

2021

TTPC
ANNUAL
EXECUTIVE
COUNCIL
STRATEGY
REPORT



TALENT THINK
POWER CIRCLE

Prepared by:
Executive Council

Approved by:
Janine Nicole Dennis

Table of Contents

TTPC Pillars and Values.....	3
2021 Executive Summary.....	4
2021 Executive Council	5
Code of Conduct	11
Membership Strategy	12
Collaboration Strategy.....	13
Education Strategy	14
Philanthropy Strategy	15
Talent Think Power Circle 2021 Philanthropy Directory.....	15
Small Things We Can Do Throughout the Year:	15
Events Strategy.....	17
2021 TTPC Annual Executive Council Survey Summary	22

TTPC Pillars and Values



Transformational

- TTPC Members are a mosaic of women dedicated to evolving individually and collectively in an effort to inspire change while supporting our sisters.

Tenacious

- We are committed and empowered to staying the course through shared principles and inclusivity.

Purposeful

- We are intentional in our personal, professional, and spiritual journeys making sure our impact does the greatest amount of good.

Community

- TTPC is a resilient collective grounded by respect, transparency, and support for where each of us is on our respective journeys.

2021 Executive Summary

Talent Think Power Circle (TTPC) is a response to a pervasive issue in our global marketplace. In 2019, HBR started to explore this concept of “shared sisterhood” in an article titled “Even at “Inclusive” Companies, Women of Color Don’t Feel Supported”. It is the idea that women of color require environments where they can cultivate deep and meaningful relationships by sharing their lived and work experiences in safe spaces where they are supported and heard by women who look like themselves. Having these outlets to unpack both work and life experiences provides comfort to these BIPOC women as these relationships illustrate that they are not alone in what can often feel like an isolated experience. While the overall research HBR conducted ended up illustrating the experiences of mostly white women, it laid somewhat of a foundation for further exploration of this topic. BIPOC women have been enduring adversity for some time now, but the pandemic only seemed to worsen that reality with women of color being disproportionately affected in the way of layoffs, careers stalled, and our financial security put in jeopardy. Layer that with the civil and racial unrest of 2020 and you can see why women of color are in desperate need of having safe spaces to exist and reconcile the many moving parts of their lives.

It is in this spirit that TTPC was developed in January of 2019. Not only is TTPC a membership-based organization that provides a safe space for BIPOC women to grow and share alongside like-minded and women similarly situated professionally and personally, but it is also creating opportunities for BIPOC women to be educated on topics that are crucial to their growth and wellbeing. TTPC programming is designed almost completely by crowdsourcing what its members need and want. Our intimate group setting and eye towards providing every member with an opportunity to connect and learn in a self-directed and schedule-friendly way is why TTPC is revolutionizing how the market provides networking opportunities for BIPOC women.

As you peruse this document, you will meet the dynamic women of color who have stepped up to ensure that TTPC remains aligned to its initial purpose and scales intentionally. You will also get a taste of what we offer and what our members have to say about how they would like to see the group evolve.

Talent Think Power Circle is the group I wish I had when I worked a corporate job. All too often in my career, I was the lone Black Woman on my team, in the division and at times in the entire company. I am humbled and incredibly happy to be in service to this group of women. There are wonderful things to come. Thank you for following our journey.

Sincerely,

Janine Nicole Dennis

Founder of Talent Think Power Circle

2021 Executive Council



JANINE NICOLE DENNIS FOUNDER, TALENT THINK POWER CIRCLE

Janine is the Owner/Chief Innovations Officer for [Talent Think Innovations, LLC](#), a business strategy and management consulting firm.

Her career spans over fifteen years in Business and HR that has taken her through the world of pharmaceuticals, K-12 education, technology, private equity, healthcare, staffing, and R&D just to name a few sectors she has worked in.

Janine is also the Founder of Talent Think Power Circle (TTPC). TTPC has grown into a membership-based organization for women identifying as BIPOC through her leadership and vision for women to have a psychologically and emotionally-safe space to learn, unpack the paradox of color, and grow alongside other women of color who are driven and aligned with a shared purpose.

"Throughout my career, I was either the lone Black Woman on my team or in the company overall. When microaggressions and culturally-insensitive environments started to become my reality, I realized how impactful it was to have those offices and corners where a woman of color always had an open door, a listening ear, and encouraging words so I could continue being the best version of myself. I created TTPC to ensure that professional women of color can have a place where everyone knows their name, celebrates their journey, and supports their healing and growth. What started off as pain in my own life has given birth to something that allows me to ensure women who look like me have the support and resources to navigate a world obsessed with marginalizing us for something none of us can control...our skin color."



Shelley Jeffcoat

**TTPC, Director of Education
Director, Employer Brand
LexisNexis Risk Solutions Group**

”

Mentoring, and sponsoring female leaders has played a key role in my own professional development. TTPC provides a platform that enables us to learn, grow and network with HR professionals across various regions and challenges us to achieve our goals.

Shelley Jeffcoat is an HR professional with significant expertise in building trusted relationships and leading high-profile initiatives and programs. Shelley is Director, Employer Brand for the portfolio of brands under LexisNexis® Risk Solutions Group. In this position, she is responsible for the development and implementation of all Employer Brand and Employer Value Proposition (EVP) strategies that help organizational transformation, employee engagement, and leadership effectiveness across 8 corporate brands and 8700 employees.



Celinda Farias Appleby

**TTPC, Director of Events
Director of Global Talent Attraction, Visa**

"TTPC provides me a safe space to ideate and collaborate with powerful women as we seek to understand the dynamics of the world, as it relates to our career and individual growth. My membership gives me access to unlimited brain power that has unlocked my maximum potential. As a member of the executive council, I am able to channel that energy and seek to empower and motivate others to grow alongside us as we aim to change the world, one day at a time."

Celinda Farias Appleby, Director of Global Talent Attraction, Visa is a recognized leader in recruiting and employer branding who for the past 10 years, she has thrived in Global Talent Acquisition departments of Fortune 100s, creating innovative digital strategies for industry leading brands like Nike, Oracle, and HP. Celinda specializes in designing premium experiences and stories centered around humanizing the talent attraction lifecycle. A Recruiter by trade, she has previously held recruiting roles within corporate and agency enterprises. She is an avid sneakerhead and baseball mom who resides in Portland, Oregon with her 13-year-old twin sons.



Keirsten Gregg

**TTPC, Executive Secretary
Founder and CEO of TRAP Recruiter, LLC,**

"Being in community, sharing the most vulnerable parts of myself with the dynamic ladies of TTPC has been uplifting, affirming, and pushes me to be my best self. "

Keirsten Gregg is the Founder and CEO of TRAP Recruiter, LLC, a Recruiting Consulting and Career Coaching firm. With over 20 years of experience in Talent Acquisition, she's passionate about helping organizations attract, select and retain the best people, including underrepresented candidates, as well as helping job seekers find their voice in the hiring process. She does this through consulting, facilitating workshops, hosting training sessions and webinars, coaching job seekers and more. She has been featured as an expert in ERE, InHerSight, Diversity Jobs, Hiretual, TechTarget, BBC World Service Radio, and SiriusXM Urban View.



Kimberly Codrington

TTPC, Director of Collaboration Founder and Coach at Verdant Bloom Coaching and Wellness

"TTPC has been a beautiful haven for growth, expression, and community. Being seen, heard, and supported has been nonpareil during my time of transition and throughout the Covid-19 pandemic. I am empowered being in the company of like-minded women who share some of the same challenges and concerns as myself. While we share the aforementioned, we also share a passion for forward movement, solutions, and development. What a true blessing this group has been. "

Kimberly Codrington proudly serves as Director of Collaboration for Talent Think Power Circle (TTPC). She is the Founder and Coach at Verdant Bloom Coaching and Wellness. Her life coaching practice specializes in Professional and Personal Development and Military Transition. Kimberly is also a public speaker and self-proclaimed HR Sage and Spiritual Maven. As a humanist, womanist and AF Veteran, Kimberly is dedicated to self-care, self-love and mental health advocacy and consciously weaves this into all that she is involved in. Kimberly is also a new plant mom and novice yogi who loves to travel.



