The Women in Business Committee hosted the 19th Annual Women in Business Luncheon on Friday, February 1 at the Denver Airport Marriott at Gateway Park. The annual event honors dynamic women who have made a difference in their business environment and in the community.

Women in Business committee chair, Terry Spencer with Colin Spencer Productions, kicked off the celebration, and introduced the keynote speaker, Becky Takeda-Tinker, PhD, President of Colorado State University – Global Campus. Dr. Takeda-Tinker spoke about the changing dynamics of the workplace, offered some research projections, and discussed the reality of how the professional climate is changing.

The Chamber honored 12 exceptional women at the event, with the 2019 Women in Business Hero Award going to Josefina Raphael-Milliner, the Executive Director of Advocates for Children – CASA. Raphael-Milliner was nominated for being “a true visionary who never underestimates the power of teamwork and of highlighting the strengths of those around her.” It was said about her that “every day she pushes forward and leads her team to fight for those that need advocacy most.”

2019 Finalists:
- Lynn Adams, Assistant Director of Donor Relations & Events, Community College of Aurora Foundation
- Christina Herren, Vice President of Business Operations, BYE Aerospace
- Joanne Sherwood, President & CEO, Citywide Banks
- Megan Smith, CEO, Symbia Logistics
2019 Nominees:
- Barb Andrews, Executive Assistant to the Fire Chief, South Metro Fire Rescue Authority;
- Frankie Anderson, Program Coordinator, Aurora-South Metro Small Business Development Center;
- Candace Cedillo, Marketing Director, Town Center at Aurora;
- Jana Clark, Program Coordinator, Aurora Sister Cities International;
- Patty Daugherty, Director of Human Resources, Gaylord Rockies Resort and Convention Center;
- Kim McCleskey, Director of Avitus Dental Management, Avitus Group;
- Isabel Sanchez, Program Director, The GrowHaus

Thank you to the event corporate sponsors, Citywide Banks and Colorado State University – Global Campus.

2019 finalists, left to right: Christina Herren, BYE Aerospace; Megan Smith, Symbia Logistics; Lynn Adams, Community College of Aurora Foundation; and Joanne Sherwood, Citywide Banks

DON'T FORGET: “Every employee of a Chamber member is a member of The Chamber”

Please route this issue to your sales reps, account managers, marketing directors, HR and PR departments. You can also access each month’s newsletter online at our website, www.aurorachamber.org, so you can forward it to every employee in your company!
An Inside Look at Chamber Committees

BUSINESS FOR THE ARTS

How to Make a Really Great Video
Tuesday, January 8, 2019

At the January Business for the Arts meeting, Beth Klepper, owner of Mainstream Video Production walked attendees through the process of making a video to “clone sales efforts.”

Klepper explained the process that she goes through, and encouraged those considering making their own video to follow the same steps, either with or without professional help:

1. Begin with the end in mind:
   a. What problem is my ideal customer struggling with
   b. How does it feel for them
   c. Give an example of someone you have helped
   d. Call to action
2. Decide on a budget – both time and money – and decide which parts (if any) of the process you need help with
3. Create a production plan and story board
4. Capture your story with the proper lighting, camera, audio
5. Finish your video
6. Distribute your video (this can refer back to your production plan) – and measure your ROI

Klepper’s presentation was incredibly helpful, and made it very clear that if you are going to make a video, it’s a whole lot more than just ‘point and film.’ She also shared that there are cost effective and efficient ways to use professional help with parts of, or the whole process, in order to create a great video for your business. To view Mainstream Video Production’s free mini course, go to https://mainstreamvideoproduction.ipages.co/6-step-mini-course/.

The Aurora Fox Arts Center
Tuesday, February 5, 2019

The Business for the Arts committee took a ‘field trip’ to the Aurora Fox Arts Center in February to see – and hear about – the exciting things that Executive Producer Helen Murray has done and is planning. During her first season with the Fox (the current Season 34), she continued the non-traditional programming that the Fox has been pursuing, including Twist Your Dickens, Hooded or Being Black for Dummies, and Life Sucks — all regional premieres. Murray also shared stories and information about the theatre — which began as a ‘movie palace’ in 1946 - that is now home to an award-winning professional theatre company, operated by the city of Aurora’s Cultural Services Division.

Murray’s goals for the theatre include bringing new and altered plays to the metro region, reimagining and expanding the company’s “Little Foxes” education program, and increasing the diversity of audiences. She also would like to increase the number of female and directors of color in the theatre community. The Fox is a 245-seat performing arts facility, complete with rehearsal and scenery shop facilities.

