

VERIZON  
UP TO SPEED LIVE  
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WELCOME TO UP TO SPEED, IT IS INTERNATIONAL WOMEN'S DAY. I'M DIANA ALVEAR AND I AM SO HONORED TO BE HOSTING TODAY... AS WE CHOOSE TO CHALLENGE: THAT'S WHAT WE'RE GOING TO DO THROUGHOUT THE SHOW. WHAT ARE WE CHALLENGING? THE STATUS QUO, OUR FEARS, RULES OF LEADERSHIP, BUSINESS BARRIERS AND EXPECTATIONS, ALL FACTORS THAT IMPACT WOMEN'S PROGRESS AND LEADERSHIP. THAT IS WHAT WE'RE BEING CALLED ON TO DO TODAY.

SOMEONE WHO NEVER FAILS TO CHOOSE TO CHALLENGE IS BOZOMA ST JOHN, THE BOLD AND BRILLIANT CMO OF NETFLIX WHO DESCRIBES HERSELF AS "BADASS BOZ". IN A MAKERS CONVERSATION WITH WRITER LUVVIE AJAYI, SHE SPOKE ABOUT HOW LIVING OUT LOUD AND AUTHENTICALLY IS KEY TO HER LEADERSHIP STYLE. >> SOMETIMES I NEED TO OUTLINE MY OWN MOUTH. GO AHEAD WITH THE BRIGHT LIPSTICK. IF I LOOK GOOD, YOU CAN'T TELL ME NOTHING. NOTHING. I WAKE UP AND I'M CRESS -- DRESSED TO KILL. OKAY. I'M GOING TO SAY THE THINGS THAT ARE SOMETIMES SCARY TO SAY IN ROOMS WHICH SOMETIMES IT FEELS LIKE MY VOICE IS NOT SUPPOSED TO BE AS LOUD AS IT IS. I DO THAT IN THE WAY THAT I APPEAR AND IN MY SPIRITS. THAT'S WHAT ALLOWS ME TO FULLY SHOW THE GROUP. DON'T TRY TO BE HIM. DON'T TRY TO BE HER. DON'T TRY TO BE SHINY. DON'T TRY TO BE QUIET. DON'T TRY TO BE EXCITING. DON'T TRY TO BE A RISK TAKER. JUST BE. JUST BE. THAT'S IT. AND THAT TO SHE THE GREATEST FREEDOM. IT IS ALSO THE MOST COMPLEX AND IT IS THE HARDEST THING. IT IS. IT SOUNDS PRETTY SCHISM. IT IS A VERY DIFFICULT THING TO DO. SOME OF YOU WHO ARE EXPECTED TO BE EXCELLENT IF YOU ARE CONCENTRATING ON ALL OF THE OTHER THINGS. THAT'S WITH YOUR ENERGY GOES. AS SOON AS I LET GO OF THAT STUFF AND LET GO OF THOSE EXPECTATIONS AND TRYING TO BE

THE THING THAT OTHER PEOPLE WANTED TO BE, I WAS ABLE TO LET THE WORK SHINE. I WAS ABLE TO PUT ALL OF THE ENERGY INTO MY WORK TO COME UP WITH THE IDEAS.

>> SHOW THEM WINNING CAMPAIGNS.

>> THAT'S RIGHT. IT IS REAL FREEDOM. PEOPLE STILL TELL ME AN EXECUTIVE REALLY SHOULDN'T FILL IN THE BLANK. WHO SAID? I KNOW THERE'S NOT A LOT OF PEOPLE LIKE ME. THAT'S WHY YOU ARE SURPRISED WHEN YOU SEE IT. WHAT I WANT IS FOR MORE OF US TO BE THE WAY THAT WE ARE IN THE SPACES THAT WE'RE IN. AS WE ASCEND AND CONTINUE TO PUSH THROUGH THE DOORS AND CRASH THE CEILINGS, THERE WILL BE MORE OF US. IT WON'T BE SUCH A SHOCK. YES. YES.

>> THE EXCELLENCE.

>> COME ON. THE DIFFERENT LOOKING EXCELLENCE. IT MUST BE NORMALIZED. THEN PEOPLE ARE -- THE INTERN WHO SHOWS UP WITH HER NEXT JOB AS HERSELF NOT TO BE SO JARRING.

