The month of March is designated as Women’s History Month and specifically “Trailblazing women in business and labor”. Most of us in the manufacturing sector know that great people are the heart of our organization’s success and women are a highly important element of our teams.

With 35 years of experience leading teams, I know that a blend or mix of people improves organizational performance. Different perspectives, skill sets and backgrounds create stronger, more powerful teams with more dynamic results. Women bring talent, intelligence and skills that help our manufacturing companies improve performance.

We are proud of our team at Impact Washington and the great work that they deliver to help manufacturing in Washington State!

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In this newsletter, meet some of the women on our team as well as learn about some of the resources available to the women on your team here in Washington State.
Women's History Month

Possibly the best known image from the manufacturing industry, Rosie the Riveter has become a staple of the can-do American attitude, the power of women, and American manufacturing. During World War II women stepped into the jobs that men traditionally held since most went overseas to fight in the war.

Rosie the Riveter was created to represent the women who worked in American factories during the war. At first, the propaganda was targeted at women to encourage them to work in factories and that they are able to do the same work men do. Also, husbands were encouraged to allow their wives to work in the factories. However, slowly the campaign took on a different meaning. It was used as morale for the women who were working in the factories and took on the message of empowerment.

Rosie isn't the only woman who has been influential in manufacturing. This blog examines four addition women who made a mark in the manufacturing industry. These women overcame adversity to make advances that we still feel today.

Manufacturing faces a serious skills gap. Part of this gap is the underrepresentation of women in the industry. Women make up about 47 percent of the labor force, but only 27 percent of the manufacturing workforce. To help improve upon this, The Manufacturing Institute is promoting the role of women in manufacturing through the STEP (Science, Technology, Engineering, and Production) Ahead initiative, which serves to mentor and recognize women
while also leading research efforts tackling this important topic.

The Manufacturing Institute launched the STEP Ahead initiative in 2012 to celebrate women in the manufacturing industry that are making a difference through advocacy, mentorship, engagement, promotion, and leadership. The STEP Ahead Awards highlight the achievements of real women in manufacturing on a national stage with a formal gala to celebrate their accomplishments. The 2017 STEP Ahead Awards will take place from April 19 through April 21, with the Awards Dinner Gala on the night of April 20 in Washington, D.C.

This coming year, the STEP Ahead theme is IMPACT. STEP Ahead women all across the U.S. have made a pledge to promote the importance of women in manufacturing. In 2017, The Institute will showcase the impact these women have had throughout the years in their companies.

The Manufacturing Institute released a toolkit, LEAD: Becoming an Impactful Voice to the Next Generation of Talent, for women in manufacturing to reach the next generation of talent by being ambassadors for the industry. The LEAD toolkit provides everything women need to begin engaging with female students and other young women in their region who will be entering the workforce.

Are you a woman interested in electronics? Get help with career training from North Seattle College.

North partners with the YWCA and Seattle Jobs Initiative to support your successful completion of electronics job training programs that will lead you to immediate employment and future advancement in a variety of electronics careers. Explore both NSC programs and support opportunities here.
Local Women in Manufacturing
Washington State's Office of Minority and Women's Business Enterprises has certified Morpac Industries, Inc. as a small, women-owned business. In addition, Morpac has announced their new corporate officers:

- Heidi E. Morgan — President, CEO, and Board Chair
- Erika Morgan — Vice President
- Christine Morgan Dixon — Secretary
- Gretchen Morgan — Treasure

'TIS THE SEASON
Tax season that is! Are you ready? If you are a new small business, the Washington State Department of Revenue has this free guide you might find helpful and free workshops scheduled in different areas of the state throughout March that may help answer questions that you might have. Can't make it to a local class or have other questions? There are online tutorials that might meet your needs.

Meet Impact Washington's Operations and HR Manager, Jessica Ingle.
In her 12 years with Impact Washington, Jessica has gained extensive experience working with NIST to manage the survey and quarterly reporting process. She also manages day to day operations at the headquarters, client and partner contracts, Impact Washington’s software systems and provides support for the AEs in the field. Jessica has experience in lead management and is the key administrator of the organizations’ Human Resources department.