On April 27, 2019, the Aurora Fox Gala features Broadway Actress Betsy Wolfe. Tickets for dinner (provided by Annette Scratch to Table) and the concert, or the concert only, are available at www.aurorafoxartscenter.org.

TRANSPORTATION

CDOT Update
Wednesday, January 9, 2019

It was a packed room on January 9 when CDOT Transportation Commissioner Jesús Pulido and CDOT Region 1 Transportation Director Paul Jesaitis talked about CDOT’s many responsibilities, and updated the committee on projects in the region including the I-70 corridor, which is currently under construction.

With the goal of saving lives and making lives better, CDOT:
• Monitors 278 of 522 avalanche paths
• Maintains and repairs more than 23,000 highway lane miles
• Spends $69 million per year on snow removal
• Keeps 35 mountain passes open year-round
• Administers about $11 million in federal grants for transit operators
• Oversees $41 million in federal aviation grants for airports
• Maintains 3,447 bridges
• Oversees 28 billion annual vehicle miles traveled, and
• Manages more than $5 million in federal grants for safe driving programs

The biggest challenge for CDOT is the $1 billion annual shortfall in transportation needs. With the traffic congestion in the metro area, CDOT is looking at a variety of modes to move more people with fewer vehicles, by providing safe and reliable transportation choices through innovation and technology. One such solution is the I-70 project of rebuilding the 10 mile segment east of downtown Denver. This project addresses safety issues by removing an aging viaduct, and benefits transportation by reducing travel time in the area by 50 percent when the project is complete.

Additional major projects underway include the I-25 South Gap Construction, the I-70 Westbound Mountain Corridor Improvements, C-470 Express Lanes, and I-25 North Express Lanes. For additional information about travel, safety, programs and projects, and doing business with CDOT, go to https://www.cdot.gov.

Aerotropolis RTA
Wednesday, February 6, 2019

Matt Hopper and Todd Johnson provided the Transportation committee with an overview and update about the Aerotropolis Regional Transportation Authority (ARTA) and the Aerotropolis Area Coordinating Metropolitan District (AACMD). Hopper, managing partner with Summit Strategies, serves as the chair of the Aerotropolis Regional Transportation Authority (RTA) and as president of the Aerotropolis Area Coordinating Metropolitan District, and Johnson, principal with Terra Forma Solutions, serves as the AACMD program manager. Aurora City Council member at Large Dave Gruber and Adams County District 4
Commissioner Steve O’Dorisio, both on the ARTA Board of Directors, were at the meeting to offer additional information and to answer questions.

The ARTA, created through intergovernmental agreements, is establishing the first Capital Improvement Plan for the construction of the initial $174 million of regional infrastructure improvements. The 21,000-acre Aerotropolis site includes development of The Aurora Highlands – a 5,000-acre, mixed use, master-planned community, 10 million square feet of retail, 30 million square feet of Class A office space, and 40 million square feet of industrial and commercial space. The development will bring an estimated 170,000 jobs to the area.

GOVERNMENT AFFAIRS, EDUCATION, AND ENERGY

Legislators’ Breakfast
Monday, January 7, 2019

More than 100 guests attended The Chamber’s 2019 Legislators’ Breakfast on January 7. Nine Eastern Metro legislators spoke and gave updates on their plans for the upcoming session. Issues discussed included education, housing, prescription drug transparency, Family and Medical Leave (FMLA), energy, Gallagher, transportation, and mental health.

The breakfast was hosted by Dr. Betsy Oudenhoven, president of The Community College of Aurora.

Ten Days into the Session
Thursday, January 17, 2019

During the legislative session, the Government Affairs committee meets twice a month, to keep members updated on current bills passing through legislation. During these meetings, Axiom Politics, The Chamber’s Lobbying firm provides updates on bills of interest to Chamber membership, and discussions about the bills are encouraged.

At the time of this meeting, there had been only three bills introduced under Labor & Employment; one under Transportation; one under Veteran Affairs; and three under General Business.

A Cold February Morning
Thursday, February 7, 2019

Although it was reduced attendance due to freezing weather, those who braved the frigid cold engaged in lively discussion and heard valuable updates. Arapahoe County Commissioner Nancy Jackson gave an overview of the County’s budget and potential changes that might occur with the Sherriff’s office and policing in the City of Centennial and Arapahoe County.