>> THAT'S EXACTLY RIGHT. THAT'S EXACTLY RIGHT. WE DON'T HAVE TO WORRY ABOUT SPENDING SO MUCH ENERGY FOCUSED ON REALLY WHAT IS THE WRONG THING. DIFFERENT ENERGY HONING HER CRAFT AND EXPLORING THE DIFFERENT PARTS OF HERSELF AND GOING FOR THE THING THAT IS SCARY. TO GO BACK TO THE BEGINNING OF WHAT YOU HAVE. FEELS LIKE TAKING THOSE BIG RISKS. HOW CAN YOU EXPECT TO FLY OR TO TAKE THE BIG RISK IF YOU ARE SO WORRIED ABOUT BEING TETHERED TO THE SHORE? WORRIED ABOUT BEING THE THING THAT'S IMPOSSIBLE FOR YOU TO BE. YOU HAVE NO ROOM. THERE'S NO MORE ROPE TO DO THE THING THAT'S GOING TO ACTUALLY ACCIDENT -- EXPAND YOU. YOU ARE TIED TO THE THING. IT IS WHERE WE GET SO MUCH ENERGY. CUT THAT. CUT THAT CORD.

>> YOU SEE WHY SHE GETS THE NICKNAME SHE DOES. TO BRING HER BOLD AND BRILLIANT SELF.

BOZ IS INSPIRING COUNTLESS WOMEN TO LEAN INTO WHAT MAKES THEM UNIQUE, AND THE NEXT GENERATION IS LISTENING. IN THAT SAME SPIRIT OF NEXT GENERATION LEADERS, OUR VERY OWN RAQUEL WILSON RECENTLY HAD AN EXTENDED CONVERSATION WITH SOME REALLY IMPRESSIVE V TEAM WOMEN. HERE'S A LITTLE FROM THEIR CHAT:

>> CHOOSE THE CHALLENGE. THAT'S THE WOMEN'S DAY THEME. I'M THE VP OF ARTIFICIAL INTELLIGENCE, AND I'M WITH THE SENIOR ANALYST, KIARA.

>> NICE TOPIC. WE'VE HEARD AND SEEN STUFF THIS WEEK ALONE ON THE IMPORTANCE. LOOK AT THE IMPACT THAT WE MADE. THE VP AND THE BOARD ROOM IS GOING IN THE RIGHT DIRECTION. WHAT I'M AWARE OF IS WE ARE ON THE CUFF OF A CRISIS AS WELL WITH WOMEN LEAVING THE WORKPLACE DUE TO THE PANDEMIC AND THE STRESSES THAT ARE BEING PUT ON IN THEIR LIVES. THE SIMPLEST ANSWER IS

ONE YOU NEED THE INFRASTRUCTURE IN THE SYSTEM. WHAT ARE THE PROGRAMS AND BFLTS? -- BENEFITS? WE HAVE MADE PART-TIME LEAVE. DO I KNOW WHAT YOU ARE GOING THROUGH? DO I KNOW THAT YOU ARE WITHIN SHOUTING DISTANCE IN THE LAST 51 WEEKS FROM EVERY SINGLE PERSON IN THEIR FAMILY. ANOTHER THING IS WOMEN ARE HARD ON THEIRSELVES. WE HAVE TO CUT OURSELVES SOME SLACK AND HELP EACH OTHER.

>> ACCORDING TO THE STUDY, 57% OF GIRLS SAY THEY DON'T CONSIDER AND WHAT WOULD YOU TELL THE YOUNG GIRLS?

>> I WILL TELL YOU A CONVERSATION THAT I'VE BEEN HAVING IN MY OWN HOUSE. I HAVE A 17-YEAR-OLD DAUGHTER. WHEN I WAS GROWING UP, I USED TO THINK THAT TECHNOLOGY AND COMPUTERS AND ALL OF THE THINGS ARE FOR BOYS. SO SHE'S NOT IN THE SAME WAY. SHE FEELS LIKE SHE DOESN'T WANT TO DO AI. THAT'S NOT THAT INTERESTING. THE CONVERSATION THAT I HAVE WITH HER IS THAT THINK ABOUT TECHNOLOGY THAT HAS BEEN BUILT IN THE LAST 20 OR 30 YEARS. YOU KNOW, YOU STARTED THE RADIOS AND TELEVISIONS AND GOT ALL OF THE JACKETS. THE TECHNOLOGIES CAN DO THINGS. THEN WE STARTED PUTTING DATA IN IT. IT IS NOTHING. BUT IT IS THE EYES AND EARS OF TECHNOLOGY. THAT'S HOW TECHNOLOGY CAN STEM. IT CAN SEE AND HEAR. WE LEARN ABOUT IT. WITH AI WE'RE PUTTING A BRAIN INSIDE A PIECE OF TECHNOLOGY. WITH ETHICS AND ALL OF THE CONVERSATIONS ABOUT DOING THE RIGHT THING, WE'RE THINKING ABOUT THE HEART OF THE TECHNOLOGY. WHEN YOU THINK ABOUT DESIGNING THE HEART AND BRAIN, IMAGINE HOW GREAT IT WILL BE IF WE HAD MORE GIRLS ALSO DOING THIS? IT IS NOT JUST ABOUT WRITING LINES AND LINES OF CODE. IT IS ALSO BUILDING AND DESIGNING THE TECHNOLOGY THAT SUPPORTS THE SOCIETY.

