will share how they are turning insights into action to address women's systemic barriers in building wealth, gaining financial education, and achieving economic freedom. From tackling workplace discrimination to advocating for paid leave, affordable childcare, and flexible work policies, this conversation will highlight real solutions that empower women to thrive.

12:00 PM - 12:45 PM - Generational Emcee: Laura Broadway, *Manager Professional Engagement, American Diabetes Association Event Planner, Women in Thought Summit*

Lunch - Enjoy networking and the bountiful salad and soup bar



WOMEN IN THOUGHT (WIT) SUMMIT

Collective Strength: Women Leading Generations Forward

12:45 PM - 1:10 PM - Generational Collective

Facilitators:

Catrena Cannon, *V.P., Culture, and Inclusion, Columbus Chamber of Commerce*

Noni Banks, *Director of Development, New Directions Career Center*

Maylin Sambois, *Co-Founder and Executive Director at Femergy® Ohio*

Anita Smith, *President and Founder, Diversified Recruiting*

During the **Generational Collective Table Brainstorm Session**, participants will engage in meaningful discussions within their generational groups—**Boomers, Gen X, Millennials, and Gen Z**—to identify concrete actions that promote women's wealth, financial education, and economic freedom. Facilitated conversations will encourage individuals to reflect on their role and community impact while exploring the shared responsibility of supporting women across generations. This session fosters collaboration, cross-generational learning, and the development of tangible solutions to drive lasting change.

1:15 PM - 1:45 PM - Activating Your Team's Best Work through Cognitive Diversity

Cognitive Diversity Emcee: Anita Smith, *President & Founder, Diversified Recruiting*

Speakers:

Diane S. Jordan, *Consulting Partner, V. Randolph Brown Consulting*

Lawson Mohl, *Consulting Specialist, V. Randolph Brown Consulting*

Explore the often-overlooked concept of cognitive diversity and how different ways of thinking and communicating can enhance workplace dynamics. Diane and Lawson will introduce the Herrmann Brain Dominance Instrument® (HBDI®) and "Whole Brain Thinking" as tools to improve collaboration, innovation, and productivity by leveraging cognitive thinking.

1:45 PM - 1:55 PM - Break & Drawing - Luxury Package - Massage, Pedicure, Hair Stylist appointment, Wine

1:55 PM - 2:15 PM - Fireside Chat - Mentorship at the Margins: Uplifting Women and Families Across Generations

Speakers:

Brianna Pina, *Director of Diversity, Equity, and Inclusion, PTC*

Fadjanie Cadet, *Director of Diversity and Inclusion, Forrester*

This fireside chat highlights the importance of intentionally building relationships, embracing discomfort, and staying authentic in mentorship. Through personal narratives, we'll discuss the significance of learning from and being inspired by previous generations, the resilience required to unlearn and relearn behaviors, and the profound responsibility to pay it forward to family and community.

2:20 PM - 2:45 PM - In The Meantime

Charlene Free, *Founder of Flow of Life, LLC*

An inspirational address to motivate attendees to persist in achieving their aspirations and objectives. It will also provide guidance on the efficient use and integration of resources to navigate the current financial, political, and emotionally charged environment.

2:45 PM - 2:55 PM - Drawing - Weekend Getaway - One-night hotel stay, Dinner for 2, Brunch for 2, Wine

2:55 PM - Final Thoughts and Close of The Women in Thought Summit 2025

Karen M. Fowler, *Executive Vice President, Strategy and Business Innovation, INTETHIQ*

QUESTIONS FOR GENERATIONAL COLLECTIVE

Question 1: Women of all ages and income levels encounter obstacles to building wealth and achieving prosperity. Having wealth makes women free. Considering this situation, **If you had an additional \$500 per month, how would you allocate it, and why? What insights about wealth have you gained from the generations before and the generations after you?**

Question 2: Many nonprofit organizations partially depend on federal grants. Many feel a responsibility to support organizations that advocate for women. **Please identify nonprofit organizations in Greater Central Ohio with which you are personally involved and explain your involvement. Are there any organizations you are interested in and have not connected with?**

Question 3: The Four Pillars of Focus outlined below provides us with a roadmap to follow in making a behavioral change to positively impact on ourselves, our families and our community. **What is your Fifth Pillar that has influenced you? Please name and define.**

Four Pillars:

Education: educational resources personally, professionally and financially.

