

- 12:03:22** From Kandy Hirsch : I didn't get any videos
- 12:03:46** From Tomi Jane DeTorres : Here is the transcript as well!
- 12:03:54** From Jeanne Coughlin : Loved the pre-meeting message! Sorry I can't be on video today, but good to see all of you!
- 12:04:34** From Dr. Kristin Morris : With a focus on de-emphasizing Diversity, Equity, and Inclusion (i.e. women led and owned businesses), are sponsors still committed to WPO?
- 12:04:45** From Debra von Storch : Great idea to send videos and transcript in advance. Thank you!
- 12:05:37** From Dawn O'Connor - Calgary I & III : Loved the videos! Saved me taking notes during townhall, and nice to focus on Q&A. Thanks
- 12:06:00** From Debra von Storch : Dr. Kristin Morris - yes, sponsors are still committed to entrepreneurial-spirited businesses that are focused on continued growth, innovation and disruption
- 12:06:18** From Tomi Jane DeTorres : Here is the link to apply:
https://www.surveymonkey.com/r/NX5GBNM?utm_medium=email&hsenc=p2ANqtz-9Z-McDerzoD8imGHIfoQM0wnwDUk7EFo_6wCiG4BFqe8RE3IIK2LOZOGTJm36HgXk3DPutusMYN4aO676x4G-kEycBYGqLWzYymqlidiwLW4CT3Go&hsmi=348246900&utm_content=348246900&utm_source=hs_email
- 12:07:26** From Brenda Abdilla : Sorry, I only started 10 minutes ago. I will always look for this in advance in the future. My bad
- 12:11:31** From Roz Alford : After the meeting could you see me the link to the videos. This is Roz Alford
- 12:13:23** From Tomi Jane DeTorres : Reacted to "After the meeting co..." with 👍
- 12:14:52** From Denise Smith : I've been thinking a lot about what it means to be in a space like WPO, especially as one of the few women of color. We are a powerful community of leaders, and while WPO stays away from making political statements, that doesn't mean we can't have impact.

What can we do? We can create spaces for real conversations, make sure every woman feels seen and heard, and continue to champion economic empowerment. We

can be intentional about mentorship, supporting underrepresented founders, and making room for others at the table.

We don't have to make political statements to make a difference. Our power is in how we show up, how we lead, and how we support one another. Let's keep doing the work. Together.

12:15:00 From Kelly Ferrara Bayne/St. Louis MO : @Leah Goldstein Moses +1

12:15:48 From Christy Martin : Reacted to "I've been thinking a..." with ❤️

12:15:58 From Dawn O'Connor - Calgary I & III : Excellent work Sandi. Great to hear.

12:16:27 From Jill Proud : @Leah Goldstein Moses Well stated thank you!

12:16:35 From Tanya Kleindienst : Reacted to "@Leah Goldstein Mose..." with ❤️

12:16:36 From Kelly Ferrara Bayne/St. Louis MO : Reacted to "I've been thinking a..." with ❤️

12:16:55 From Sara Charbonnet : Reacted to "I've been thinking a..." with ❤️

12:16:56 From Nancy Graham (she/her) : Reacted to "I've been thinking a..." with ❤️

12:17:13 From Tomi Jane DeTorres : Reacted to "I've been thinking a..." with ❤️

12:17:45 From Judy Sunasky : As South Africans, we plan on coming to the EEF, however, some members are concerned that could all change in a heartbeat and the door will be closed to us.

12:18:01 From Jill Proud : Reacted to "As South Africans, w..." with 🙌

12:18:56 From Denise Smith : Reacted to "As South Africans, w..." with 🙌

12:19:18 From Liz Whitehead : Thanks for the reminder about the Spark Kits!

12:19:21 From Allison Tabor : Reacted to "I've been thinking a..." with ❤️

12:19:24 From Judy Sunasky : Reacted to "Thanks for the remin..." with 🙌

12:19:48 From Christy Martin : Perhaps a list of Canadian owned companies with products as well as Mexican and European owned companies so our US members can consider buying them when appropriate. Also a list of minority owned businesses for the same purpose of supporting when we can.