>> I THINK THAT A CHALLENGE FOR THE NEXT GENERATION IS TO GO FOR IT. A LOT OF TIMES WE'RE NERVOUS AND WE PULL BACK. IT BREAKS MY HEART TO LOOK AT GIRLS OR YOUNG WOMAN THAT THEY DO SOMETHING BECAUSE YOU ARE NERVOUS AND SCARED. US AS PERFECTIONIST, WE HOLD BACK. IF THIS ISN'T GOING TO BE PERFECT, I DON'T WANT TO DO IT. THERE'S SO MANY TIMES WE THINK ABOUT DOING SOMETHING. WE DON'T OFTEN TAKE THAT LEAP OF FAITH.

>> THAT WAS SO INSPIRING. I LOVE RAQUEL. YOU CAN HEAR THE ENTIRE CONVERSATION ON THE WEB IN TODAY'S STORY. PART OF DEVELOPING THE NEXT GENERATION OF WOMEN LEADERS IS GIVING THEM ACCESS TO THE RESOURCES THAT THEY NEED. WE CAN'T DO IT ALL. WE CAN'T DO IT IN A VOUCH YUM.

SUCCEED. THAT'S THE IDEA BEHIND THE WOMEN'S COLAB, A NEW INITIATIVE ANNOUNCED

ON FRIDAY THAT LAUNCHES LATER THIS YEAR. CONSIDER IT A CAREER ENGINE THAT WILL BRING TOGETHER

BEST-IN-CLASS RESOURCES AND CONTENT TO EMPOWER WOMEN TO OWN THEIR CAREERS. AND WE'RE CALLING

ON OTHER INDUSTRY LEADERS TO JOIN US. TOGETHER, WE CAN BUILD A FUTURE OF WORK THAT WORKS FOR WOMEN.

THAT'S GOING TO HAPPEN IN COLAB.

THIS WEDNESDAY, VERIZON BUSINESS IS LAUNCHING #WOMENOWNWEDNESDAY, A SOCIAL CAMPAIGN SPOTLIGHTING WOMEN ENTREPRENEURS AND SMALL BUSINESS OWNERS THROUGHOUT THE COUNTRY, MAKING MEANINGFUL CONTRIBUTIONS WITHIN THEIR COMMUNITIES.

I KNOW YOU PROBABLY HAVE A FAVORITE SMALL BUSINESS. IT IS THE PERFECT TIME TO DO THIS.

AND THE VERIZON BUSINESS WOMEN'S LEADERSHIP DIGITAL SUMMIT WILL CONVENE LATER THIS YEAR, BRINGING TOGETHER WOMEN OF THE GLOBAL WORKFORCE— EXECUTIVES, BUSINESS OWNERS, ESSENTIAL WORKERS, GLOBAL DECISION MAKERS.

ALSO OUR WOMEN OF THE WORLD, ALSO KNOWN AS WOW, PROGRAM IS NOW TAKING APPLICATIONS. THIS PROGRAM HAS BEEN SUPER SUCCESSFUL AND KEEPS EXPANDING EACH YEAR. IN FACT THIS YEAR IT'S AVAILABLE IN ALL PARTS OF OUR BUSINESS.

IT'S A YEAR-LONG DEVELOPMENTAL EXPERIENCE FOR WOMEN AND FOCUSES ON BUILDING CORE STRENGTHS;

YOU GET TO HEAR FROM TRAILBLAZERS AND NETWORK, IN SQUADS, WITH OTHER WOMEN FROM ALL ACROSS THE GLOBE.

SO IF YOU'RE HIGHLY MOTIVATED TO GROW YOUR CAREER, WE WILL LINK TO WOW'S MAIN PAGE IN TODAY'S STORY SO YOU CAN CHECK OUT ALL THE DETAILS.

