



BWLC **30** **YEARS** *of* **Leadership**

BY KIMBERLY SEALY &
EDEL ALEXANDER:
**History of the
Black Women
Leadership Council**



Introducing Our New Corporate Champion: **Sue Watts**

Chief Operating Officer for Xerox Services



THANK YOU MESSAGE FROM OUR OUTGOING CORPORATE CHAMPION: **Jeff Jacobson**

President, Xerox Technology Business



APPLAUSE

*Help us celebrate all the
wonderful strides these women
are making in Xerox.*



Diversity roundtable

With Jeff Jacobsen



Lea Spikes, Edel Alexander and Regina Bradley attended the Diversity Roundtable

An opportunity to communicate, engage & network

On February 3rd, 2016, individuals from different diversity and caucus groups in Xerox had an opportunity to sit down with Jeff Jacobson for a roundtable session.

Roundtables are a critical part of our engagement and communications strategy in Xerox that provides an opportunity for two way feedback and communication. It is a great way for leaders to gauge the pulse of the people and for employees to network and create mutually beneficial relationships across the organization.

Comments from the participants of the February 3rd roundtable:

"The roundtable was a productive session and time well spent. Jeff's candor, positive attitude and energy were greatly appreciated. It was also a great opportunity to meet other participants, make new connections

and hear diverse view points and questions about the business." **Edel Alexander**

"Jeff, thank you for your time, your enthusiasm, and positive energy! Here's to a great 2016 rowing in the boat together!" Lucy Perez

"Thanks Jeff for the opportunity to meet you and thank you for sharing your energy and positive thinking with all of us! Cheers to a great 2016!" Yamilia Feliz

"Jeff, Thanks again for your time and candid feedback on Xerox path forward. As suggested, I will reach out with ideas on how the caucus groups can be more instrumental in driving diversity initiatives indirectly impacting our bottom line." Regina Bradley

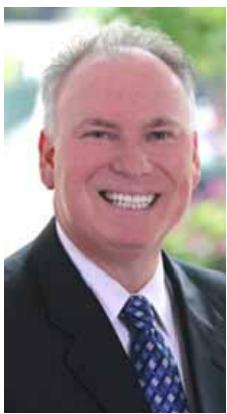
Thank you to all the participants for taking time to join the roundtable.

MAKING HISTORY

- **Harriet Tubman, c. 1821-1913**, was a conductor on the Underground Railroad as well as a Union army scout, spy, and nurse.
- **Madame C.J. Walker, 1867-1919**, was America's first black millionaire businesswoman and a great philanthropist.
- **Bessie Coleman, 1893-1926**, broke down many barriers to become the first female African American to receive a pilot's license.
- **Billie Holiday, 1915-1959**, is considered by many to be the greatest jazz singer of all time.
- **Lorraine Hansberry, 1930-1965**, was a trailblazing playwright and writer whose play, *A Raisin in the Sun*, was the first play written by a Black woman to appear on Broadway. She was also the inspiration behind Nina Simone's song "To be Young, Gifted and Black."
- **Ella Fitzgerald, 1917-1996**, was known as the First Lady of Song and the Queen of Jazz. In 1958 she blazed one of many trails when she became the first African American woman to win a Grammy.
- **Dorothy Height, 1912-2010**, The name Dorothy Height is recognizable, many of her accomplishments are not. Height, who died in 2010 at the age of 98, was a social rights activist, administrator, and educator. After earning her bachelor's and master's degrees at New York University, Height later became active in fighting for social injustices. She was the president of the National Council of Negro Women for 40 years, and was awarded the Presidential Medal of Freedom in 1994, and the Congressional Gold Medal in 2004.
- **Mo'ne Davis, born 2001**- made history in 2014 when she played in the Little League World Series tournament and became the first girl in the 75-year history to pitch a shutout.
- **BWLC National Conference-The First BWLC National Conference was held in 1997 at the Xerox Training Center in Leesburg, Virginia for all Black women employees of Xerox Corporation.**



A THANK YOU MESSAGE



Jeff Jacobson
Outgoing Corporate Champion, BWLC

President,
Xerox Technology Business

Xerox Corporation
45 Glover Avenue
Norwalk, CT 06856

To the Wonderful Women of BWLC...

This is to the WONDERFUL women of the Black Women's Leadership Council (BWLC).