Education

- B.S., Interdisciplinary Studies, Central Washington University

Learn About Our Made in Washington Program

Manufacturing is a vital arm of Washington's economy, and it's our mission to support and energize our local industry. The Made in Washington program is a free service to the community that certifies, promotes, and connects Washington State manufacturers. Check out our directory of Made in Washington businesses, or get certified and listed today! The program is at no cost to join and includes such benefits as listing in our on-line guide and use of the Made in Washington logo on your website. For more information or to sign up, visit our Made in Washington page.
national programming, networking opportunities, mentoring and sponsoring programs, monthly professional development webinars, a customized employment tool called WiMWorks, online discussion communities, the quarterly Impact e-newsletter and a robust searchable online directory.

Meet Impact Washington's Southwest Washington Account Executive, Kristin Kautz.

Kristin has 10+ years’ experience with the MEP System in Washington and Oregon, and 20+ years working with manufacturers. She has experience in: project leadership, implementation and management, grant writing, marketing and technical writing, training and facilitation, instructional design and development, organizational development, continuous improvement/lean training.

Education

- BA Marquette Univ.
- MA. University of Oregon
- M. Ed. Oregon State University

Areas of Expertise

Meet Impact Washington's Board Member, Caryl Thorp De Jong.

Professional services executive with cross-functional experience in managing business enterprises, including strategic planning, leadership development, business succession planning, taxation and accounting.

Caryl Thorp Consulting – 2008 – 2013

- Provided business succession planning, leadership training, and estate planning to closely held business owners and high net worth individuals.


- Began work with Moss Adams as a staff accountant and became a partner in 1990. Provided income tax planning and preparation, estate planning, business succession planning, leadership training and strategic planning to closely held business owners and high net
Meet Impact Washington's Accounting Assistant, Oksana Lomimska.

Oksana attended the National University “Lviv Polytechnic”, in Lviv, Ukraine and holds a Bachelor's degree in Finance /Accounting. She moved to the United States in 2003. She has been a volunteer accountant at Lively Stones Mission since 2008. She is fluent in English, Ukrainian, Russian, and Polish.

- Project Leadership, Implementation and Management
- Grant Writing
- Marketing and Technical Writing
- Training and Facilitation
- Instructional Design and Development
- Organizational Development
- Continuous Improvement/ Lean Training and Consulting

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Meet Impact Washington's North King County Account Executive, Sarah Stuart.

Sarah has 10+ years’ experience in process improvement. She is an instructor for the SME/AME/Shingo Prize Lean Enterprise Certification Program (LECP), Six Sigma instructor using American Society for Quality (ASQ) curriculum, and a certified instructor for the Training within Industry Programs, Quality Management Systems (ISO 9000/AS 9100), and speaks regularly at public conferences on Lean subjects.

**Education**

- B.S., Material Science and Engineering, Iowa State University

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**Certification**

The Office of Minority and Women’s Business Enterprises (OMWBE) certifies small businesses owned and controlled by minority, women, and socially and economically disadvantaged persons.

You can apply for state certification, federal certification, or both. You will need federal certification if you plan to do business on a project funded by the U.S. Department of Transportation. If in doubt, ask the entity you plan on doing business with.

**State Certification**

State-certified firms are eligible to participate in contracting opportunities with state and local governments. Some private sector companies use OMWBE’s state-certified firms for their supplier diversity goals.

For more information go to the State Certification Application.

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Meet Impact Washington's Ex Officio
Meet Impact Washington's Community Representative, Dr. Barbara Rasco.

Director of School of Food Science

Dr. Barbara Rasco is a food scientist and engineer with expertise in food laws and regulations. In addition to her research in the development of analytical methods to predict the safety and quality of food products, she also conducts research in applied food microbiology, and food processing with over 200 publications. She has worked extensively with seafood products and aquaculture and has expertise with other important agricultural commodities in the northwest. Dr. Rasco studies the practical and legal impact of food safety regulations including product liability, commercial law, and intellectual property. She has provided technical assistance to the industry in the Pacific Northwest for over 30 years. She has worked internationally on small and medium enterprise development in 37 countries and has drafted statutes and regulations for developing countries in resource utilization, agricultural production, product safety and

Community Representative, Allison Clark.