- 12:20:03 From Leah Goldstein Moses : Reacted to "Perhaps a list of Ca..." with ❤️
- 12:20:09 From Amy Castronova : Reacted to "Perhaps a list of Ca..." with 👍
- 12:20:15 From Allison Tabor : Reacted to "As South Africans, w..." with 🙌
- 12:20:26 From Sonya Shelton : Reacted to "I've been thinking a..." with ❤️
- 12:20:27 From Juli Betwee : This is an outstanding podcast on taxes and GDP. 626. Ten Myths About the U.S. Tax System

Freakonomics Radio

Listen on Apple Podcasts: <https://podcasts.apple.com/us/podcast/freakonomics-radio/id354668519?i=1000699094163>

- 12:20:56 From Teresa Hargrave - Platinum VIII : Reacted to "This is an outstandi..." with 👍
- 12:20:57 From Betty : Reacted to "This is an outstan..." with 👍
- 12:21:08 From Christy Martin : Reacted to "This is an outstandi..." with 👍
- 12:21:09 From Betty : Reacted to "Perhaps a list of ..." with 👍
- 12:21:10 From Betty : Removed a 👍 from "Perhaps a list of ..."
- 12:21:12 From Betty : Reacted to "Perhaps a list of ..." with 👍
- 12:21:12 From Betty : Removed a 👍 from "Perhaps a list of ..."
- 12:21:23 From Betty : Removed a 👍 from "This is an outstan..."
- 12:21:28 From Elaine Suess : Reacted to "This is an outstandi..." with 👍
- 12:21:36 From Tomi Jane DeTorres : Replying to "Perhaps a list of Ca..."

Yes! This is available in the member portal directory, which is filterable by country so members and Chairs can see the entire list of WPO Canadian member companies. 👍

- 12:21:51 From Juli Betwee : How about a roundtable of CC's to figure this out? Or making the issue part of the POD discussions to tease out an approach?
- 12:21:51 From Tomi Jane DeTorres : Reacted to "Perhaps a list of Ca..." with ❤️

12:21:52 From Tomi Jane DeTorres : Reacted to "Perhaps a list of Ca..." with 👍

12:21:56 From Kelly Ferrara Bayne/St. Louis MO : @Jill Proud +1

12:22:03 From Judy Sunasky : Reacted to "How about a roundtab..." with ❤️

12:22:08 From Christy Martin : Replying to "Perhaps a list of Ca..."

Many are services. How to know the products companies?

12:25:40 From Denise Smith : Reacted to "I've been thinking a..." with ❤️

12:25:42 From Denise Smith : Removed a ❤️ reaction from "I've been thinking a..."

12:26:52 From Tomi Jane DeTorres : Replying to "Perhaps a list of Ca..."

you can also further filter by industry, such as Consumer Goods! There may be other industries that could apply here (Cosmetics, computer software, apparel & Fashion, food & beverages, etc.).

12:27:11 From Nancy Graham (she/her) : Reacted to "How about a roundtab..." with ❤️

12:27:23 From Brenda Abdilla : Yes we LOVE Canada!!! How can we help? We are so embarrassed!

12:27:30 From Nancy Graham (she/her) : Reacted to "Yes we LOVE Canada!!..." with ❤️

12:27:35 From Virginie Audet : Reacted to "I've been thinking a..." with ❤️

12:27:36 From Jill Proud : Reacted to "Yes we LOVE Canada!!..." with 🙌

12:28:17 From Jayne Huston : Reacted to "Yes we LOVE Canada!!..." with ❤️

12:28:20 From Christy Martin : Show of hands for any companies in the room affected by recent government actions. (everyone's hand was raised)

How are you guiding and supporting your team in the face of governmental uncertainties (we went around the room and each briefly stated what the impact to her company is and how she is guiding/supporting her team.

12:28:31 From Laurel Delaney, Chicago : Excellent, thank you.

12:29:17 From Brenda Abdilla : Replying to " Show..."

Fantastic. thank you

12:29:21 From Dawn O'Connor - Calgary I & III : I also used these questions as suggested by Christy - it worked well as a framework for a good discussion.

12:29:41 From Anne Hartsliet : I'm the newbie so forgive me if this has already been covered but what comes to mind is how we as a group of Chapter Chairs hold and have best practice in the face of diverse opinions and beliefs.

12:29:44 From Leah Goldstein Moses : Reacted to " Show..." with 👍

12:30:02 From Leah Goldstein Moses : Great questions

12:30:09 From Christy Martin : We put boundaries around the discussion by prefacing it as "this is a business discussion only".

12:30:14 From Virginie Audet : Reacted to " Show..." with 👍

12:30:18 From Dawn O'Connor - Calgary I & III : My members also shared how they are feeling which was cathartic.

12:30:21 From Dawn M Harsch - Edmonton AB Ch III : Reacted to "My members also shar..." with 👍

12:30:27 From Dawn M Harsch - Edmonton AB Ch III : Reacted to "We put boundaries ar..." with 👍

12:30:38 From Jill Proud : Reacted to " Show..." with 👍

12:31:20 From Dawn M Harsch - Edmonton AB Ch III : Reacted to " Show..." with 👍

12:31:49 From Allison Tabor : Did the same thing with my chapters. Managing the expectation in advance of the meeting certainly helped.