It is hard to believe that three years have already flown by, but as a result (and quite regrettfully), my tenure as the Corporate Champion of the BWLC has expired. I truly wish this was a position that came with a lifetime appointment, as it is a role I absolutely loved! The good news, is that the BWLC will be in even better hands, with Sue Watts as the new Corporate Champion. Sue is a very passionate leader who will relate very well to the mission of the BWLC.

I remember when I received Ursula's letter appointing me to the Corporate Champion role three years ago. My main concern was whether I could do "justice" to the role, and that I would provide the appropriate champion spirit and leadership for the amazing women of the BWLC. While my performance is something that is judged by our membership, I can say that I tried to always give it my all.

As I briefly reflect back, it is fair to say that I learned more from our membership, than they learned from me. It has made me a better leader in so many ways. I have to admit, that I always loved attending our Summits. There is nothing better than being with the women of the BWLC. Whether it is the seminars; the "real talk," or the indescribable High Tea and hat contests ☺, there was always tremendous learning, laughter, respect and love for the "sisterhood."

While in some ways it was my role to "watch over" the members

of the BWLC, I was the one who always felt the power and the comradery of being with each of you. While my "official" role as Corporate Champion has come to an end; and while I have to represent all Xerox employees equally; it will be our little secret that I will always have an extra "eye looking out" for the group of women who will always be so very special to me.

While the BWLC may officially stand for the Black Women's Leadership Council; to me, and as a group, it will always be the Best Women the Lord Created!

Thank You! Thank You! Thank You!

Jeff Jacobson



I was the one who always felt the power and the comradery of being with each of you.



History of the Black Women's Leadership Council (BWLC)

Looking Back and Moving Forward as We Celebrate 30 Years

By Kimberly Sealy and Edel Alexander

This year 2016, marks the 30th anniversary of the BWLC. This milestone presents opportunities for us to reflect on our organization. Why was the BWLC formed? How we can contribute to the objectives of this great organization?

Why was the BWLC formed?

In order to appreciate the growth and vitality of the BWLC, it is necessary for us to look back at the environment and conditions for black women 30 years ago at Xerox Corporation:

Sylvia, one of the highest-ranking black women at Xerox in the mid-1980s, was concerned about the lack of leadership opportunities for black women within Xerox Corporation. Black women were not placed in leadership roles but cast in supporting roles with very little or no chance at upward mobility. Her personal philosophy was, black women needed to help and support other black women. She set out on her mission with one goal in mind, success, and with the basic principle



of taking one-step at a time. Sylvia's actions included, sending letters to all of the confidential level Black women at the company, inviting them to a weekend meeting in Atlanta, Georgia. She set two expectations for all attendees in the invitational letter: the first was to focus on what could be done to help each other, and the second was to personally pay for their travel expenses. The intent of the meeting was to address personal needs and evaluate personal agendas. Thirteen black women attended this first meeting in 1986 at



Sylvia's home in Atlanta. This meeting of the following founders set the stage for the beginning of the BWLC: Sylvia Chambers, Joan Butler, Lynn Edmonds Carter, Diane Delaware, Marlene Williams, Little Brown, Cecilia Gordon, Marcia Knowles Matthews, Sandra Nelms, Carol Wilkins, Charlene Roderick, Viette Warren, and Diana Green (late).

The black women at the "Atlanta" meeting agreed to get together twice a year. Those early meetings included personal career

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INTRODUCING SUE!

Our New Corporate Champion for BWLC: Sue Watts

Sue Watts is the COO (Chief Operating Officer) for Xerox Services and is responsible for delivery leadership, driving offer development and strategy in Xerox's service capabilities. She is an industry veteran with deep experience leading global organizations and business transformation initiatives in business process outsourcing, applications management and development, and IT outsourcing operations. In her current role, she strengthens



Sue Watts
Chief Operating Officer
for Xerox Services

Xerox's ability to deliver excellence to clients and strong results for the company.

Watts comes to Xerox from Capgemini, a consulting, outsourcing and professional services company, where she served as CEO for the Americas

Outsourcing Business.

A 1984 business graduate of Indiana University, Watts completed her M.B.A. from the University of Notre Dame.

I am hopeful that through this outreach campaign that more women become aware of the Black Women's Leadership Council.

There is tremendous value to be gained organizationally and individually such as stronger professional collaboration, facilitation of upward and lateral mobility, greater workplace awareness, higher retention, talent showcasing, and development.

I encourage our women to invest some time to get to know the Black Women's Leadership Council better and consider making a commitment to become an active member.