Strategic leader with 20 years of experience in successful program management and team performance across a wide array of initiatives, including international trade and investment as well as economic and community development programs.

Washington State Department of Commerce, Managing Director of Business Development – 2013 – Present

• Responsible for attracting investment to Washington State through business recruitment, retention, and expansion initiatives. Manage a business recruitment pipeline of 70-100 ongoing projects in a variety of industry sectors with the potential to create nearly 10,000 new jobs and bring $5.6 billion dollars of capital investment to communities throughout Washington State.

Participate in key meetings, events, and missions, both domestically and abroad, in order to cultivate and develop business investment opportunities for Washington.

Highline College, Economic Development Manager/Adjunct Business Faculty – 2008 – 2013

• Developed and managed the global trade and supply chain management program in order to promote workforce development throughout
Dr. Rasco is the Director of the joint Washington State University /University of Idaho School of Food Science where she has served as a professor since 1998. From 1983-1998 she was a professor in the Institute of Food Science and Technology, College of Ocean and Fisheries Sciences at the University of Washington and prior to that, a biochemical engineer with Cargill Inc.

Dr. Rasco is a fellow with the Institute of Food Technologists and a recipient of the Elizabeth Fleming Stier Award for humanitarian service.

Meet Impact Washington’s Market Analyst and Event Coordinator, Katie Henry.

Katie Henry is a sales and marketing professional with a solid record of meeting and exceeding goals and customer expectations. She worked in the pharmaceutical industry for more than 12 years and also has experience in the consumer packaged goods, SEO, and high tech promotion.

- Delivered comprehensive and innovative curriculum to a diverse study body as adjunct faculty member for the International Business Department.
- Developed, coordinated, and managed the Business Attraction Program for five cities in Southwest King County, the Port of Seattle, King County, and Highline Community College, in order to enhance business growth as well as real estate investment and development in the region.

King County Executive’s Office – Office of Business Relations and Economic Development, Project Manager – 2003-2008

- Managed export promotion and international trade programs, including export symposia for the business community as well as international trade opportunities via overseas missions and collaborations with statewide offices.

Community Activities

Washington State Community Economic Revitalization Board – Ex Officio Board Member; Washington State China Relations Council – Board Member; Washington Economic Development Finance Authority – Board Member; World Trade Club of Seattle – Past President and Board Member; Trade Development Alliance of Greater Seattle – Former Advisory Council Member; Seattle
Meet one of Impact Washington's newest Board Members, Kelley Sowards. Kelley currently serves as VP of Operations at METER Group, Inc., a Decagon Devices and UMS combined company, in Pullman, Washington. METER connects University/Albers Graduate School of Business and Economics – Former Global Business Advisory Board Member.

Meet Impact Washington's Controller, Margaret Philips (not pictured). Margaret recently joined Impact Washington after working at Global Partnerships in Seattle since 2006. Among her many accomplishments, Margaret has: Hands on accounting experience 11-years of non-profit financial accounting Preparation of IRS 990 tax returns Managerial reporting expertise Professional industry experience, including private investment fund management Margaret holds a B.B.A. in Accounting, Magna cum laude, from Gonzaga University

Impact Washington hosts events on many topics, including LEAN, ISO, FSMA, and many more. Please check our Events page for our latest offerings and to register. We'd look forwarding to seeing you!
science, engineering, and customer-centered design to provide precision data solutions for food quality, environmental research, agriculture, and sustainable production applications. Kelley has a bachelor's degree in mechanical engineering and a master's degree in Education, both from Washington State University. Kelley joined METER in 2009, after working at WSU’s Center for Teaching, Learning, and Technology. Kelley uses her combined experience in engineering, design, and organizational learning to provide executive leadership in the development of lean and connected business systems, from manufacturing and ERP to ISO 9001:2015 and international project management. Over the past decade, METER has benefitted from a variety of Impact Washington Services, including lean training, consulting, and executive coaching. Kelley joined the IW board in January 2017.