Meg Dubray with Axiom Politics conferred in, providing the committee with updates on bills being monitored, as well as sharing information about bills that had been recently introduced:

**Labor & Employment:**

**Veteran Affairs:**

To see bills being monitored by The Chamber, visit the Bill Tracking Site: www.coloradocapitolwatch.com/bill-analysis/391/2019/0/

DIVERSITY AND INCLUSION COUNCIL

Discussion about the Diversity Challenge
Friday, January 11, 2019

As the Diversity and Inclusion Council moves into its fourth year and continues to grow, The Council kicked off 2019 with breakfast and informal group discussions about the Diversity Challenge.

Quill Phillips, special assistant to the president for inclusive excellence at the Community College of Aurora, began by sharing a few challenges that organizations face when it comes to inclusive and equitable work places.

Attendees were then divided into small focus groups and given some talking points to encourage discussions and share their challenges as well as best practices. Due to the sensitive nature of Diversity and Inclusion related discussions, all participants were advised to contribute candidly and disclose only what they were comfortable with.

**SBDC Services:**
- Free and confidential one-on-one consulting with business experts, by appointment
- Start-up to advanced workshops (free, low-cost, high-value)
- Programs and events
- Working with resource partners

For more information: www.Aurora-SouthMetroSBDC.com

(Left) Kathryn Lobdell, Colorado PTAC, and Frankie Anderson, Aurora South-Metro SBDC

Colorado PTAC Services:
- Free education and assistance throughout the process - including but not limited to: Registration and certification support
- Business development - market research and analysis
- Finding bid opportunities (BidMatch)
- Solicitation and proposal guidance
- Request for Proposal (RFP), Request for Quotation (RFQ), or Invitation for Bids (IFB) response review (Red Team)
- Post award issues and contract administration

For more information: www.coloradoptac.org

[continued on page 5]
WORK WELL 2.0 HEALTH SERIES

Starting the New Year with Healthy Food and Beverages
Thursday, January 10, 2019

Sue Howk, RD, with Tri-County Health Department, started the year off right with her presentation about healthy food and beverages. She challenged attendees to name some things in the work environment that support healthy choices, and some things that are not so healthy. She also offered suggestions for things that can happen at work to promote a healthy environment, including employee wellness challenges, walking meetings, salad potlucks, fruit flavored water to encourage employees to drink more water, and adjusting the contents of vending machines to include more healthy choices.

According to Howk, some key elements of a successful food and beverage policy in the workplace include:
• Employee buy-in prior to implementation
• Support from upper management
• Making policies easy to follow and remember
• Communicating information in multiple formats
• Encouraging discussions and feedback

Howk offered her contact information for anyone interested in more information and/or assistance with their program. Showk@tchd.org or 720-200-1509.

American Heart Association Workplace Health Symposium
Thursday, February 14, 2019

The 2019 Workplace Health Symposium was presented by The American Heart Association on February 14, 2019 at CU South Denver, and served as the February meeting for The Chamber’s Well 2.0 Health Series.

This year’s theme was ‘Cultivating a Human-Centered Workplace.’ The keynote speaker, Rosie Ward, PhD, spoke about ‘Rethinking Your Role from Program Implementer to Culture Influencer,’ with the purpose of helping organizations to take steps towards re-humanizing the workplace. The half-day event also included table discussions, an interactive employer panel, well-being vendors, and great networking.

Members of the Chamber’s Coalition were able to attend the event for no charge, as a benefit of their membership. If you are interested in learning more about The Chamber’s Work Well 2.0 Coalition, contact Mitzi.Schindler@aurorachamber.org.

DEFENSE COUNCIL

Allied Commonwealth Partner Panel
Thursday, December 13, 2019

Panel members from Australia, Canada and the United Kingdom shared their experiences about living and working in the United States. Mrs. Tammy Endicott, spouse of the 460th Space Wing Commander, served as the panel moderator.

Topics discussed included the support received from the Aurora community; challenges encountered finding housing, insurance, and transportation; and how the community can better assist military members and their families. It was an enlightening discussion with many defense council members offering assistance to mitigate some of the challenges these Allied Commonwealth Partners face during their transition and assignments at Buckley AFB.