Best regards, Sue

BWLC Historical Time Line of our Presidents

Black Women's Leadership Council Celebrating 30 Years of history and Honoring Prior Presidents for their leadership role, as we celebrate Black History Month and the personal and professional achievements of historical Black Women and Black Women at Xerox Corporation. BWLC was founded by 13 awesome African American Women for the advancement of Black women at Xerox.

Want to know more about our amazing history? Stay tuned, there's more to come!

1986



Inception of BWLC led by
Sylvia Chambers

1997



President
Diane
Delaware

1998–1999



Priscilla
Douglas

2000



Sharon
Hidalgo

2001



Dale
Sedgwick

2000 – 2003



Little
Brown

2004



Rosie Madison

2005 – 2008



Jacqueline
Denny

2009 – 2011



Tonya Love

2011 – 2013



Deborah Hall

2013 – 2015



Jennifer
Allen

2015 – PRESENT



President
Yetta
Toliver



out&about

BWLC FOUNDATION FUNDRAISING EVENT

Jazz featuring Walter Chatman XP

The newsworthy topic from the Foundation is the Fundraiser that was held on 3/18/2016 in Rochester, NY. It was an evening of Jazz featuring Walter Chatman XP, a local Jazz Band that also has a BWLC member in the group, Lauren Haskin. The BWLC Foundation Fundraiser was held at Gallery One Fine Arts, which is

owned by David Haygood a local African American artist. The refreshments were donated by Unkl Moe's BBQ and Catering. The wine was donated by Constellation Brands.

Although attendance was not what we had hoped for, the Foundation was able to raise \$1,005 from ticket sales and donations.



Give the gift of opportunity — support the BWLC Foundation Scholarship Fund. **Send emails and comments to bwlcfoundation@gmail.com**
[https://www.paypal.com/home\[paypal.com\]](https://www.paypal.com/home[paypal.com])

Donate



2016 CALENDAR UPDATES

JANUARY

Lucky 7 Membership Drive —
XCEED Financial Credit Union Challenge

FEBRUARY

18 SISTER TO SISTER CALL
 Black History Tribute

MARCH

BWLC 30YEAR CELEBRATION



APRIL

21 MEMBERS ONLY CALL
 XCEED Child Literacy Book Drive

MAY

20 BWLC Foundation Scholarship Application Deadline
26 SISTER TO SISTER CALL
 Women, Leadership and Money featuring Paris Chevalier Chief Marketing Officer Xceed Financial Credit Union

JUNE

24 GALAXe Pride at Work and Xerox Canada leadership, in partnership with XCEED Financial Credit Union—Business & Diversity Global Webcast-12:00 PM-1:30 PM

JULY

23 BWLC VIRTUAL SUMMIT — Pathway to Growth Mind-set Leadership



AUGUST



SEPTEMBER

22 SISTER TO SISTER CALL NORTHWESTERN
23-24 HAPA CONFERENCE
 Rochester

OCTOBER

4-7 GALAXe Conference Orlando
20 MEMBERS ONLY CALL
21-23 TWA Conference
 Rochester

NOVEMBER

10 SISTER TO SISTER CALL
 Topic TBD



DECEMBER





BWLC extends sincere sympathy to each of the following families as they grieve and honor their loved ones during this very difficult time. Please keep the families in your thoughts and prayers.

MS. SALLY MAE SHIELDS, BWLC

Monroe County Member passed recently. Sally's Xerox organization established a Go Fund Me page for the family and for anyone who may be interested: <https://www.gofundme.com/dtukkgxx>

GRANDFATHER OF KIMBERLY SMITH,

NBEA Vice President. Kimberly's grandfather passed recently.

MR. RICHARD S. BARTON

BWLC Family please keep the BARTON FAMILY in your thoughts and prayers. Barton, a former Senior Vice President at Xerox Corporation passed recently. A Memorial Service for Mr. Barton was held Tuesday May 3, 2016, at Pleasant Hill Missionary Baptist Church 725 Pleasant Hill Street Roswell, Ga. 30075. In lieu of flowers a scholarship fund will be established for the youngest son Solomon.

ybarton@radio-one.com

Yvonne Barton and Family, 5050 Victory Ridge Lane, Roswell, Ga. 30075

MR. RICK WILLIAMS

Spouse of Mary Ella Williams passed recently. Please keep Mary Ella and her family in your thoughts and prayers during this very difficult time.