Mentorship: presenting opportunities for mentor- mentee relationships to reach our full growth potential.

Networking: ability for women to connect with other women, organizations and businesses.

Volunteerism: opportunities and initiatives to problem solve. Advocacy, philanthropic giving, community engagement. Guidance on how to lead in our communities

Question 4: Other comments for the good of the order?



WELCOME



As founder of Women in Thought at INTETHIQ, I welcome and thank you for joining the 2025 Women in Thought (WIT) Summit, Collective Strength: Women Leading Generations Forward. Our agenda features expert advice and cutting-edge research from the Women's Fund of Central Ohio to better understand the impact of wealth. We have assembled a roster of outstanding speakers. We are grateful to have them with us!

I encourage you to engage each other in conversation, exchange ideas, and connect with new individuals as we explore the state of women across generations. Today's objective is to foster cross-generational collaboration, highlight the significant contributions of women within our community, and enjoy the company of those we trust.

As women, we often call upon our wit, a person of superior intellect: **THINKER** - the ability to relate seemingly disparate things to illuminate or amuse a witty utterance or exchange - clever or apt humor - astuteness of perception or judgment: **ACUMEN** reasoning power: **INTELLIGENCE**, to navigate the challenges of work and home. Utilizing this capability will become increasingly important in the coming years. It is essential for us to employ our wit more frequently during these difficult times. Furthermore, it will be crucial to support one another.

Let us commit to ongoing dialogue and efforts to create a diverse, equitable, and inclusive environment for all women in the workplace, within our communities, our families, in health care, the workforce, education, government, and the marketplace. I encourage you to engage with and participate in organizations that support the growth and development of women.

Again, thank you for being a part of this inaugural event of collaboration, celebration and recognition across generations.

Be well and at peace,

A handwritten signature in black ink, appearing to read 'Karen M. Fowler', with a long horizontal line extending to the right.

Karen M. Fowler

Executive Vice President for Strategy and Business Innovation, INTETHIQ

Women in Thought (WIT) provides business-focused solutions designed to help individuals realize their full potential and achieve success both professionally and personally.

- Powered by INTETHIQ



WELCOME



Welcome to INTETHIQ's inaugural Women In Thought Summit—Collective Strength: Women Leading Generations Forward.

At INTETHIQ, we are more than a company—we are a movement, driven by equity, integrity, excellence, collaboration, and transformation. Our mission is to empower organizations to build progressive cultures, unlock individual potential, and foster leadership excellence.

Today's summit is about the power of women leading and shaping our communities, our families, and our organizations. Women's leadership is not just necessary—it is essential. Economic empowerment and access are key drivers in making this happen. When women have the opportunity to lead, innovate, and thrive, entire societies benefit.

This gathering is a testament to the impact we can have when we unite, uplift, and advocate for meaningful change. I encourage each of you to embrace this moment, share your wisdom, and forge connections that will advance our collective strength.

Together, we lead generations forward.

Thank you for being part of this transformative journey.

A handwritten signature in black ink, appearing to read 'Alan K. Nevel', with a stylized, flowing script.

Alan K. Nevel
Chief Executive Officer
INTETHIQ

SPEAKERS



KELLEY GRIESMER

President & CEO, Women's Fund of Central Ohio

Kelley Griesmer is the President and CEO of The Women's Fund of Central Ohio, a public foundation committed to transforming the lives of women and girls through research, grantmaking and advocacy. Kelley's career includes both for-profit and non-profit roles. In 2008, she left her career as a partner at the Jones Day law firm to help found Pelotonia, a social movement that raises funds for transformational cancer research. Thereafter, Kelley served on The Columbus Foundation's leadership team where she focused on special initiatives. Kelley graduated Phi Beta Kappa with a bachelor's degree in journalism and history from Indiana University. She also holds a juris doctorate degree with honors from The Ohio State University Moritz College of Law.