Jazmine Wilkes

TTPC, Director of Philanthropy

Human Resources Generalist / HRJazzy and BakedHR, Creator

"Talent Think Power Circle has been life changing for me and for my career. Being able to have these women in my network has given me strength to push towards my goals. Our time together is so much more than a meeting, I leave everyone feeling as though I've learned something new and I have a new goal to conquer."

Jazmine Wilkes is the 2021 Director of Philanthropy for Talent Think Power Circle. She spends her days being a Human Resources Professional, dedicated to changing the career field and helping others.

Code of Conduct



TALENT THINK
POWER CIRCLE

CODE OF CONDUCT

As a member of TTPC, you will be required to know these and exemplify these behaviors as well as the TTPC Pillars.

1. I don't have to agree with or like what a fellow TTPC member shares, but I am obligated to respect it.
2. When differences arise, I use that as a moment to better understand others, and further explore my own belief systems and values.
3. I will regularly attend and be an active participant in TTPC General Meetings and Events. I understand that the value I derive from the group is tied to my willingness to participate.
4. TTPC is a safe space for its members. I commit to acting in accordance with TTPC values in all areas of my life to the extent possible.

Membership Strategy



TALENT THINK
POWER CIRCLE

2020-2021

TTPC MEMBERSHIP STRATEGY

MEMBERSHIP NUMBERS

We are looking to bring on 5-7 new TTPC members via our membership push that will begin June 2021.

FORTIFYING THE APPLICATION PROCESS

New members will now be asked to sign NDA's and acknowledge our Code of Conduct. Pricing will increase and be limited to an annual option.

INCENTIVIZE MEMBERS

We will be doing a presentation in June 2021 general meeting to prepare members for the membership activation. Gift cards will be offered as incentives.

TTPC MEMBER ONBOARDING

We will be creating a welcome video for new members as well as implementing a buddy system where new members are paired with an existing member for the first two months.

TALENT THINK POWER CIRCLE:
PREPARED BY: JANINE NICOLE DENNIS

Collaboration Strategy

Overview

The Director of Collaboration is tasked with fostering ongoing networking between members based on common interests, professional background, or sheer curiosity.

The Director of Collaboration will also partner with the Director of Events to establish, foster and optimize synchronicity in likeminded projects or initiatives. Finally, the Director of Collaboration will work autonomously yet closely with TTPC CEO Janine N. Dennis to ensure that her vision and goals are executed accordingly.

PLAN

Virtual Coffee

- 20-30 minutes Zoom Calls
- 1 Member facilitates with prompting questions.

Slack Channel Owner

- Check ins
- Prompting questions using graphics
- Q and A's

Member's Spotlight

- Do a mini review with each member and post on each new member and send via email. Use as a means for further collaboration.

Surveys Regarding TTPC

- Develop Qs
- Partner Executive Team and CEO to finalize Qs.
- Analyze and present results to CEO

Black Women Rise

- Re-establish energy with and push this established agenda
- Work with Director of Events for potential events.

Education Strategy



TALENT THINK
POWER CIRCLE

Talent Think Power Circle Education Strategy

PHASE ONE SURVEY TTPC MEMBERS

TTPC Executive Council will develop the survey by 1/28 to be distributed on or before 1/30.

TTPC 2021
EDUCATION
STRATEGY
PHASES

PHASE TWO EXECUTIVE COUNCIL REVIEW

Executive Council will be given access to the results for review and comment.

PHASE THREE DEVELOP A MICRO-LEARNING SERIES

Dir. of Events, Education, and Collaboration to work on a three workshop series for late spring.

PREPARED BY: JANINE NICOLE DENNIS,
INTERIM DIRECTOR OF EDUCATION

Philanthropy Strategy

Talent Think Power Circle 2021 Philanthropy Directory

Direction: The 2021 TTPC Philanthropy will be a year of growth and education in the field of philanthropy work. Our primary focus of the year will be to find smaller organizations and families in need of assistance, which can be educational or financial.

Goal: Hit a philanthropy mark every quarter, including a speaking engagement in Quarters 2, 3, and 4.

Big Goal: Release a TTPC Philanthropy Whitepaper at the end of 2021 based on research of DEI Philanthropy works being primarily written by white women. What is the benefit of focusing philanthropy needs in the BIPOC space?

Quarter 1 January 1st – March 31st

- Speaking engagement for Women's History Month

Quarter 2 April 1st – June 30th

- Reach out to TTPC Member Janaial Robinson Dress for Success to see if there is any volunteer work we can provide.

Quarter 3 July 1st – September 30th

- Focus will be back to school bookbag donations and donations for teachers during the school year. This can be local to each person's individual area. Pictures of the donation will be requested.
- Mentoring to HBCUs – find students in need of mentors in area of expertise.

Quarter 4 October 1st – December 31st

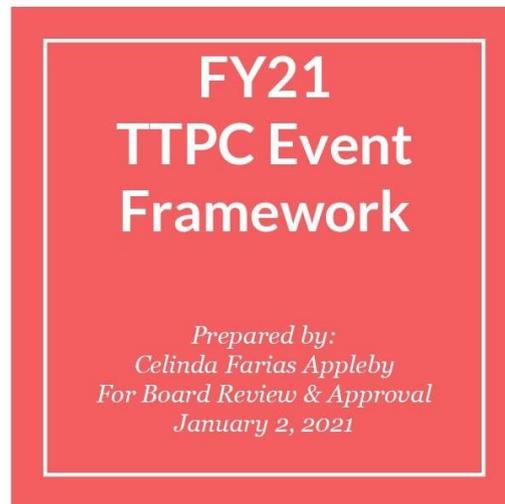
- Focus will be adopting at least 2 families in different locations to provide holiday cheer. The families/organizations used will be decided on as a group. Once the number of families are decided we will then determine the monetary amount per person and/or a item of need.

Small Things We Can Do Throughout the Year:

- Book donations based on our quarterly book club.
1. What organizations would you like to see TTPC give back to? These can be local or national causes.
 2. How do you prefer to give back?

3. Financial Volunteerism Serving on a board Fundraising Event hosting/planning
Working with constituents an organization serves Exploring/analyzing problems and helping to shape possible solutions
4. Which of your talents are you able to provide? How much of your time do can you give back per person/per talent?
5. Are you willing to provide a monetary donation throughout the year? You can choose the amount you are able to give.
6. 6. In what way(s) would you ideally support your philanthropy? Check any applicable answers. Financial Volunteerism Serving on a board Fundraising Event hosting/planning Working with constituents an organization serves Exploring/analyzing problems and helping to shape possible solutions

Events Strategy



Mission & Goals

Serve our multifaceted membership on their professional journey by enhancing our collective wisdom through progressive training, education, and thought leadership.

- Design & curate evergreen content aligned to the core mission & values
- Educate & inspire a community of content curators & facilitators
- Harness & amplify the extraordinary voices of our membership

Recommended Content Pillars:

- Career development
 - Tracks designed to enhance our professional journeys
- Health & Wellness
 - Tracks designed to unlock our access to wellness
- Finances
 - Tracks designed to enhance our purchasing power
- Business
 - Tracks designed for the entrepreneurs; budding or current
- Social Impact
 - Tracks designed to have cause oriented discussions

Recommendation: Event Framework

Structure: nine curated events annually influenced by membership survey, current events, and alignment to TTPC values & mission
 Alignment: services our charter goals of educating & inspiring our membership

BOOK CLUB (3X / YEAR)

- Opportunity to identify books & authors across the content pillars
- Setting: Workshop
- Led: Executive Council

Next steps;

- Kick off in February (2/27)
- Black History Month tie in
- Introduce book week of 1/25

POWER SESSIONS (3X/YEAR)

- Opportunity to hold space to have intimate conversations
- Setting: Conversational
- Led: Facilitator

Next steps;

- Kick off in March (TBD - facilitator)
- Continued conversation with an expert that can educate on colorism
- Identify a facilitator