Expressions of Condolences

Mrs. Mary Ella Williams and Family
4807 Mill Creek Drive
Colleyville, Texas 76034

MS. LASHAEL PARKS

BWLC family please keep Kendra Parks and the Parks family lifted in prayer. Kendra's sister, Lashael passed recently.

Expressions of Condolences

Kendra Parks and Family
2218 Kirkwood Road
Albany, Ga. 31721



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History of the Black Women's Leadership Council (BWLC)

planning sessions and networking. Participation expanded beyond the original founders and agendas evolved to include status on headcount, hiring, terminations and promotions of the Xerox exempt black female population. In 1989, at a meeting in Stamford, Connecticut, the organization as we know it, was formalized and given the name, the Black Women's Leadership Council (BWLC).

In 1990 in Washington, DC, a new precedent was set with the invitation of a Xerox senior executive to dialogue with membership on Black Women's issues in an open forum. Paul Allaire, Xerox CEO, came to the Washington, DC meeting to address and discuss the challenges faced by black women at Xerox. In the audience were also local women from the Washington, D.C. area, regardless of their grade levels. Members explained to Mr. Allaire that black women faced unique challenges in the corporation because they faced both sexism and racism. In addition, while majority women and black males had been promoted into positions with significant decision-making power, Black women were still not being given the opportunity to function at these levels.

Another milestone for the BWLC happened in 1997. The first BWLC Conference was held at the Xerox Training Center in Leesburg, Virginia. Black women at all grade levels, exempt and non-exempt Xerox employees, attended.

The BWLC Foundation was formed under the community outreach umbrella to give scholarships to black female

high school seniors, who were college-bound.

How we can contribute to the objectives of this great organization?

The BWLC has made significant progress influencing the upward mobility of many qualified black women into management and senior management roles. We must continue to be vigilant and united in identifying opportunities for advancement within the corporation. We provide opportunities for you through our sister-to-sister calls, workshops, summits, and conferences to learn, make new connections, discuss and share your thoughts and ideas, receive constructive feedback, career and personal development strategies, etc.

Let us continue the legacy of those thirteen (13) courageous women who opened the doors for us. In turn, we can extend a helping hand to other women in the corporation to ensure these doors remain open. We can accomplish this by coaching, mentoring, educating, and developing other women to maximize and exceed their potential and surpass their identified career goals.





Regal Outstanding Contributors, that Keep it Real. ROCK ON!



Patricia Williams

Mid Atlantic

Patricia took the lead for the BWLC Mid-Atlantic Chapter to help plan and organize the very successful National BWLC Conference that was held in Washington, DC. in June, 2015.

Patricia Williams
Systems Analyst at
Xerox Corporation



Tina Williams

Central Southwest

Tina Williams is an excellent partner and leader! She is passionate and "always on time" with planning and providing the members of the Central SW with activities and events that aid in their personal & professional growth.

Tina Williams
Account Operations
Manager, Information
Technology and
Services



Tracey McFarland

Central Southwest

Tracey works very hard for BWLC CSW Chapter and commits her time and energy to get things done. Whether its planning events, scheduling meetings, providing valuable feedback and guidance Tracey is always ready and willing to work for BWLC. Tracey was recently promoted to Technical Delivery Manager for LEO US and utilized information she learned from BWLC to help in her journey. She is smart and very driven and would be very deserving of the BWLC YOU ROCK award.

Tracey McFarland
Technical Project
Manager, Printing



LaShawn Bing

Central Southwest

LaShawn has compassion for serving. She co-founded a nonprofit called Women Running with Authority that serves terminally ill women in her community. Additionally, she is a certified fitness trainer who has become an advocate for physical fitness a vast number of African American women in the workplace and community. LaShawn devotes her personal time to train women for running events as well as encouraging them to live healthier life styles.

LaShawn Bing
Field Manager,
Consumer Services

NOTES AND CONGRATULATIONS



Teresa Payne-Nunn
Senior Vice President
Large Enterprise
Operations – U.S.
Federal Operations
Xerox Corporation

Thank you very much for your note to the members of BWLC. I really appreciate the kind, comforting and inspirational calls, cards and emails from my Xerox sisters. Warm Regards, **Teresa**



Sandra Ball
SBU Client
Operations
Director

Congratulations
to our Summit Survey
Drawing gift card winner
Ms. Sandra Ball!

applause & congratulations



Lea C. Spikes
Graphic Communications Associate, US Graphic Communications Operations

Lea C. Spikes joined Xerox in 2013 an analyst for Internal Controls in North American Finance after working for several years at a regional accounting firm.

