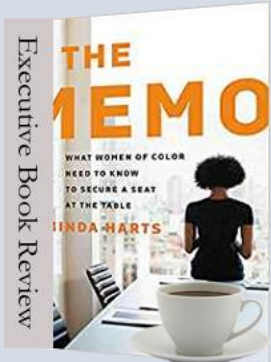




Book # 113
Event # 213

The Memo by Minda Harts

Reviewed by Nadia Noel-Anglade



About the Author

Minda Harts is a sought-after speaker and thought leader, frequently speaking on topics of advancing women of color, leadership, diversity etc. In 2018, Minda was named one of 25 Emerging Innovators by American Express. She is an Assistant Professor of Public Service NYU's Robert F. Wagner Graduate School of Public Service and the Founder of The Memo LLC a career development company for minority women. She currently resides in NYC...

About the Book

The Memo sheds light into the harsh realities that women of color have been experiencing for decades. It gives a very candid look at the various situations that are often overlooked in organizations today that are preventing minority women from getting high level positions.

The author provides raw feedback into her personal experiences, things she could have done differently, compelling statistical data and tools to equip other women of color to be cognizant of when having the vision to move up the corporate ladder. She also dedicated an entire chapter to European counterparts to bring awareness to their unconscious bias and insensitivity in the workplace.

The Book's ONE THING

Women of color and underrepresented groups are sometimes at a disadvantage in the workplace especially when it comes to securing high level positions. Become aware of your unconscious bias.

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Need to grow top line revenue? Improve bottom-line profits? Build accountable and trusting teams? Improve cash flow? Develop leadership team members? Blue Sky Leadership Consulting works with small and mid-market organizations to leverage Strategic Thinking and Execution Planning. We encompass many of the principles in these books into our [7 Attributes of Agile Growth](#) methodology and development of your company's [Growth Roadmap](#). Contact us for a free consultation

WITTIGS

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BLUE SKY
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Chapter 1: The UGLY Truth

- All women are not treated equally in the workplace and incur very different experiences
- Black and brown women continuously face systemic racism at the job which prevents them from speaking up about key issues like wage gaps etc.
- Women of color rarely read about women in business that looks like them because they are not highlighted as much
- Many minority women often feel isolated as they are typically the only person of color on their teams or in a leadership role.

STATS:

- According to Leanin.org report in 2018 women of color hold less than 11% of management roles
- Less than 8% of senior management roles
- Less than 4% of Executive roles in the US Fortune 500 companies
- Women of color make up almost 14% of the population and companies can't seem to find one or two women to recruit, retain or advance?
- Most of the successful women we read about are white...

Unknown Facts about the workforce

- Many minority students are steered towards 2-year colleges vs 4 year
- Colleges don't prepare you for micro aggressions, imposter syndrome or biases in the workplace
- Negotiation is not something that women of color are educated on
- There is an unspoken game that minority women are not always privy to.
- HR is not always helpful when women of color speak up about race related issues

Reality Check:

- Women of color cannot play victim but instead need to learn to navigate the hand we're dealt through education and advocacy
- Minority women need to learn to network and leverage their networks similar to their European counterparts
- Self-advocacy and networking skills need to be developed if we want to advance through the channels of any organization
- We are responsible for being the curator of our career path



CHAPTER 2: Building your squad

“When we build great squads, in turn, people want to introduce us to their squads. This is what some in the business world call “social capital.” – Mindy Harts

THE IMPORTANCE OF NETWORKING

- Networking after 6
- It allows you to be strategic in non-work-related events
- There is a direct opportunity to form relationships with management
- You can secure mentor and sponsors through strategic networking
- Networking with peers allows for advocacy and respect from colleagues
- Networking encourages following through with others to keep building the relationship
- Minority women can reap many opportunities if they use networking a game changing tool