JENNIFER LESTINI

Strategic Procurement Executive, Chemical Engineer

Jennifer Lestini is a seasoned chemical industry leader with 27+ years of experience in manufacturing and corporate leadership. Holding degrees in Chemical Engineering and an MBA, she has excelled in a male-dominated field, managing multi-billion-dollar portfolios and leading enterprise-wide initiatives. As VP of Procurement, she generated \$37M in annual savings. A champion for women, she led a Women's Business Resource Group that enhanced parental benefits and earned Forbes recognition. She has testified before the U.S. International Trade Commission and navigated corporate mergers and restructuring. Outside work, she enjoys squash, cooking, fitness, and travel while raising two daughters.



ERICA C. CRAWLEY

Franklin County Commissioner and Exec. Director, MACC

Commissioner Erica C. Crawley is a mother, veteran, and advocate dedicated to serving working families. As the first Black woman Commissioner, she champions childcare access, affordable housing, mental health support, maternal health, and veteran services. A first-generation college graduate, she holds degrees in Criminology, Public Administration, and Law. Crawley served in the U.S. Navy and has advocated for children and families through various organizations. Previously representing Ohio's 26th House District, she now leads MACC, a nonprofit focused on cultural competence in behavioral health. She enjoys traveling and raising her twin daughters.

SPEAKERS



JENNIFER E. EDWARDS

Partner, Porter Wright Morris & Arthur LLP

Jenni is a trusted advisor on labor and employment matters, frequently counseling senior executives on high-stakes issues. She specializes in collective bargaining, litigation strategy, and internal investigations involving C-suite misconduct. As lead counsel, she has secured defense verdicts in federal trials and negotiated labor agreements for public sector entities. Admitted to multiple courts, she is recognized by Chambers USA, Best Lawyers in America, and The Legal 500. An award-winning leader, she has been honored for her contributions to labor relations, diversity, and legal excellence. Jenni is an active member of several professional associations.



ELIZABETH MARTINEZ

President & CEO, Big Brothers Big Sisters of Central Ohio

Elizabeth Martinez is the President & CEO of Big Brothers Big Sisters of Central Ohio, leading youth empowerment through mentoring, STEAM programs, and environmental education. A transformational leader with expertise in organizational management, she champions diversity and leadership development. Recognized as a top executive, she has earned accolades from Columbus Business First, Columbus CEO, and the National Diversity Council. A Certified Executive Coach, she helps professionals unlock their potential. Fluent in English and Spanish, Elizabeth holds a psychology degree and brings her Puerto Rican heritage into her mission to inspire and uplift others.



DR. ALYNIA M. BOWEN

Dean, Ross College of Business, Franklin University

Dr. Alyncia Bowen is the Dean of the Ross College of Business at Franklin University and Executive Director of the Franklin University Leadership Center. With a doctorate in Organization and Management, she has held leadership roles in healthcare and academia, specializing in leadership, organizational learning, and cultural competence. A Certified Six Sigma Black Belt, she has received multiple teaching awards and authored *When God Says Wait*. She serves on several boards, including Ohio Living and COSI, and leads the Raymond E. Mason Leadership Symposium. Dr. Bowen resides in Columbus, Ohio.

SPEAKERS



CATRENA CANNON

V.P., Culture, and Inclusion, Columbus Chamber of Commerce

Catrena Cannon is a DEI leader and Vice President of Diversity, Culture, and Inclusion at the Columbus Chamber of Commerce. With expertise in human resources, training, and program development, she previously advanced Mayor Andrew Ginther's equity agenda as Workforce Diversity Manager for Columbus. She led DEI performance metrics, strategic plans, and employee engagement initiatives across city departments. Passionate about fostering inclusive communities, she drives impactful change through stakeholder collaboration. Outside of work, she enjoys time with her daughter, Godchildren, and fur baby, Braxton.