In March 2015, she transitioned to the role of Graphic Communications Associate in US Graphic Communications Operations. She was fortunate to be the first Associate to pioneer the GC Associate Leadership Apprentice Program and has completed several rotations within GCO in Business Development, Marketing, Customer Engagement, and Sales Operations, while actively working towards mastering the Production Color Portfolio.

Lea is a Rochester native who obtained her M.B.A. from St. John Fisher College in Accounting and Finance after graduating with a B.S. in Accounting. She also has an Associate Degree in Communications and Graphic Media Arts from Monroe Community College and a Multimedia Certificate from R.I.T. She is very active at Xerox with various caucus groups. Though she calls Rochester home, she loves to travel, and plans to check Japan off the list in 2017.

CPO EXCELLENCE AWARDS

Aqua Porter is an awardee for the this year's CPO Excellence Awards. These awards are the result of a quarterly peer nomination process that recognizes the outstanding contributions to the CPO business. Aqua has been with Xerox since 1984 and has held a variety of positions including Engineering, Marketing, Product Development, Purchasing, and Manufacturing and Supply Chain Management. She is senior manager with extensive experience in all phases of product development and delivery.

Aqua has served in leadership positions in nearly every organization that she joins including President and Vice-President of Xerox's Rochester Black Employee Association, and former President of Delta Nu Omega Chapter of Alpha Kappa Alpha Sorority.

Aqua credits her success to ongoing parental love and support, great friendships, and determination.



Guyla Wrens-Armstead
BWLC Director of Sponsorship MPS Sales Specialist

2015 PRESIDENT CLUB WINNER

Guyla Wrens-Armstead,

Managed Print Services Specialist, South Central, Public Sector Operations, Large Enterprise Operations – US.

Guyla has held various positions within Xerox Corporation. She brings 25 years of experience with Xerox and over 6 years providing MPS solutions in private and public sector print environments. Her background includes assessing document and business process workflows, designing optimized future state models for MPS, and implementing software solutions built around security, mobility, and workflow automation. She holds an MBA from the University of Detroit, Mercy and a BA from the University of Michigan, Ann Arbor. Guyla is also a Certified Lean Six Sigma Green Belt



Keisha Brown
VP, Business Transformation Channel Partner Operations, Xerox Corporation



Keisha Brown
SBU Client Operations Director

Keisha Brown has joined the Southern Operations as a Client Operations Director. Keisha will be responsible for client retention, achieving consistent growth and delivering operational innovation and value to our clients. Keisha will support Houston, Texas in her new role.

Keisha brings a wealth of relevant business experience from various positions held over the years. Over the past 15 years Keisha has had a broad array of experiences in both Operations and Process Improvment. Keisha's previous roles includes Business Process Coordinator, Account Manager supporting General Motor Legal, and her most recent position as Account Operations Manager in Southern Operations.

Keisha is currently pursuing a Bachelor of Science degree in Business Management and will graduate in July 2016. She is a Certified Lean Six Sigma Green Belt. Currently Keisha resides in Albuquerque, NM with her husband Lawrence and their two children. In her spare time, Keisha enjoys kickboxing, yoga, traveling and spending time with family.



NBEA

**NATIONAL BLACK
EMPLOYEES ASSOCIATION**

"WE ARE INVESTMENTS CREATE OPPORTUNITIES"

CONGRATULATES BWLC

ON 30 YEARS OF LEADERSHIP

The National Black Employees Association congratulates the Black Women's Leadership Council on 30 years of leadership and commitment to advancing African American women.

NBEA stands with you, and we look forward to working with you throughout 2016.

**NATIONAL BLACK
EMPLOYEES ASSOCIATION**
www.nbea.net

About Us:

Black Women's Leadership Council is a support system both at a national level, as well as, at some key geographic U. S. locations/regions to enable Black women's personal and professional growth.

Mission:

The Black Women's Leadership Council serves as a catalyst to advance professional development and address issues unique to Black women in the Xerox work place. The Black Women's Leadership Council forges partnerships with senior management that facilitate the hiring, retention and development of Black women, and satisfy business needs.

Black Women's Leadership Council is a Xerox-recognized independent employee group that exists to aid in achieving company diversity & inclusion objectives

Do you have News Ideas to share with BWLC Leadership?

 USABWLCCommunication@xerox.com
 <http://www.bwlc.com/>



Stay connected for upcoming events in 2016!

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