“Networking is an enrichment program not an entitlement program.” – Susan RoAne

Chapter 3: The POLITICS

- The unwritten code of office politics that can ruin your ability to climb the ladder
- The Bias (conscious and unconscious) directed to underrepresented groups (name change, conformity of looks)
- According to a board report, women in the US hold 27.8% of board seats at Fortune 500 Companies. Women of color hold less than 5%. (the case for hair type presentation to the board)
- Learning to Navigate through the politics despite not fully being qualified for a role (not burning your bridges. Don't gossip and manage your behavior...your response)
- Riding the waves of office politics
- The more you know, the more you're able to adjust your parachute



Chapter 4: EVERYONE CANNOT BE A GOLDEN GIRL

- The case for Hilary Clinton as Presidential candidates.
- Small town white folks (it starts in our schools with teachers)
- Post Racial, Huh?? (who is really on trial the accused or the accuser, indirect participation of slavery via stereotypes, ideas and behaviors)
- Traveled down the road and back again (The “highly revered manager” that no one suspected)
- It Got Worse (feeling interrogated, falsely identified due to complexion)
- When your back is Against the wall (not every table is the right one to sit at, the question of if this is the right place for you)
- Suffering in silence – “The future of our culture ---our country, depends not so much on what black people do, as it does depend on what white people do – Ella Baker
- The Aftermath (women of color must ask those thought provoking questions during their interviews with companies. Learn to interview the interviewer)
- A letter to a white woman written in 1979. Most women of color are championed by white males. Women of color will be the majority of the workforce by 2060...then what??

CHAPTER 5: NO MONEY, MO PROBLEMS

Did you know...Black and brown women fall on the lower end of the pay scale? 43 cents to 69 cents to a white man’s dollar. Asian women make around 83 cents and Caucasian women around 79 cents.

Is it really equal pay for equal work?

In 2018, Nielsen came out with a study that states African American women will reach \$1.5 trillion in buying power by 2021 higher than any other demographic. Consumer goods is at play now...

THE Wonder Years – understanding your worth and not giving away your power. Vincent Van Gogh and Michelangelo. One always knew his worth despite the odds and the other didn’t.

From Low-Income to Middle Class: In 2017, the Institute for Women’s Policy Research and National Domestic Workers Alliances reported that 80% of black mothers are the bread winners of their households vs. 50% for white women.

Not Just the Money – Learning to negotiate other important things like vacation, stock options etc.

Black and Brown Coins matter – Advocating your worth because no one else will

CHAPTER 6: Investing in YO' SELF

- Understanding your negotiating power
- Gaining proficiency in most sort after technical skills
- Their Money (what professional development programs have they budgeted for)
- A Winner Needs a Coach! (learning to utilize assessments like the Energy Leadership Forbes named as one of the top 11 assessments every executive should take.)
- Proficiency isn't enough anymore (understanding the latest trends and business systems to become more marketable).
- Mindset (creating own purpose statement)

Purpose Statement Example:

My career purpose is _____ and when I look back on my career, I hope I can say _____. The turning point in my career was _____ and I realized that. I had the power to re-create my narrative. My values are _____.

My short-term career goals are _____. My long-term career goals are _____. And my hope is to leave an impact in the following ways...

- Sharing Your Blueprint
- Own Your Narrative

“Stop hiding your ambition and never dim your light to make someone else feel comfortable” – Minda Harts

CHAPTER 7: EMPIRE STATE OF MIND

- Women of color need to rid themselves of a negative mindset in business
- It is imperative to define our self-worth because if not, someone else will.
- Imposter Syndrome (women of color are reminded of where they came from and as a result try not to relive their childhood experiences of not having much into adulthood. Most colleagues tend to come from a place of privilege in comparison)
- The road to recovery – having an abundance mindset as opposed to deficit (Therapy)
- Non-inclusive Workplace Cultures – Let's talk about Moral injury PTSD (shame, guilt, anxiety and anger)



***“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.”
Dr. Martin Luther King Jr.***

Black and brown women are some of the most educated, yet many are not given advancement opportunities like that of their white counterparts. Statistics time and time again have proven that which is why there has been such a big push for diversity and inclusion.