YOUNG PROFESSIONALS

Speed Networking Done Right
Wednesday, January 23, 2019

More than 60 Young Professionals came together for a speed networking workshop on January 23, during which individuals connected with 16 business leaders. Sue Klaus with Omada 7 lead the event that was held at Dry Dock South, in their Private Teaching Room.
Colorado Association of REALTORS Study Highlights Colorado Innovation

The Colorado Association of REALTORS® (CAR) recently completed a 50-state research analysis designed to identify the most innovative and successful programs being implemented to address the full spectrum of housing issues facing communities across the United States. The report highlights the success of first-time homebuyer savings accounts and the growing number of states pursuing legislation similar to Colorado.

CAR will be introducing legislation in 2019 that expands the Colorado first-time homebuyer savings account program to give employers an opportunity to match their employee contributions to their own savings accounts as a near-term device that enables both the employer and the employee to pitch in and contribute money to save for a first home purchase.

From affordability and product type to inventory needs, CAR’s research set out to help identify what state and local governments, public and private businesses, and individual communities are doing to tackle a broad range of issues impacting nearly every state. The analysis revealed distinct common attributes of the most successful programs that include bold, innovative, out-of-the-box thinking to address housing shortages, as well as a clear cooperation and participation in program implementation from the public, private, and not-for-profit sectors to address the full spectrum of housing issues.

To read the full report visit: http://www.coloradorealtors.com/50-state-study-innovations-report/

Community Building and Collaboration at the Heart of Aurora's Immigrant and Refugee Programs

Aurora is Colorado’s third largest city with a diverse population of more than 374,000. Over the last 10 years the city has received a large number of immigrants from all over the world, increasing the percentage of foreign-born residents to nearly 20 percent.

To facilitate the successful integration of immigrants and refugees into Aurora’s civic, economic, and cultural life, the City created the Office of International and Immigrant Affairs (OIIA).

OIIA oversees the development and implementation of a strategic citywide plan regarding policy, programs, and initiatives for local immigrant and refugee populations. “Integration is a two-way process: the host community tries to improve the lives of immigrants and refugees, and expects immigrants and refugees to integrate well into community life. Collaboration among organizations and between public and private sector is very important in achieving that. Immigrant integration is a critical issue for any community in America, and cities should take a very holistic and strategic approach to deal with the immigrant integration challenge,” says Ricardo Gambetta, manager of the OIIA for Aurora.

OIIA was recognized by the National League of Cities for promoting cultural diversity in Aurora through its City Cultural Diversity Awards in 2017.

UCHealth University of Colorado Hospital Expands

UCHealth University of Colorado Hospital (UCH) on the Anschutz Medical Campus is building a new tower to meet the growing demand for complex medical care. The 11-story tower on the west side of the hospital will initially provide 103 additional inpatient beds and nine operating rooms, and will also have room for future growth.

During the past year, the hospital experienced an average occupancy rate of 93 percent. UCH cares for patients experiencing the most acute health care conditions and is uniquely able to treat even the most complex cases. Because of this, the hospital annually accepts more than 4,000 transfers from other facilities.

In growing numbers, patients are seeking advanced care at UCH for services such as its transplant program, which provided a record 443 organ transplants in 2018. In addition, UCH is now both a Level I Trauma Center and a Comprehensive Stroke Center, and is the region’s only adult Burn and Frostbite Center verified by the American Burn Association. The significant growth in these services, as well as oncology, bone marrow transplant, neurology and neurosurgery are driving UCH’s capacity challenges.

Construction of the new tower will start in 2019, and it is expected to open in 2022.

City of Aurora Awarded as Top Weigh and Win™ Kiosk Location

The Aurora Central Library has been awarded as a top Weigh and Win™ kiosk weigh-in location in Colorado, “weighing in” with participants using this location losing a total of more than 20,000 pounds.

When asked why voters think the Aurora Central Library is the best kiosk location, common responses included comments like “The Library is very convenient; I can stop by on my lunch break; I can go immediately after work or get up on a Saturday morning and take a quick trip to weigh in.”

“Weigh and Win™” is a community wellness program, has been helping participants achieve healthy weight goals since 2011 through photographs of weight measurements, daily personalized health coaching, and cash rewards.

incentaHEALTH, a Denver-based technology wellness company provides the online platform for the program. The program has enrolled more than 103,000 participants across the state.

Members in the program have access to daily meal plans, guided workouts, and live personal health coaches. Partners can participate in hosting a kiosk or using the worksite wellness portal included in the program.