NONI BANKS

Director of Development, New Directions Career Center

Noni's unwavering commitment lies in empowering, motivating, and inspiring women to reach their full potential. Through her leadership, Noni has cultivated a global community of women dedicated to equipping themselves with the tools they need to thrive. Focusing on personal development, economic empowerment, and entrepreneurship, this community is committed to elevating their lives through purposeful action. Drawing from over 20 years of professional experience in both the nonprofit and corporate sectors, Noni has consistently led community initiatives and driven impactful change across the country with a focus on empowering marginalized voices and fostering a culture of collaboration.



MAYLIN SAMBOIS

Co-Founder and Executive Director at Femergy® Ohio

Maylin Sambois is the Co-Founder and Executive Director of Femergy®, a nonprofit empowering girls and women through education, leadership, and wellness. She also serves as National Director of Service Reception for La Jornada at the National Youth Advocate Program and co-founded True Print for Business. With 15+ years of experience in coaching and development, she specializes in career transitions, finance, and business growth. A St. John's University graduate, she holds a leadership certificate from OSU. Passionate about mentorship, she enjoys reading, traveling, dancing, and time with her son, family, and friends.

SPEAKERS



ANITA SMITH

President and Founder, Diversified Recruiting

Anita Smith is a seasoned HR leader with 15+ years of experience in talent management and organizational development. As President & Founder of Diversified Recruiting, she helps nonprofits build diverse, high-performing teams. A certified SPHR and SHRM-SCP, she specializes in talent acquisition, employee engagement, and DEI initiatives. Passionate about mentorship, she has coached 500+ students in career preparation. Anita serves on the boards of Girls on the Run of Central Ohio and Homes for Families. In her free time, she enjoys traveling, volunteering, and spending time with family.



DIANE S. JORDAN

Consulting Partner, V. Randolph Brown Consulting

Diane, known as Thembi, is an award-winning C-suite business consultant, executive coach, and master facilitator specializing in leadership development, organizational culture, and psychological safety. With expertise across corporate, nonprofit, and healthcare sectors, she holds multiple certifications in leadership assessment and coaching. A YWCA Career Woman of Achievement and Second Act Award recipient, she has influenced global initiatives, including serving as a UN delegate. Diane has lived in Liberia, worked as a midwife, and contributed to WHO's Breast is Best Campaign. A strategic thinker and lifelong learner, she is dedicated to fostering inclusive, high-impact leadership.



LAWSON MOHL

Consulting Specialist, V. Randolph Brown Consulting

Lawson Mohl is a DEI+B professional with over five years of experience in strategic communications, digital media, and cognitive diversity. As a certified HBDI® practitioner, she helps individuals and teams enhance collaboration through a deeper understanding of thinking styles. Currently a Consulting Specialist at V. Randolph Brown Consulting, she brings expertise in digital communications, analysis, and strategic development. Lawson holds a Master of Arts in Communication from Georgia State University and is deeply inspired by the mentorship of women who have shaped her personal and professional journey.

SPEAKERS



BRIANNA PINA

Director of Diversity, Equity, and Inclusion, PTC

Brianna Pina is a seasoned Diversity, Equity, Inclusion, and Belonging (DEIB) leader with 12 years of experience advising organizations on leveraging diversity to achieve their goals. She has led impactful DEIB initiatives at companies like PTC, Mattress Firm, The Broad Institute, and Thermo Fisher Scientific. Brianna excels in global corporate and nonprofit settings, influencing employees and leading cross-functional teams. Outside of work, she is committed to community involvement and serves in Alpha Kappa Alpha Sorority and the New England Association of African Americans in Human Resources.