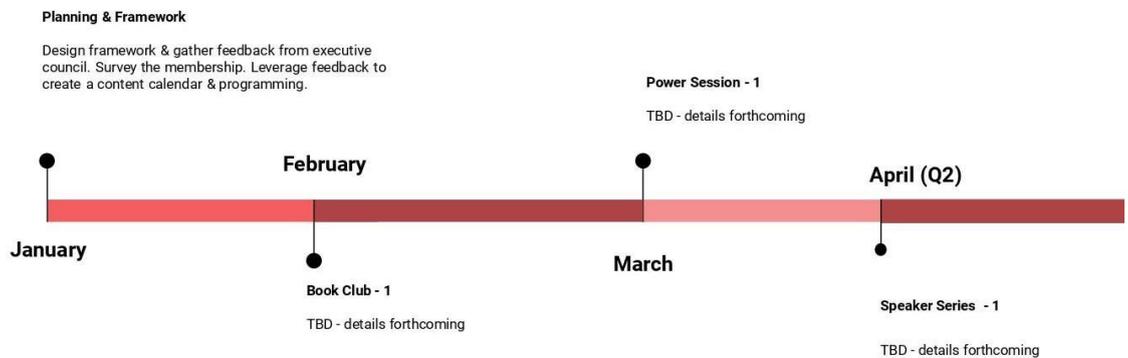
SPEAKER SERIES (3X/YEAR)

- Opportunity to harness & amplify the collective power of our voices
- Setting: Instructional
- Led: Membership

Next steps;

- Kick off in April (TBD - speaker)
- TBD - dependent on survey

FY21 Roadmap: Q1



Recommendation: Book Selection 1

February Selection

[Shades of Differences: Why Skin Color Matters](#)

Shades of Difference addresses the widespread but little studied phenomenon of colorism—the preference for lighter skin and the ranking of individual worth according to skin tone. Examining the social and cultural significance of skin color in a broad range of societies and historical periods, this insightful collection looks at how skin color affects people's opportunities in Latin America, Asia, Africa, and North America.

Open items:

- Executive leader to lead conversation
- Phone call w. Publishing house (1/27)
- Email announcement to membership - 1/26
- Follow up on Slack - mid month - 2/15
- Final reminder 2/22
- Host meeting 2/27

Completed items:

- Branding -(slide 6) to be approved
- [Email](#) - to be approved



Recommendation: Next Steps - Book Club #1

- ★ Identify Executive Leader to facilitate the discussion (1/2)
- ★ Solidify logistics (book selection, date/time) (1/2)
- ★ Craft & design the marketing collateral (email, banner, zoom registration materials, day of materials) (week of 1/10 & ongoing)
- ★ Message membership (week of 1/10)
- ★ Remind membership (week of 2/8) or 2/15)
- ★ Host meeting (week of 2/20 or 2/27)
- ★ Send out survey after event (day of event)
- ★ Leadership report out & discussion (3/2)

Q&A

Recommendation: Annual Summit

WIP

2021 TTPC Annual Executive Council Survey Summary

OPERATIONS

Q1. How can TTPC best support you emotionally, psychologically, and spiritually?

Answers :

1	Continue doing what it has been doing
2	My hope from TTPC is to expand my network of WOC and to gain accountability partners in growing my business. The positivity of the group and supportiveness of the women already give me what I need otherwise.
3	Creating space for authentic interaction for the development and support of women.
4	Providing a healthy network, talking about self-care
5	Motivation and accountability
6	Due to the makeup of TTPC, the group innately supports me psychologically and spiritually.

Q2. What are some behaviors and values we should have as part of TTPC's Code of Conduct?

Answers:

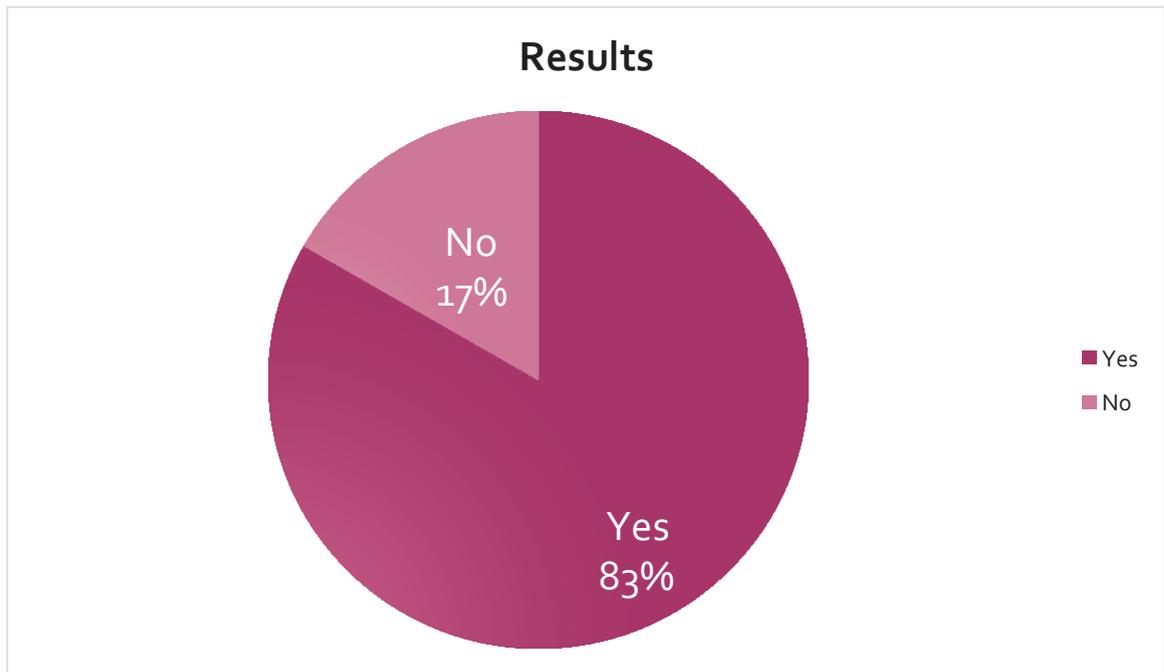
1	Respect, transparency, support for one another, no doxing, being adult w/ our differences - meaning we will have differences but that as a collective, we do not attack others publicly without a conversation. Like the freemasons, lol - but seriously, we can't allow other humans in this collective to defame one another publicly, that is not a moral code that is kind.
2	being supportive and encouraging to our TTPC sisters educating ourselves in anti-racism
3	Confidential, respect, kindness. No plagiarism or benefiting from someone's work/ideas without proper credit, financially or otherwise. No bullying.
4	Mute unless speaking, respect everyone's opinion
5	Resilient and Enterprising
6	To meet each other at the level we are at, we all have a journey, some ahead, others catching up.

Q3. Are you open to providing a referral for an individual or organization in your personal network that is aligned to our mission & values and looking for Sponsorship opportunities?

Answer:

Yes 5 out of 6 = 83.3%

No 1 out of 6 = 16.7%



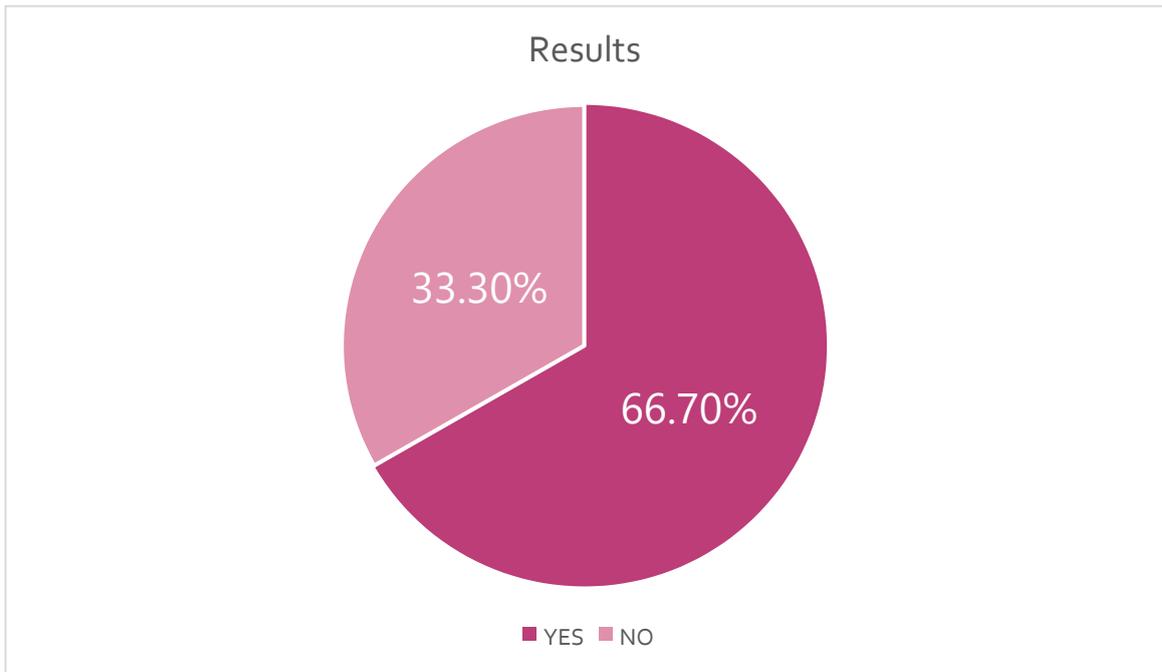
MEMBERSHIPS

Q1. Should TTPC create a tier for BIPOC Early-Careerists or students to join the group?