12:32:04 From Betty : Given t he current political climate the divisiveness surrounding DEI is important to recognize, but WPO is a political entity but a business organization. Our focus should remain the same on supporting the . Howof women businesses. As in any business, differences in opinion will arise. However our responsibility as CC is to keep the focus on our core mission. I personally don't agree that a policy statement is the most effective approach, as we do not engage in political discourse. If any statement it should reflect our commitment to economic

empowerment, leadership development, and business growth rather than addressing the political debate directly

- 12:32:25 From Christy Martin : Reacted to "Fantastic. thank you" with ❤️
- 12:32:55 From Virginie Audet : Reacted to "Given t he current p..." with 👍
- 12:32:55 From Brenda Abdilla : Reacted to "Given t he current p..." with 👍
- 12:33:05 From Leah Goldstein Moses : Last June, as the US election was heating up, we had a conversation in our chapter about how we wanted, as a group, to approach challenging conversations where there are a lot of different perspectives. Here's what our group came up with as our "norm" for these types of conversations: We will prioritize hearing different perspectives, seeking to understand, learning from experts in challenging conversations, and avoid trying to persuade each other.
- 12:33:21 From Brenda Abdilla : Reacted to "Last June, as the US..." with 👍
- 12:33:24 From Elaine Suess : Reacted to "Last June, as the US..." with 👍
- 12:33:24 From Christy Martin : Reacted to "Given t he current p..." with 👍
- 12:33:27 From Dawn O'Connor - Calgary I & III : Reacted to "Last June, as the US..." with 🍷
- 12:33:34 From Jennifer Rhee : Reacted to "Last June, as the US..." with 👍
- 12:33:59 From Rachel Friend : I also used the Frost Brown Todd docs to discuss the raids. Fantastic resource.
- 12:34:10 From Christy Martin : Reacted to "I also used the Fros..." with 👍
- 12:34:52 From Dawn M Harsch - Edmonton AB Ch III : Reacted to "Given t he current p..." with 👍
- 12:35:00 From Leah Goldstein Moses : Reacted to "Given t he current p..." with ❤️
- 12:35:00 From Amy Castronova : I had an uncertainty discussion with my group last week and posed these question to help them see the personal impact and find ways of empowerment:

1. What's the biggest source of uncertainty in your business right now - How does it impact your decision making?

2. How do you personally stay grounded and maintain clarity when business conditions are unpredictable?

3. Think of a difficult decision you had to make during a time of uncertainty. How did you navigate the risks involved?

12:35:14 From Amelya Stevenson Sacramento : Reacted to "Given t he current p..." with ❤️

12:36:13 From Dawn O'Connor - Calgary I & III : Tomi Jane - may we have a copy of the comments. There is some very helpful commentary in here.

12:36:14 From Christy Martin : Reacted to "I had an uncertainty..." with ❤️

12:36:38 From Dawn O'Connor - Calgary I & III : Replying to "I had an uncertainty..."

Excellent questions!

12:36:38 From Tomi Jane DeTorres : absolutely 👍

12:36:58 From Amy Castronova : Reacted to "Last June, as the US..." with 👍

12:38:15 From Leah Goldstein Moses : Reacted to "I had an uncertainty..." with ❤️

12:39:36 From LaJewel Harrison : Reacted to "Given t he current p..." with 👍

12:40:20 From Jayne Huston : Replying to " Show..."

Thank you, Christy and MJ. This is a great framework.

12:40:29 From Christy Martin : Reacted to "Thank you, Christy a..." with ❤️

12:40:32 From Karie Montague : Reacted to "I had an uncertainty..." with ❤️

12:40:33 From Amelya Stevenson Sacramento : Reacted to "Thank you, Christy a..." with ❤️

12:40:34 From Karie Montague : Reacted to "I had an uncertainty..." with ❤️

12:41:03 From Jill Proud : Replying to " Show..."

Thanks for these very helpful.

12:41:24 From Amelya Stevenson Sacramento : Reacted to "Thanks for these ver..." with 👍

12:42:00 From Karie Montague : Replying to " Show..."

Thank you both....Yeay seattle sisters!!

12:42:06 From Christy Martin : Reacted to "Thanks for these ver..." with ❤️

12:42:10 From Christy Martin : Reacted to "Thank you both....Yeay..." with ❤️

12:42:46 From Brenda Abdilla : one of my members (lawyer) did a talk last week about the DEI executive order (and how they are not really "the law") and also FMLA updates. I will have her recap to her group but she would be happy to talk to WPO at large if helpful

12:43:34 From Mary Jane Pioli : Brenda, that would be very helpful.