FADJANIE CADET

Director of Diversity and Inclusion, Forrester

Fadjanie Cadet is a first-generation author, coach, and Organizational Development Leader with expertise in DEI initiatives, program management, and change management. She is recognized for driving inclusivity, employee engagement, and process improvement. Fadjanie is a public speaker and thought leader, having presented at SHRM24, DiversiTech, and BambooHR's Virtual Summit. She is the Global Diversity and Inclusion Director at Forrester, shaping D&I strategy alongside executive leadership. Fadjanie has been named to Diversity MBA Media's Top 100 Under 50 Executives and Emerging Leaders and Color Magazine's Top CDOs POWERLIST.



CHARLENE FREE

Founder of Flow of Life, LLC

Charlene Free is a transformational leader, speaker, and author, known for inspiring audiences nationwide. She created the curriculum Assessment and Treatment of Apraxia of Speech and Swallowing and has been a keynote speaker at church conventions. As President of Alpha Kappa Alpha Sorority's Alpha Sigma Omega Chapter, she received the 2021 Outstanding Chapter President award. She founded Mind Your Mind in 2020 and authored *The Leader's Ship: Navigating and Team Building* (2022). Charlene was awarded the WELD Award for leadership (2023) and featured in *Who's Who in Black Columbus* (2024).

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Thank you to our incredible sponsors for their generous support of the Women in Thought Summit! Your commitment to empowering women, fostering diversity, equity, inclusion, and creating impactful change is truly inspiring. Your partnership enables us to bring together thought leaders, trailblazers, and changemakers to drive meaningful conversations and solutions. We are deeply grateful for your contribution to making this summit a success and for your dedication to shaping a more inclusive and empowered future for all. Thank you for being an essential part of this transformative experience!

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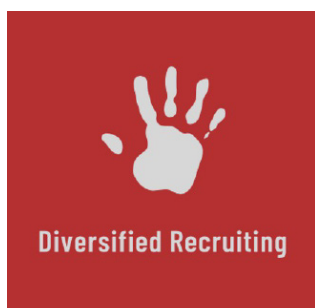
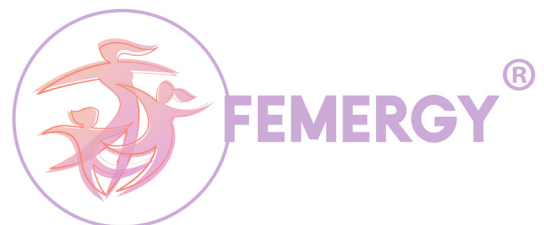
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Valued at: Big Box of Gift Cards - \$500 | Luxury Package - \$475 | Weekend Getaway - \$400

PHOTOGRAPHY



We would like to extend our sincere appreciation to **Ian Alexander Photography** for providing outstanding photography services. Your skill and creativity captured the spirit of our event perfectly, ensuring every moment was beautifully documented. Thank you for your professionalism and for contributing to the success of our gathering with your exceptional work. We are grateful for your support!

WOMEN IN THOUGHT PLANNING COMMITTEE

The success of the Women in Thought Summit would not have been possible without the dedication and hard work of our incredible team. Comprising individuals from Columbus, Toledo, Boston, and Tampa, this diverse and passionate group held countless virtual meetings, collaborating seamlessly across cities to bring this event to life. Their collective vision, creativity, and commitment to excellence ensured that every detail was thoughtfully planned and executed. From curating meaningful content to delivering an unforgettable experience for all attendees, this team exemplified the power of collaboration and the drive to make a lasting impact. Thank you for your unwavering dedication to making the Women in Thought Summit a truly transformative event!

KAREN M. FOWLER

*Executive Vice President for Strategy
and Business Innovation*



OUR TEAM



LAURA BROADWAY
Event Planner



BRIANNA PINA
Director of DEI



DAVID FERREIRA
*Executive Creative
Director*

ACKNOWLEDGEMENT

AUDRA BOHANNON

“QUIETLY SITTING IN HER POWER”



Audra Bohannon, 40 years of serving as a DEI strategist and thought leader, who has quietly sat in her power. Her leadership style is characterized by a calm and composed demeanor, which allows her to influence and inspire others without the need for overt displays of authority. She leads by example, demonstrating integrity, empathy, and resilience.