Answers

Yes 4 out of 6 = 66.7%

No 2 out of 6 = 33.3%



Q2. Briefly, what makes TTPC a valuable resource for you?

Answers:

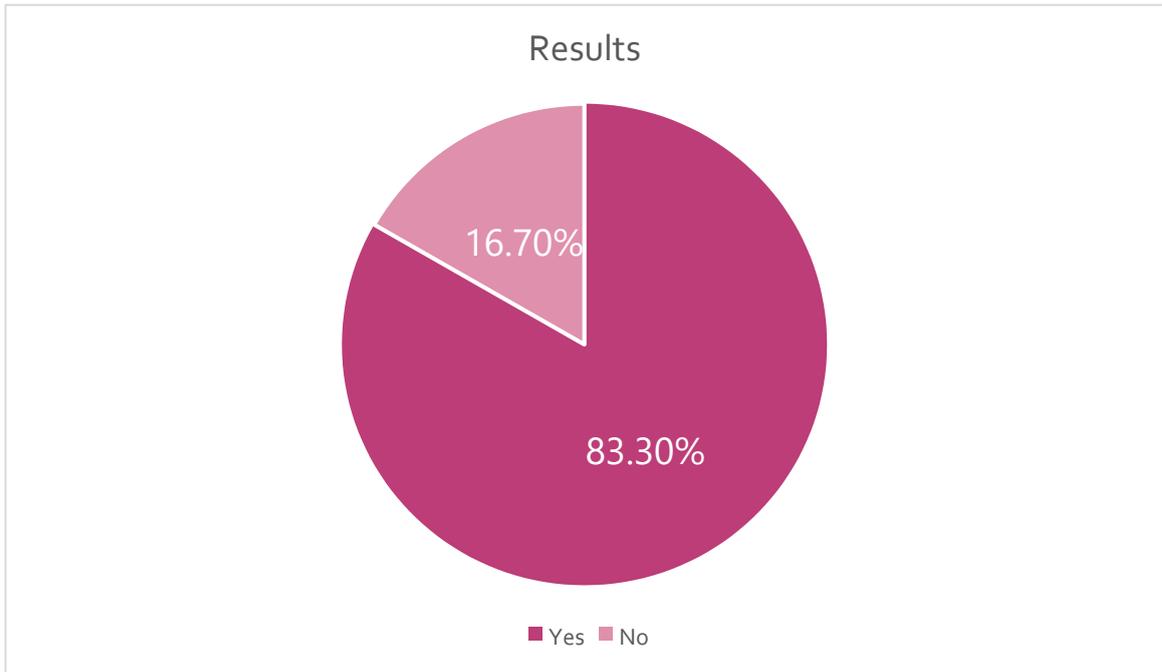
1	Access to content that isn't available elsewhere with the same safety net
2	The support of the women
3	I want to contribute and learn from women who look like me.
4	Network, moral support, resources
5	Network and support
6	TTPC is a place where I come to see women who look like me, understand some of my struggles, a place to see successful women , I value their motivation, strength and courage.

Q3. TTPC has been a group that prides itself on the intimacy of the group setting. Do you prefer the current intimate environment TTPC provides?

Answers:

Yes 5 out of 6 = 83.3%

No 1 out of 6 = 16.7%



Q4. If you answered yes above, please share what you value about TTPC's intimate environment.

Answers:

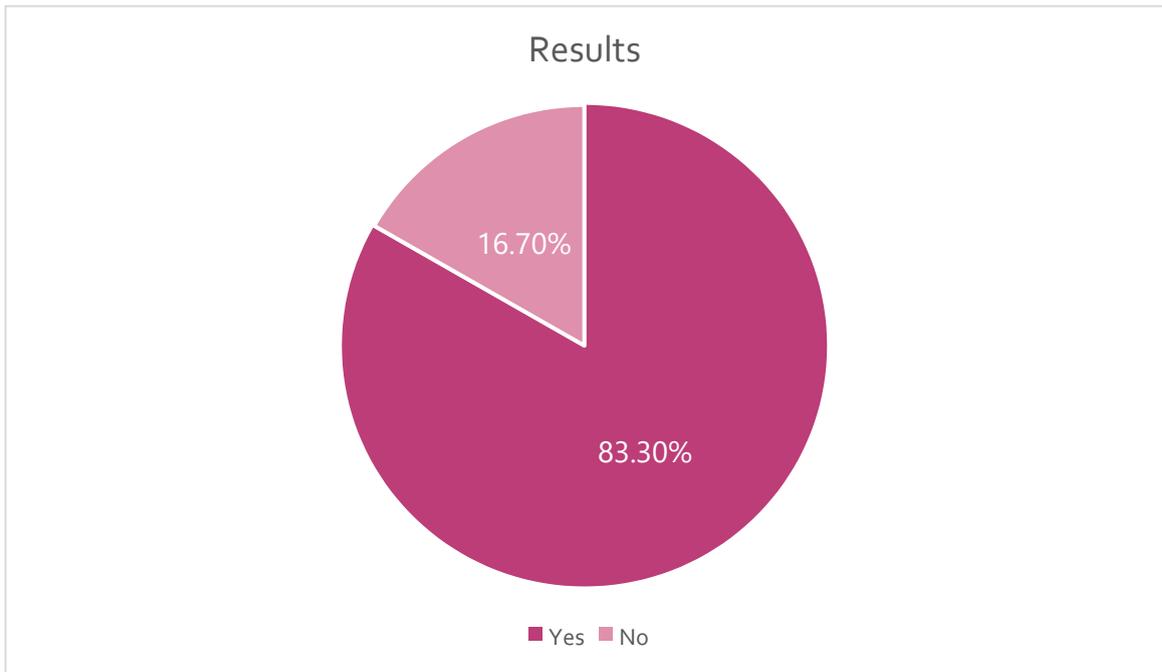
1	Feeling safe enough to expose your truth. Feeling one can be vulnerable
2	The safety & the ability to share freely
3	Easier to remember everyone, not embarrassed to share losses
4	The environment feels like a safe space
5	I can't see us achieving our purpose any other way.
6	N/a

Q5. Do you think you will renew your TTPC membership for 2021-2022?

Answers:

Yes 5 out of 6 = 83.3%

No 1 out of 6 = 16.7%



EDUCATION

Q1. What kind of learning and development opportunities would you like to see TTPC develop?

Answers

1	Ways to facilitate passive income, financial literacy
2	tracks aligned to this "new normal" -- how to stand out in the crowd of noise as an entrepreneur but also continue with emotional safety learning opportunities.
3	Professional skills training, personality styles, other cultures
4	Time management, mindfulness, healing trauma
5	Financial/Investing
6	Mentoring

Q2. If given the platform, what knowledge, skills, or abilities would you be willing to share with TTPC members in a learning environment?

