

## April 2017 Newsletter

Have you ever wondered what it would be like to work for Microsoft? Find out on May 17<sup>th</sup>, when we host [A Day in the Life of a PFE/Consultant at Microsoft](#) with Dana Rivkind and Moriah Baxevane-Connell.

We have quite a few webinars lined up. Be sure to check out [SQL Server Statistics and the New Cardinality Estimator](#) with Susantha Bathige on May 10<sup>th</sup> and [SSIS Fundamentals and Beyond, 2016 Features](#) with Virginia Mushkatblat. You will find the full line up below and on our site.

Have you taken a look at the [24 HOP](#) lineup? Five women are speaking; that's 20% of the sessions! We love to see the percentage of women speakers at events increase. How can we make that happen? By getting more women to submit sessions. Want to get noticed and take your career to the next level by speaking? Contact [witvc@sqlpass.org](mailto:witvc@sqlpass.org) to get advice and mentoring.

Do you need a discount code for PASS Summit? Please use VC15NKH5 to get \$150 off the regular registration price.

We are working on our PASS Summit WIT Luncheon and will have an announcement about the keynote speaker in a couple of months. If you plan to attend PASS Summit, we hope you will join us at the luncheon. SentryOne is the sponsor of our virtual group and has hosted the luncheon for the past several years. Be sure to stop by their booth at Summit and SQL Saturdays to thank them for their support!



--Rie and Kathi

### Being Heard in Meetings

Over the past few years, I have spoken to dozens of women at PASS Summit and SQL Saturday events. There are two complaints that I hear over and over: "How can I be heard at meetings?" and "How do I stop men from taking credit for my ideas in meetings?" I do believe that, as you gain experience and confidence, you will be taken more seriously, but department or company culture can hold you back.

During Rie's session [Identifying and Understanding Gender Bias and Inequality](#), I was surprised to hear that women on former President Obama's staff had the same problems early in his first term. To solve this, the women came up with a strategy. When a woman in a meeting made a suggestion, other

women in the room would repeat the suggestion giving the first woman credit before a man could take credit. They called this strategy “amplification”. The strategy worked. Even more impressive, the president had more women in his senior staff than men in 2015.

Sadly, as Rie points out in her session, even women can undermine other women in the workplace. Be sure to support other women and ask male confidants to stick up for you when you make a point.

Maninterrupting and bropropriating sound like silly words (I was surprised that Word’s spellcheck knew them!), but not letting women contribute only hurts companies. If you see this happening in your team, see the articles in the Great Links section for ways to combat it.

--Kathi

## Great Links

We are always looking for input from our members. Please drop us a line at witvc@sqlpass.org if you have something you would like to share, would like to write an article for the newsletter, or if you would like to present a webinar. We are looking for any topic that would be interesting to the WIT group and data platform topics presented by women. This is a great way to get experience as a speaker.

[Obama’s Female Staffers Came Up With a Genius Strategy to Make Sure Their Voices Were Heard](#)  
[How The Women On Obama’s Staff Made Sure Their Voices Were Heard](#)

[Obama's staff: 13 women, 11 men](#)

[How Not to be ‘Maninterrupted’ in Meetings](#)

[Rie’s Blog: Let Her Finish: Supporting Women's Voices from Staff Meetings to the Board Room](#)

## Webinar Schedule

Date	Webinar	Presenter
May 10, 2017	<a href="#">SQL Server Statistics and the New Cardinality Estimator</a>	Susantha Bathige
May 17, 2017	<a href="#">A Day in the Life of a PFE/Consultant at Microsoft</a>	Dana Rivkind/ Moriah Baxevane-Connell
May 23, 2017	<a href="#">SSIS Fundamentals and Beyond, 2016 Features</a>	Virginia Mushkatblat
June 6, 2017	<a href="#">ALL About Indexing</a>	Gail Shaw
June 14, 2017	<a href="#">Busy is a Four Letter Word</a>	Jes Borland
July 19, 2017	<a href="#">Designing a Modern DW + Data Lake</a>	Melissa Coates
Oct 4, 2017	<a href="#">Creating and Maintaining Successful Open Source Projects</a>	Chrissy LeMarie

## SQL Saturdays and 24 HOP

Event	Location	Date	Session	Presenter
SQL Saturday #623	Israel	4/27/2017	<a href="#">Azure SQL Database: The Intelligent Cloud Database for App Developers</a>	Gilad Mittelman Ronit Reger

SQL Saturday #598	Costa Rica	4/29/2017	<a href="#">Las controversias alrededor de las mejores practicas - "Best Practices" - de SQL Server en Windows</a>	Michelle Gutzait
SQL Saturday #598	Costa Rica	4/29/2017	<a href="#">Let's Get Meta: an Overview of ETL Frameworks using Bim!</a>	Kate Grass
SQL Saturday #598	Costa Rica	4/29/2017	<a href="#">Introduccion a SQL Power Shell</a>	Yanitza Campos
SQL Saturday #619	Rochester	4/29/2017	<a href="#">WIT: Start 'em Young - Growing Women in IT</a>	Amy Herold
SQL Saturday #619	Rochester	4/29/2017	<a href="#">Making the Leap from Developer to DBA</a>	Amy Herold
24 Hours of PASS	Online	5/3/2017	<a href="#">Configuring Kerberos Delegation for SSRS</a>	Kathi Kellenberger
24 Hours of PASS	Online	5/3/2017	<a href="#">Implementing the Most Common Security Standard Regulations in SQL Server and Azure</a>	Michelle Gutzait
24 Hours of PASS	Online	5/3/2017	<a href="#">Sensitive Data Warriors: Always On Encryption and Data Masking</a>	Virginia Mushkatbat
24 Hours of PASS	Online	5/3/2017	<a href="#">Four New Table Level Security Features of SQL Server 2016</a>	Karen Lopez
24 Hours of PASS	Online	5/4/2017	<a href="#">IoT Security: Process and Monitoring</a>	Ginger Grant