12:43:44 From Amy Castronova : Reacted to "one of my members (l..." with 👍

12:43:47 From Amelya Stevenson Sacramento : Reacted to "Brenda, that would b..." with 👍

12:44:26 From Christy Martin : Replying to "one of my members (l..."

Not really the law? I'm interested in learning what your member presented.

12:44:37 From Laurel Delaney, Chicago : I have to jump off for another meeting. Thank you for the discussion. Important. Also, thank you WPO HQ for the bonus. Take care all.

12:44:59 From Dawn M Harsch - Edmonton AB Ch III : Agreed @Betty !!

12:45:10 From Brenda Abdilla : Replying to "one of my members (l..."

Yes she helped us understand what it the law--like bathrooms in companies, and what is really an executive order but not a law

12:45:18 From Lindsay Shields : Replying to "one of my members (l..."

thank you!

- 12:45:28 From Christy Martin : Reacted to "Yes she helped us un..." with 👍
- 12:45:47 From Christy Martin : Reacted to "Agreed @Betty !!" with ❤️
- 12:45:51 From Kelly Ferrara Bayne/St. Louis MO : @Betty +1
- 12:45:54 From Brenda Abdilla : Reacted to "@Betty +1" with ❤️
- 12:46:18 From Mary Jane Pioli : Thanks for speaking up Betty.
- 12:46:25 From Christy Martin : Reacted to "Thanks for speaking ..." with ❤️
- 12:47:03 From Yamilca Rodriguez : Reacted to "Thanks for speaking ..." with ❤️
- 12:47:04 From Sarah Goodman : Reacted to "Thanks for speaking ..." with ❤️
- 12:47:16 From Brenda Abdilla : The WPO is heading into a big, big time of growth. That is my feel here in the Denver market. Women RULW!
- 12:47:23 From Brenda Abdilla : RULE!
- 12:47:28 From Jayne Huston : Reacted to "@Betty +1" with 👍
- 12:47:29 From Nancy Graham (she/her) : Reacted to "Thanks for speaking ..." with ❤️
- 12:47:31 From Tomi Jane DeTorres : Reacted to "RULE!" with 👍
- 12:47:58 From Dawn O'Connor - Calgary I & III : Reacted to "The WPO is heading i..." with 🌟
- 12:48:03 From Juli Betwee : I do think Policy influences business planning and decisions
- 12:48:04 From Amy Castronova : Replying to "Agreed @Betty !!"

I agree also. Another entrepreneur group I'm a part of was challenged like this at the start of the events in Israel. It's a tough line to walk being supportive without taking it on. I lended extra time to Moderate discussions for people who needed to be heard, but did not make this (a debate) a part of the meetings - unless it was a context where we could all grow

12:48:37 From Judy Sunasky : Reacted to "I agree also. Anothe..." with 👍

12:49:05 From Brenda Abdilla : Reacted to "I agree also. Anothe..." with 👍

12:49:36 From Theresa Marangas : Reacted to "Thanks for speaking ..." with ❤️

12:49:38 From Jill Proud : Reacted to "I do think Policy in..." with 👍

12:52:22 From Anni Wilhelmi : Please excuse me. I am with my Platinum group and need to leave the call. Thank u for this open discussion. I am here if I can be of assistance to anyone

12:52:23 From Lindsay Shields : Camille & Dawn, THANK YOU for your leadership in this very difficult time.

12:52:59 From Judy Sunasky : Thank you and Goodbye

12:53:36 From Tanya Kleindienst : Reacted to "Camille & Dawn, THAN..." with ❤️

12:56:14 From Dawn M Harsch - Edmonton AB Ch III : Thanks all! Sorry I have to jump off!

12:56:25 From Nancy Graham (she/her) : Reacted to "Camille & Dawn, THAN..." with ❤️

12:59:12 From Teresa Hargrave - Platinum VIII : Sorry to hop off! This is a wonderful presentation and very exciting. Must run. I appreciate this conversation today and the new format for Town Halls is great!

13:00:07 From Liz Whitehead : Sounds great! I have to run but will share this with my members to look out for!

13:00:19 From Tanya Kleindienst : thanks for joining and sharing the information, Kim! Exciting program

13:00:35 From Denise Smith : Thank you Kim!!

13:00:37 From Jill Proud : Thanks Kim, love the pitch model!

13:00:46 From Susan : What are the grant values

13:01:28 From Denise Smith : It is impactful!!!

13:01:39 From Jayne Huston : Thanks Kim!

13:02:00 From Leah Goldstein Moses : Thank you! Sounds like a fun way to support our members.

13:02:16 From Ann Elliott / Columbia SC : thanks. See you in Texas.

13:02:18 From Sonya Shelton : Thank you!