1	Mental health conditions, chronic and acute diseases
2	Yes

3	First impression, public speaking
4	Building a successful brand
5	Unsure
6	Building strategy

Q3. What format do you prefer for TTPC educational experiences? (select all that apply)

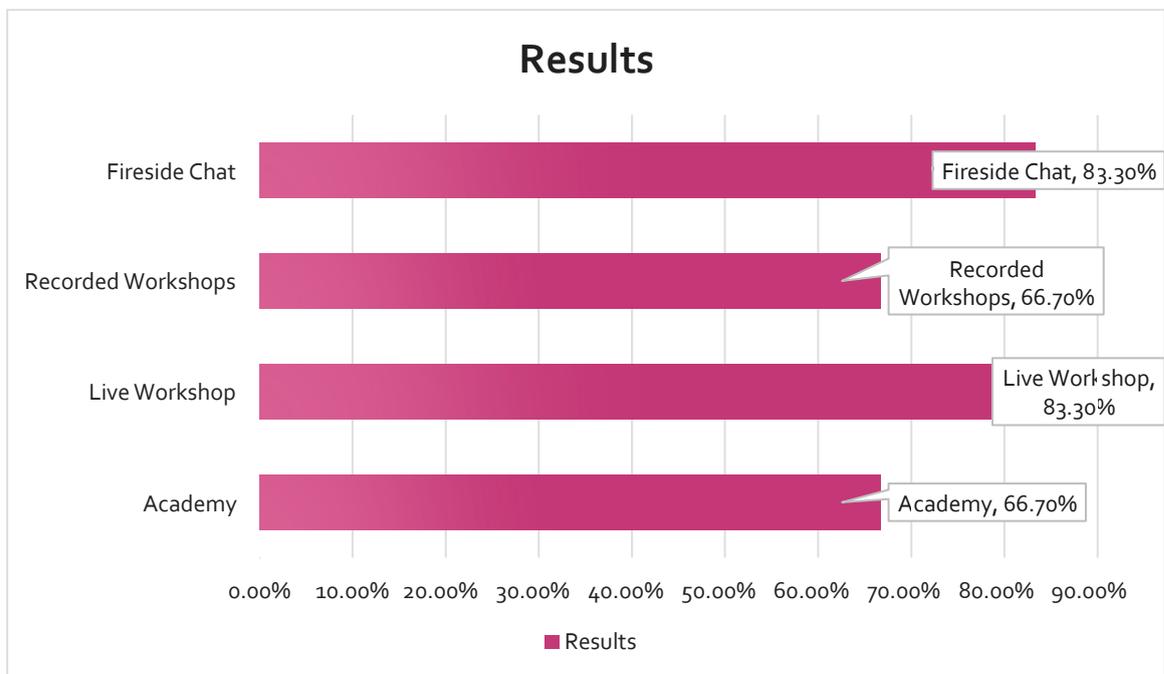
Results

4 Participants choose An Academy = 66.7%

4 Participants chose Live Workshops = 83.3%

4 Participants chose Recorded Workshops = 66.7%

4 Participants chose Fireside Chats/Conversational Learning = 83.3%



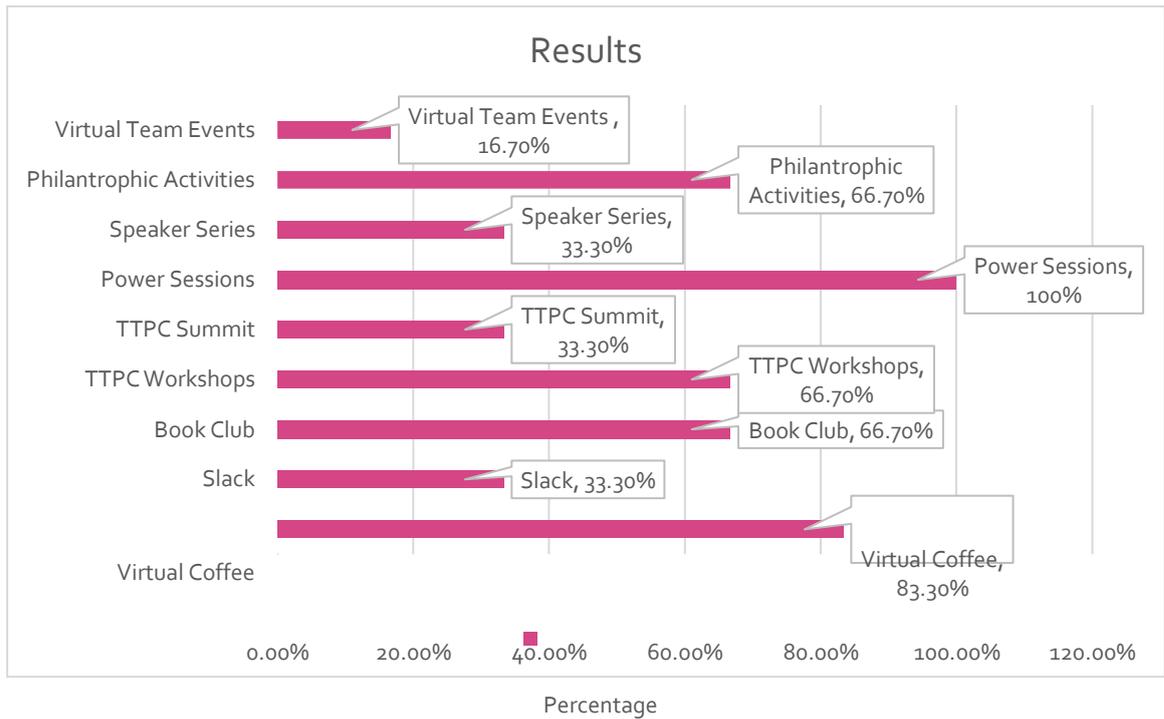
Collaboration

Q1. What type of collaboration opportunities are you interested in seeing via TTPC? (select all that apply)

Results

5 Virtual Coffee - 83.3%

- 2 Slack for ongoing communication – 33.3%
- 4 Book Club – 66.7%
- 4 TTPC Workshops – 66.7%
- 2 TTPC Summit -33.3%
- 6 Power Sessions – 100%
- 2 Speaker Series -33.3%
- 4 Philanthropic Activities – 66.7%
- 1 Virtual Team Events – 16.7%

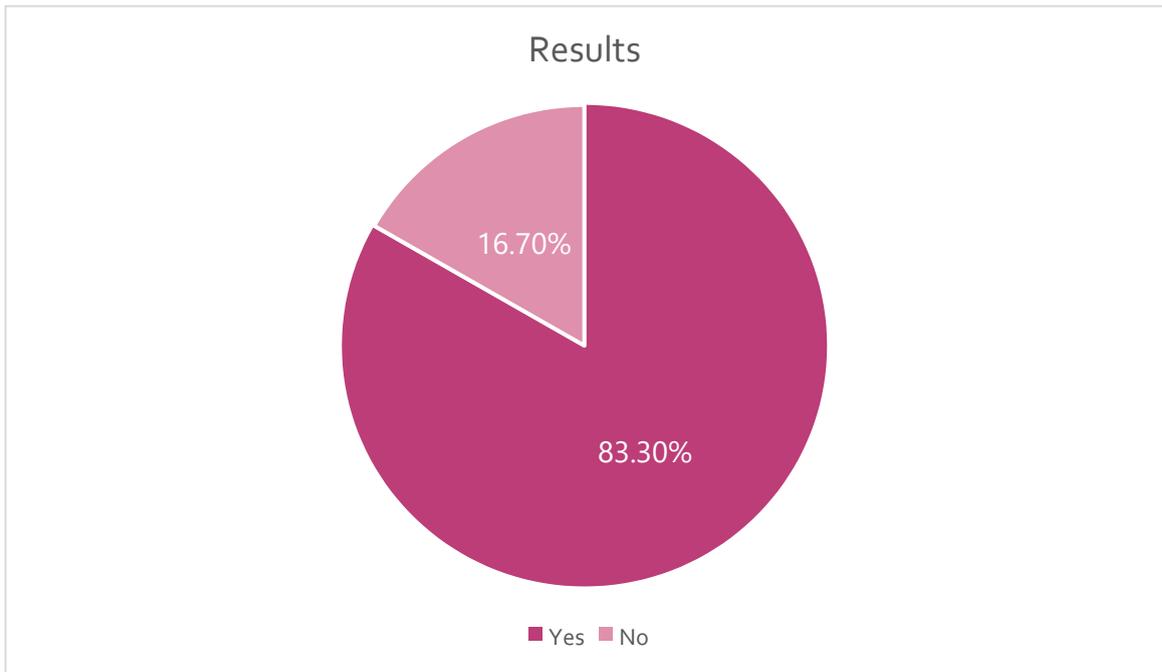


Q2. If you checked "other" in the previous question please share additional collaboration opportunities you would like to see here.