FINALLY, WE COULDN'T CELEBRATE TODAY WITHOUT GIVING A HUGE SHOUT OUT TO OUR AWESOME EMPLOYEE RESOURCE GROUP WAVE. IT SERVES THE WOMEN OF VERIZON AND RECENTLY, I SPOKE WITH THEIR LEADERS, ELISE NEEL, KIA WILSON AND SAMATHA BROWN ABOUT WHY WAVE IS SUCH A VITAL COMPONENT TO THE CAREERS OF WOMEN HERE AT VERIZON, AND WHY THEIR MISSION IS MORE URGENT THAN EVER.

WE COULDN'T CELEBRATE WITHOUT AN INTERVIEW. THANK YOU FOR THE WORK THAT YOU DO FOR THE THOUSANDS OF WOMEN AT VERIZON. I'M GOING TO JUMP RIGHT IN. SAMANTHA, TELL US ABOUT WAVE'S MISSION.

>> WE HAVE THE LARGEST EMPLOYEE RESOURCE GROUP HERE AT VERIZON. THE MISSION IS TO CULTIVATE THE ADVANCEMENT AND DEVELOPMENT OF WOMEN. WE'RE TALKING ABOUT ALL WOMEN ACROSS ALL VERTICALS AND MAKING SURE WE ELEVATE, EDUCATE, AND ADVOCATE FOR THE REPRESENTATION FOR THE CAREER DEVELOPMENT AND ADVANCING INTERSECTIONALTY.

>> I DON'T HAVE TO TELL YOU THIS. 2020 WAS VERY CHALLENGING OVERALL. I'M GOING TO ASK YOU ABOUT 2020 AND WHAT WAY YOU SUPPORT WOMEN DURING THAT TIME?

>> YEAH. THE WAVE COMMUNITY IS PRETTY PHENOMENAL. THERE'S 18,000 HOURS OF COMMUNITY SERVICE. WE HAD PHENOMENAL HELP AND WE HAD NEW PROGRAMS AROUND THE RESOURCES FROM EVERYTHING TO MENTAL HEALTH TO CHILD CARE AND CARE GIVING SERVICES MORE BROADLY. WE WERE ON THE FRONTLINES AND THE WORKERS DONATED THOUSANDS OF DOLLARS OF GIRL SCOUT COOKIES WHICH JUST ADDS DELIGHT TO EVERYONE'S DAY. WE SUPPORTED THE LOCAL BUSINESSES THROUGH A PARTNERSHIP. WE HAD OVER 100 PARTNERS SUPPORTING THE LOCAL BUSINESSES THROUGH A VERY SPECIFIC SPONSORED PROGRAM THAT WAVE WAS ABLE TO PARTICIPATE.

>> I WANT TO ASK YOU YOU ARE NOT JUST A MEMBER. YOU ARE HELPING TO LEAD. WHY IS WAVE SO MEANINGFUL TO YOU?

>> I THINK BACK TO THE INTERN WITH MY LAST YEAR IN BUSINESS SCHOOL. NOT EVEN REALLY FEELING LIKE A WHOLE EMPLOYEE AND BEING INVITED TO A MEETING BY A COLLEAGUE. A WAVE MEETING. AND I ASKED -- ARE YOU ALLOWED -- ARE YOU SURE I'M ALLOWED TO BE HERE? ABSOLUTELY. THIS IS FOR YOU. IT WAS IN THE MOMENT THAT, YOU KNOW, I KNEW THAT WAVE WOULD BE A REALLY INTEGRAL PART OF MY GROWTH AND DEVELOPMENT IN VERIZON. IT SURE HAS. ALL OF THE NETWORKING, ALL OF THE CONNECTIONS, ALL OF THE OPPORTUNITIES TO GET EXECUTIVE EXPOSURE, LEADERSHIP SKILLS, COMMUNICATION DEVELOPMENT, AND IT REALLY HAS BEEN INVALUABLE FOR ME. I CAN'T SEE A BETTER WAY TO KIND OF JUMP RIGHT IN AND GET DEVELOPED AND MOTIVATED IN WAVE.

>> AS YOU KNOW CHOOSE THE CHALLENGE IS OUR THEME FOR TODAY. I WANT TO ASK ALL OF YOU WHAT DO YOU CHOOSE TO CHALLENGE?

>> UNCONSCIOUS BIAS. IT IS SOMETHING THAT IS PERVASIVE WHILE WE'RE MAKING PROGRESS IN AREAS, WE ALL HAVE THEM. IT IS REALLY IDENTIFYING THEM AND HELPING TO ADDRESS THEM. KIA?