For more information or to enroll, visit WeighandWin.com. To become a kiosk partner, contact Lia Kleppe at lkleppe@incentahealth.com.
Ready to Work Aurora 3176 S. Peoria Ct., Aurora, CO 80014
Many gathered to celebrate the grand opening of Ready to Work Aurora, recognizing their extraordinary efforts in helping adults who are experiencing homelessness to succeed through the transformative power of employment. Ready to Work Aurora is an innovative housing model that offers a unique option for people in need of employment and housing that is cost-effective for the community.

From left to right, cutting the ribbon: Ted Harms, Anschutz Foundation; Sparky Turner, Daniels Fund; Bob LeGare, Mayor of Aurora; Isabel McDevitt, Ready to Work; Kristin Todd, Daniels Fund. Also, in attendance were Deputy City Manager Jason Batchelor, Chamber President Kevin Hougen, former U.S. Congressman Mike Coffman, Colorado State Senator Nancy Todd, Ward III City Council Member Marsha Berzins, Executive Director of Ready to Work Brian Arnold (far left), and Chamber staff and Ambassadors. (12/14/18)
https://boulderbridgehouse.org/ready-work-aurora/ (720) 204-1100.

Symbia Logistics 15965 E. 32nd Ave., Ste. A, Aurora, CO 80011
CEO of Symbia Logistics Megan Smith is accompanied by Chamber President Kevin Hougen in cutting the ribbon to their newest warehousing and fulfillment center in Aurora, CO. Symbia Logistics is a third-party logistics provider that assists with services from digital storefront integration and order fulfillment, to warehousing and industrial kitting - a process where separate but related items are grouped, packaged, and supplied together as one unit). Customers save time and money, so they can focus on what really matters: Efficiency. The Symbia Logistics team along with chamber staff and ambassadors enjoying catered food and drinks from local food trucks. (1/17/19) www.symbia.com (970) 337-7070.
Beating the Hackers: Protecting Your Computer and Information

As hackers on the internet become more and more sophisticated, there are several ways for consumers and small businesses to protect themselves. These include:

1. For Windows users, keep Windows up-to-date. Windows 10 updates automatically, but if you are not yet on Windows 10, make sure to set a schedule or set the updates to automatic.

2. Install a good (independently tested) anti-virus program and keep it up-to-date. Most anti-virus programs can be set for automatic updates.

3. Use long, complicated passwords for everything you use online that requires a password. Since those kinds of passwords are impossible to remember, use a password manager. All computer security specialists warn about using the same password for multiple accounts.

4. Don’t open any email messages or attachments from someone you don’t know. If it comes from someone you know, but it looks suspicious or has a strange message or attachment, check with that person before you open or respond.

5. Watch what you connect to when searching the Web. For example, if you expect to see a certain display when you enter a web address, but you see something different (for example, extra characters in the web address), immediately move away from that web address. Also, if it takes an unusually long time to connect to the web address of interest, immediately terminate the connection.

6. Install and use at least every two weeks the program called Malwarebytes. The free version (https://www.malwarebytes.com/mwb-download) does not run the background, so it does not conflict with other security software, but it does have to be manually launched. While there is no way to provide 100 percent security (other than not connecting to the internet at all), these steps will greatly help you keep your computer safe.

Research and written by Mike Morris, technical writer and computer educator.

Internet Safety: 7 Steps to Keeping Your Computer Safe on the Internet
https://www.lifewire.com/how-to-test-a-suspicious-link-without-clicking-it-2487171

5 Ways to Determine if a Website is Fake, Fraudulent, or a Scam – 2018
https://www.thesslstore.com/blog/5-ways-to-determine-if-a-website-is-fake-fraudulent-or-a-scam/

How to Tell if Your Email, Computer, or Facebook Has Been Hacked
https://askleo.com/how-to-tell-if-your-email-computer-or-facebook-has-been-hacked/

How to Test a Suspicious Link Without Clicking It
https://www.lifewire.com/how-to-test-a-suspicious-link-without-clicking-it-2487171

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Articles to read:

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5 Ways to Determine if a Website is Fake, Fraudulent, or a Scam – 2018
https://www.thesslstore.com/blog/5-ways-to-determine-if-a-website-is-fake-fraudulent-or-a-scam/

How to Tell if Your Email, Computer, or Facebook Has Been Hacked
https://askleo.com/how-to-tell-if-your-email-computer-or-facebook-has-been-hacked/

How to Test a Suspicious Link Without Clicking It
https://www.lifewire.com/how-to-test-a-suspicious-link-without-clicking-it-2487171

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