- 3 answered "Not Applicable"
- 1 answered "Shared"

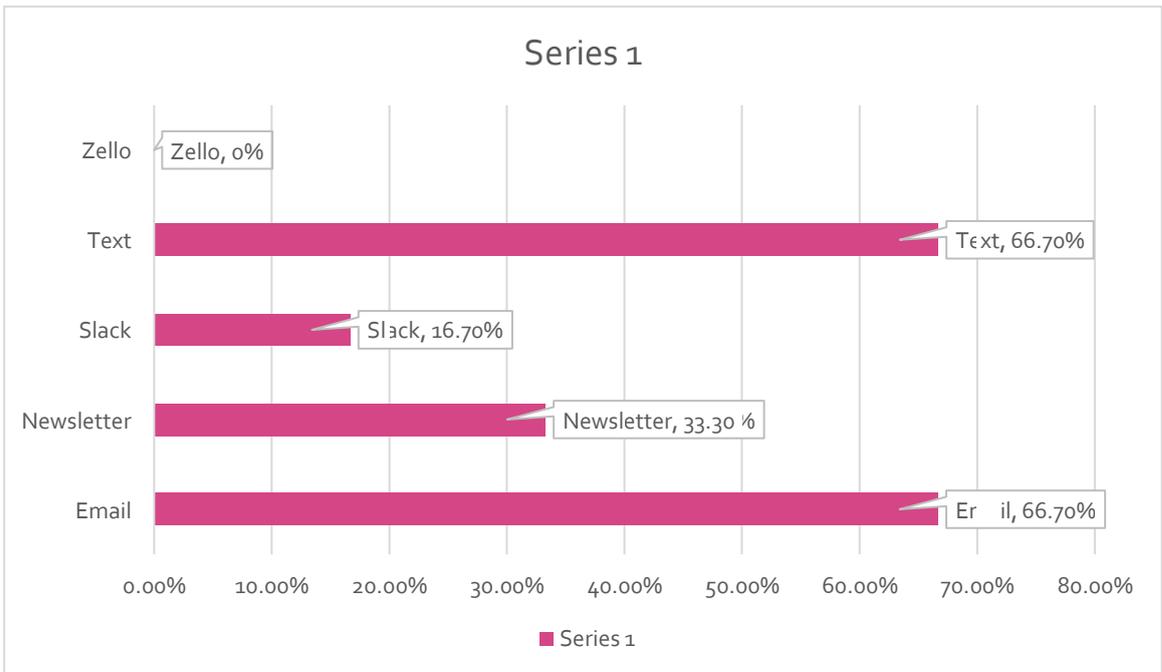
Q3. Provided you receive guidance, would you be willing to host a virtual coffee if voted in?

- Yes – 5 – 83.3%
- No – 1 – 16.7%



Q4. How do you prefer to receive TTPC communications? (select all that apply)

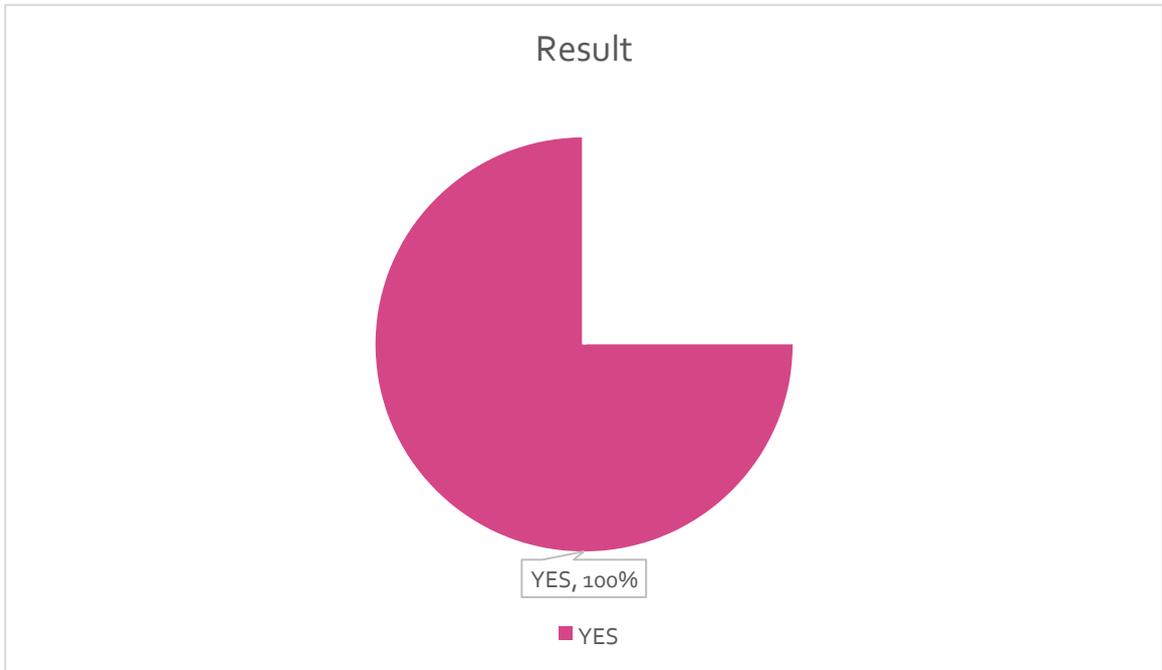
- Email - 4 – 66.7%
- Newsletter – 2 - 33.3%
- Slack Channel – 1 – 16.7%
- Text (SMS) – 4 – 66.7%
- Zello – 0 – 0%



Q5. Are you open to collaborating with TTPC members outside of official TTPC activities (i.e. Consulting work, speaking engagements, guest blogging)?

Yes – 100%

No – 0%



PHILANTHROPY

Q1. What charitable organizations would you like to see TTPC support both at national and local levels?

1	Unsure
2	Dress for success, adopt a family / student, migrant workers
3	Dress for Success Boston, Jeremiah Program
4	BlackLivesMatter, BlackGirlsCode, Chris D Fields Memorial Scholarship, Dress for Success
5	Organizations that support BIPOC women. While national organizations are wonderful, local grassroots groups can make direct impact. I would love to support organizations that have been meaningful to our members.
6	Not decided

Q2. How do you prefer to give back? (select all that apply)

Monetarily -4 -66.7%

Volunteer time – 5 – 83.3%

Mentorship – 4 - 66.7%

Offering free services – 6 – 66.7%



Q3. If you answered yes to "monetarily" regarding how you desire to give in question #2, can you share how much money you would be willing to donate for TTPC's charitable activities?