>> I CHOOSE TO CHALLENGE THE BARRIER OF MORE REPRESENTATION AND WOMEN AND PEOPLE OF COLOR.

>> I CHOOSE TO CHALLENGE THE ABILITY TO BE COURAGEOUS. IT IS A SKILL SET. WE HAVE THE OPPORTUNITY TO UP THE ANTE. I CAN'T THANK YOU ALL ENOUGH. I CAN SEE WHY THIS IS REALLY SHAKING THINGS UP AND MOVING FORWARD AT VERIZON. WE'RE SO LUCKY TO HAVE YOU. THANK YOU SO MUCH FOR HELPING US CELEBRATE INTERNATIONAL WOMEN'S DAY.

>> IT WAS SUCH AN AMAZING CONVERSATION. IT WENT ON LONGER THAN THAT. AND WE WEREN'T ABLE TO GET ALL OF THE MEMBERS. JOINING WAVE WAS ONE OF THE FIRST THINGS I DID WHEN I JOINED VERIZON. THEY ARE SO IMPORTANT TO GIVE YOU THE SENSE OF BEING WELCOME AND BELONGING. YOU'VE GOT A SPOT. THANK YOU SO

MUCH TO THEM. THE ENTIRE CONVERSATION WILL BE IN TODAY'S STORY.

OK, SO YOU'RE INSPIRED, YOU'RE MOTIVATED, AND YOU WANT TO KNOW HOW TO DO YOUR PART.

WE'RE ASKING FOLKS TO SHARE THEIR HOPE FOR THE NEXT GENERATION OF WOMEN AND WHAT WE'RE DOING TODAY TO ENSURE THEY DON'T FACE THE BATTLES. SO PICK A BARRIER TO CHALLENGE AND, IF YOU'RE COMFORTABLE, MAKE IT PERSONAL SO WE FOSTER A GROUNDSWELL OF HONEST DIALOGUE. AND DON'T FORGET TO ADD #CHOOSETOCHALLENGE AND #IAMVZ.

AND CONTINUE TO KEEP AN EYE OUT THROUGHOUT WOMEN'S HISTORY MONTH BECAUSE WE HAVE MORE AMAZING CONTENT LINED UP. LIKE OUR RECENT #NEXT20 BOLD SISTER 2 SISTER EPISODE TITLED BLACK WOMEN LEAD. IF YOU MISSED IT THE FIRST TIME, TUNE IN TO VERIZON'S LINKEDIN PAGE WEDNESDAY AS WE'LL BE DOING AN ENCORE PRESENTATION OF THAT AMAZING EPISODE.

TOMORROW MY FRIEND ANDY WILL BE

IT WAS WORTH A LISTEN. PEOPLE WERE QUOTING.

TOMORROW MY FRIEND ANDY WILL BE BACK - DON'T FORGET IT'S PAYOUT DAY FOR STOCK TOGETHER. THEN ON

THURSDAY, WE'RE BACK LIVE ON TWITTER WITH HANS AND KYLE AT 12 PM ET/9 AM PT. WHAT ARE THEY

TALKING ABOUT? YOU'LL HAVE TO TUNE IN.

I HOPE THAT YOU COME AWAY FROM THE SHOW FEELING INSPIRED AND MOTIVATED AND READY TO DO YOUR PART FOR THE WOMEN IN YOUR LIFE. IF YOU ARE A WOMAN AT VERIZON, HOW DO YOU CHOOSE TO CHALLENGE THE STATUS QUO? WHAT DO YOU THINK WE NEED TO DO TO MOVE FORWARD? THIS IS A DAY TO CELEBRATE. ALL OF US PLAY A PART IN THAT. DO ME A FAVOR, SHOUT OUT THE WOMEN IN YOUR LIFE THAT UPLIFT YOU, SUPPORT YOU, EMPOWER YOU. MAKE SURE YOU DO YOUR PART. REACH OUT TO SOMEONE THAT YOU KNOW AND SAY HOW CAN I BE OF SERVICE FOR YOU? YOU GOT TO DO IT TOGETHER. DO ME THAT FAVOR. THAT'S ANOTHER CALL TO ACTION. I'M DIANA ALVEAR, THANK YOU SO MUCH FOR JOINING ME TODAY.

THANK THE WOMEN WHO LOVE, SUPPORT

AND UPLIFT YOU AND LET THEM KNOW HOW MUCH THEY MEAN TO YOU. HAVE A GREAT DAY AND UNTIL NEXT TIME, YOU'RE UP TO SPEED.