Her quiet confidence instills trust and respect among her colleagues, and her thoughtful approach to decision-making ensures that all voices are heard and valued. She is a mentor and a champion for others, using her platform to uplift and empower those around her. Her presence is a testament to the strength that comes from within, and her impact is felt through serving thousands. Thank you, Audra, for being an exemplary leader and a beacon of light in a sometimes clouded and jaded world. We extend our gratitude to Audra for being an exemplary leader and a beacon of hope in challenging times. We respect you, Audra, for quietly sitting in your power. You serve as an example of the best we can aspire to be.

FUTURE EVENTS

WOMEN THOUGHT



– Topic –

“BE A WOMAN OTHER WOMEN CAN TRUST”

WOMEN IN THOUGHT

Lunch Collective

Columbus, Ohio

JULY 2025 - DETAILS COMING SOON!

[INTETHIQ.COM/WIT](https://intethiq.com/wit)

FUTURE EVENTS



FRANKLIN UNIVERSITY
Leadership Center

Trailblazers & Torchbearers: Women Paving the Way for Future Generations

Date: Tuesday, March 18, 2025

Time: 11 a.m. (EDT)

Cost: FREE!

Location: Virtual

Leadership Center - Events | Franklin University

In this session we will have an engaging, relaxed conversation in a virtual fireside chat setting, where we will dive into the fundamentals of creating a strong executive presence.

The session will feature insights from an experienced leader and practical advice on how to develop the qualities that distinguish an effective executive.



Meet the Speaker:

Pamela J. Green

*CEO, Executive Consultant,
Coach, and Advisor
Pamela J. Green Consultants*

FUTURE EVENTS

AFRICAN AMERICAN MALE WELLNESS AGENCY

UPLIFT Her

2025 SIGNATURE EVENTS CALENDAR



6PM-8PM THURS-FEB 20	CONVERSATIONS OF THE HEART PERIPHERAL ARTERY DISEASE VIRTUAL
7-30AM THURS-MAR 27	COFFEE CONVERSATIONS DRUMCH EATERY - BAR
7PM-8PM THURS-APR 17	CONVERSATIONS OF THE HEART EYE HEALTH VIRTUAL
5PM-7PM THURS-JUN 12	SIPS AND SISTERHOOD WAVES BAR & GRILL
2PM-7PM WED-JUN 18	UPLIFT HER WOMEN'S WELLNESS DAY KASACH HALL - OROO EXPO CENTER
6PM-7PM THURS-SEPT	LINE DANCING EVERY THURSDAY IN SEPTEMBER 2780 AIRPORT DRIVE
6PM-8PM THURS-OCT 9	CONVERSATIONS OF THE HEART MENTAL WELLNESS VIRTUAL
10AM-1PM SAT-OCT 18	GO PINK BIKE RIDE GENDA PARK
11AM THURS-NOV 6	MIMOSAS, MENTORS & MENTEES LUNCHEON JEFFERSON COUNTRY CLUB
7-30AM SAT-DEC 6	SPALIDAY MOTHERS AND DAUGHTERS BASE ONE

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FITNESS EVENTS

6PM-7PM **CYCLING**
MARCH **EVERY FRIDAY**
NEXT LEVEL FITNESS
1229 COUNTRY LINE RD

5-30PM-6-30PM **WALKING**
MAY **EVERY THURSDAY**
FRANKLIN PARK

6PM-7PM **LINE DANCING**
SEPTEMBER **EVERY THURSDAY**
2780 AIRPORT DRIVE



FOR MORE INFORMATION VISIT AAWELLNESS.ORG

KAREN'S "FEATURED READ" - RITES OF PASSAGE



"The nation we build today comes with lingering effects for our children and grandchildren tomorrow."

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Sonya D. Ferreira

rites of passage:
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Your donation supports The Women's Fund's mission to transform the lives of women and girls through research, grantmaking, and advocacy.

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THOUGHT**

**THANK
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CONTACT US



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