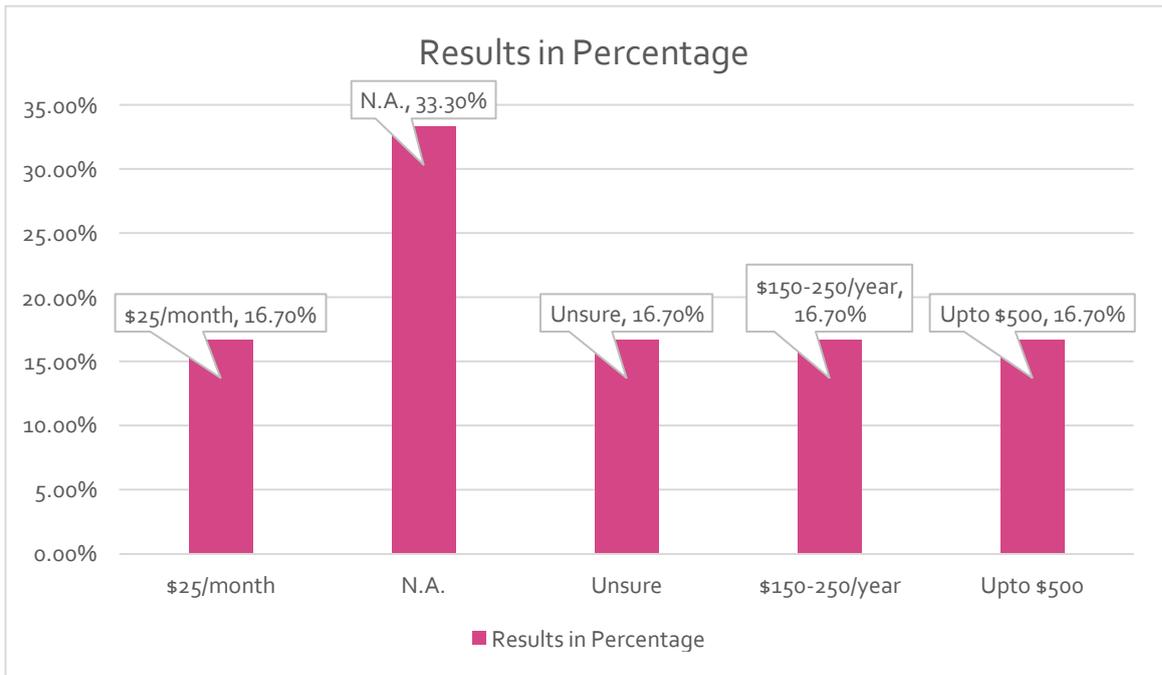
\$25/month – 1 – 16.7%

N.A - 2 – 33.3%

Unsure – 1 -16.7%

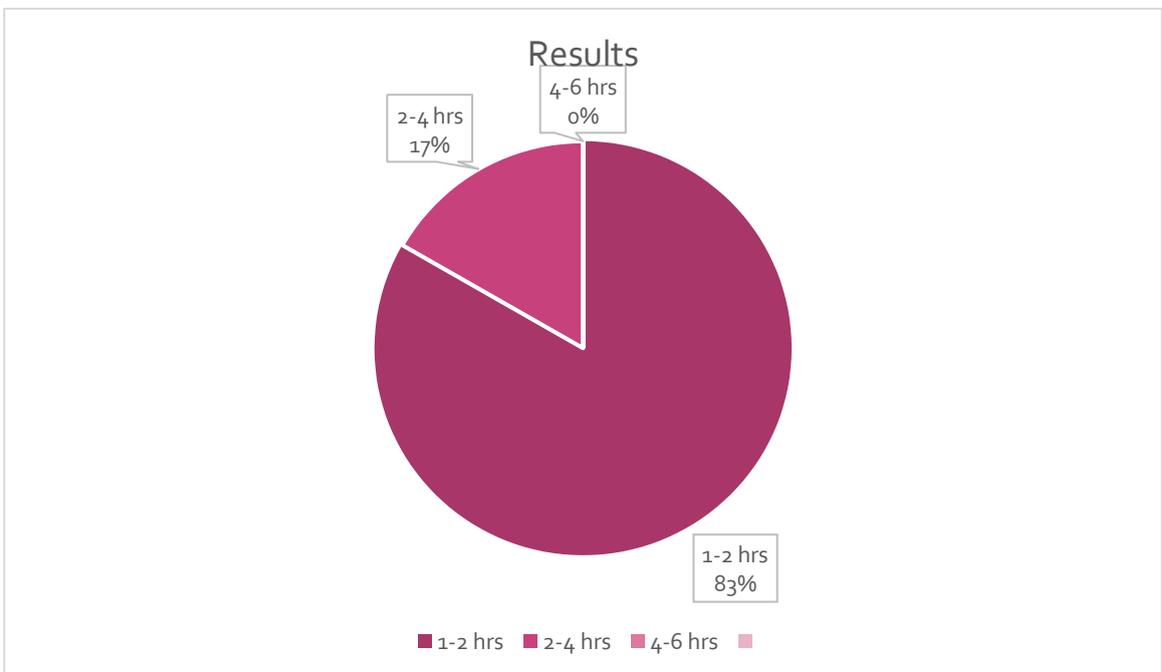
\$150-250/year – 1 – 16.7%

\$500 - 1 – 16.7%



Q4. If you checked off options regarding giving of your time in question #2, how many hours can you donate to TTPC philanthropic efforts per month?

- 1-2 hours - 5 – 83.3%
- 2-4 hours – 1 – 16.7%
- 4-6 hours – 0 – 0%



Q5. Provide a list of your skills or free services you are willing to offer for TTPC philanthropic activities.

1	Therapy, mentorship
2	Career coaching, personal brand, resume, creating marketing strategy, working mom mentorship
3	Workshops on motivation, cliff effect, public speaking, first impressions
4	Speaking or consulting
5	Career coaching type (mock interviews, etc)
6	Business consulting

EVENTS

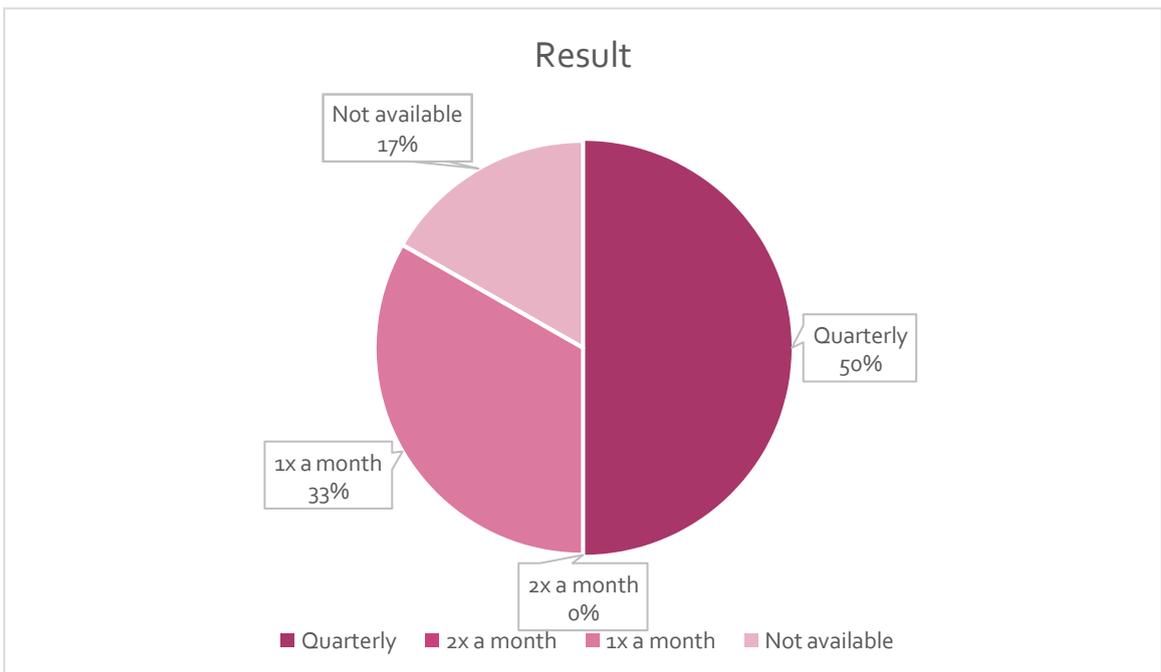
Q1. In addition to our general meetings, how often are you willing to meet for other TTPC-sponsored activities and events?

Quarterly – 3 – 50%

2x a month – 0 – 0%

1x a month – 2 – 33.3%

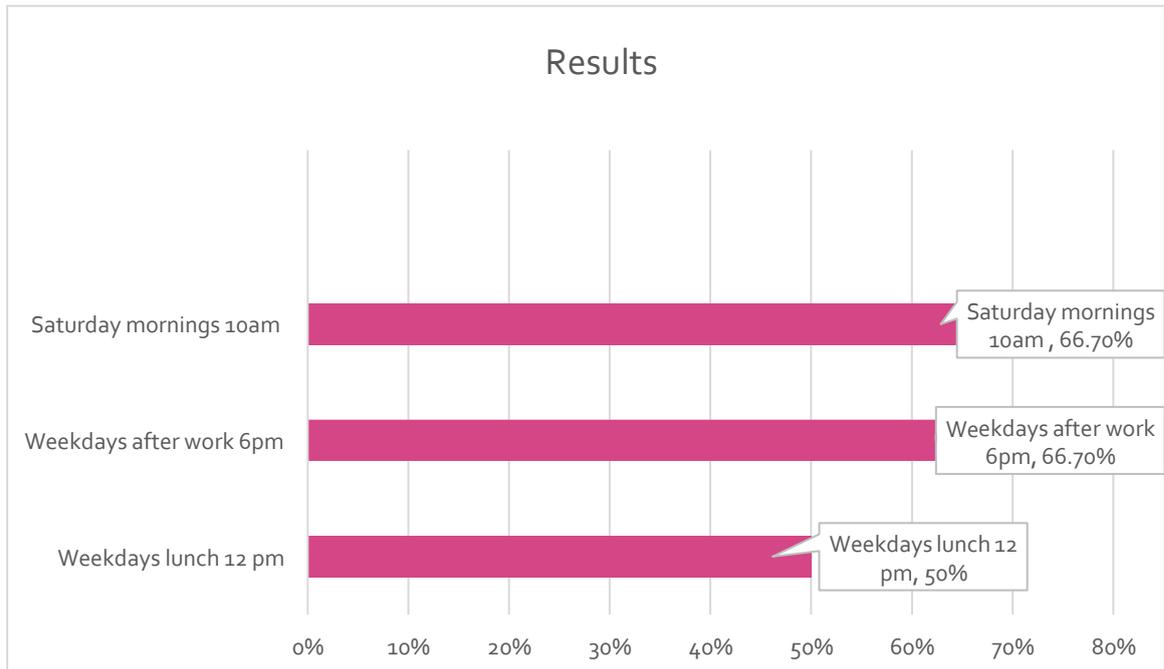
Not available – 1 – 16.7%



Q2. What times do you prefer to attend virtual events outside of our general meetings? (select all that apply)

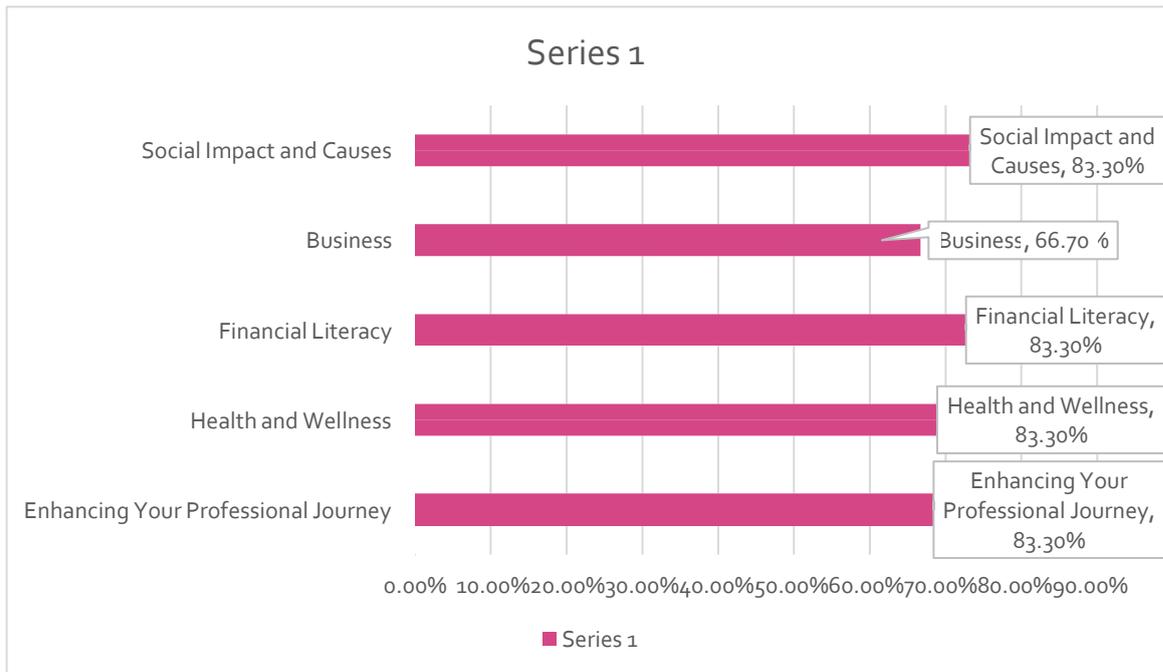
Weekdays lunch hour (12pm EST) – 3 -50%

Weekdays after work (6pm EST) -4 – 66.7%
Saturday mornings (10am EST) – 4 – 66.7%



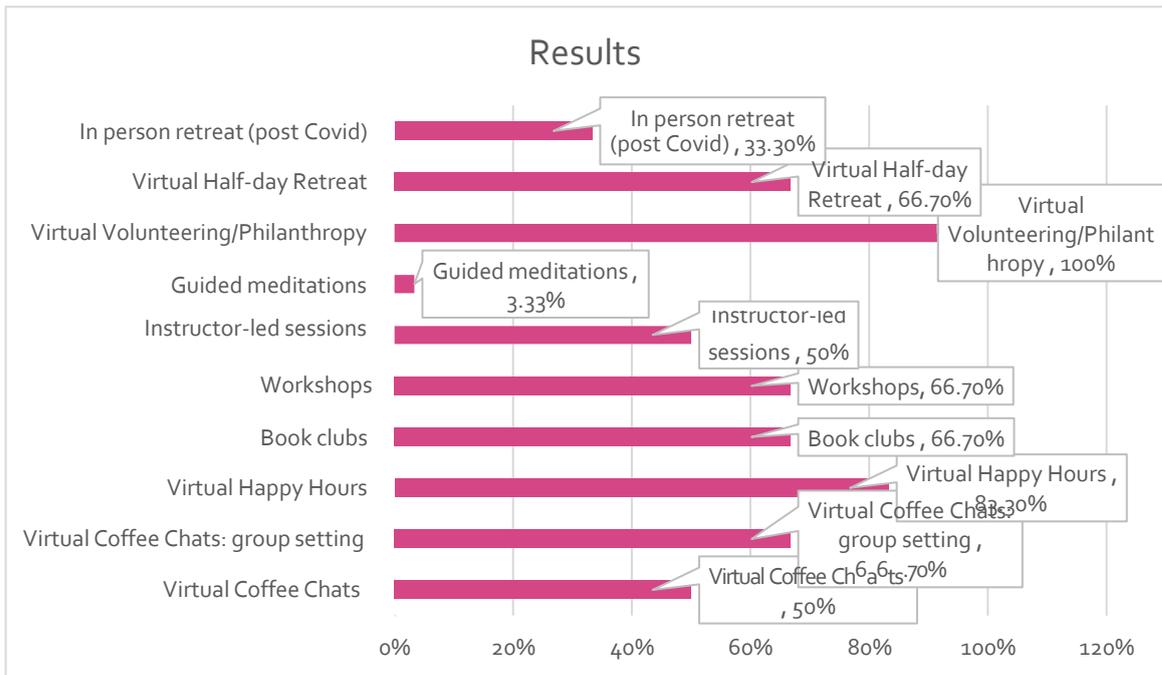
Q3. Please select the event topics that are of interest to you. (select all that apply)

Enhancing your professional journey 5 – 83.3%
Health and Wellness - 5 - 83.3%
Financial Literacy – 5 – 83.3 %
Business -4 -66.7%
Social Impact and Causes – 5 – 83.3%



Q4. What types of events/activities are you most interested in? (select all that apply)

- Virtual Coffee Chats - 3- 50%
- Virtual Coffee Chats: group setting – 4 – 66.7%
- Virtual Happy Hours – 5 – 83.3%
- Book clubs – 4 – 66.7%
- Workshops – 4 – 66.7%
- Instructor-led sessions – 3 – 50%
- Guided meditations – 2 -3.33%
- Virtual Volunteering/Philanthropy – 5 – 100%
- Virtual Half-day Retreat – 4 – 66.7%
- In person retreat (post Covid) – 2 – 33.3%



Q5. Planning for our Inaugural Annual TTPC Summit (virtual - target date: September 2021) has begun and we're seeking your support. Please check off the area (s) that you would be interested in volunteering in (select one)

- Logistics (planning and execution) - 3 – 50%
- Speaker, Panelist, moderator – 3 – 50%
- Brand Ambassador – 3 – 50%