It is difficult to maintain an Empire State of Mind when your Executive team is 99.9% white almost everywhere you go.

Women of color do not need favors but opportunities to advance like everyone else.

CHAPTER 8- No More Passes for White Readers

- Micro aggressions start with your verbiage (angry, hostile, articulate)
- Our hair shouldn't be a topic of conversation
- Susan B. Anthony who is revered by most white women was actually racist and quoted saying “I will cut off this right arm of mine before I will ever work or demand the ballot for the Negro and not the woman.”
- All women of color were not raised in the “hood.” Seek understanding...
- We are not invisible. We see, think and feel like everyone else
- You need to better success partners (You have the ability and the power to change how your Executive teams and your boardroom looks)
- Self-proclaimed allies. (Speak to more underrepresented women about what they experience in the workforce as opposed to assume

CHAPTER 9: SAY MY NAME

Did you know that Edith Cooper was the most senior black woman at Goldman Sachs before retiring in 2017? Why isn't she as well-known as Marissa Mayer?

How about Ursula Burns: The first black woman CEO of a Fortune 500 Company (and so far, the only). People primarily know about Meg Whitman and Sheryl Sandberg.



Patricia Roberts Harris, who was the first African American woman to hold a corporate board seat at IBM and the first African American woman to serve in the US Cabinet under President Jimmy Carter.

Then there's Simone Askew: The first black woman to lead the West Point Corps of Cadets.

Over 20 women of color are listed as securing some of the highest ranks in top associations or organizations, yet there is barely ANY mention of them.

Is this merely a coincidence or done on purpose to send a subliminal message?

CHAPTER 10: Let's WERK!

There are a myriad of things, people and resources women of color can benefit from to help them to advance their careers.

- Personality Tests (Myers Briggs, Disc Assessment)
- Assessments (Clifton Strength Finders)
- Women of color who teach about negotiating salary
- Resume tips (Do's and Don'ts)
- Email templates (Reaching out to someone, following up, reconnecting with someone, thank you notes etc.)
- Professional Development Conferences such as Forbes Women Summit, National Urban League Conference, Black Enterprise Women of Power Summit
- Professional development platforms such as the Latinista, The Cru, The Memo, Elevate etc.
- Career Coaches
- Podcasts and more...

“Absorb what is useful, discard what is not, add what is uniquely your own.” Bruce Lee



A Retrospective of our last ten books ONE THING

Seven Habits of Highly Effective People	“Humility is the mother of all virtues” – Mother Theresa; “Humility is laced in all 7 habits” – Mark Wittig.
The Customer Comes Second	Transform an organization's leadership model and culture to focus on putting the employees first, and the results that will be created will far exceed any forecasted budget projections.
Stillness is the Key	Chop wood, carry water. Let the wild horses run by.
The Method Method	Sustainable human-centered business is the key to thriving in today's reality, daring to do things not only differently but better, existing in between tensions, mashing them up for the greater good, bringing higher purpose based on culture and design.
The School of Greatness	Greatness is not reserved for an elite few, it is something inherent in each of us. It is cultivated from within. The masters of greatness became that way because they applied specific habits and tools to embrace and overcome adversity in their lives.
The Obstacle is the Way	Although we don't control external events, we can control ourselves and our responses to those events. Every obstacle poses an opportunity to improve our condition. We have the power to turn adversity into our advantage and revolutionize our lives!
Just Listen	Be more interested than interesting.
Titan: The Life of John D Rockefeller	We study the lives of famous people who have impacted the world in order to better understand our own impact on the world. Every human being is a complex enigma containing both beauty and darkness.
Reading Magic	Reading with a family whether family by blood, profession, or interests, leads to delight and food for thought, which presents a lot of goodness and positive growth for the entire community. Read continually... experience books, learn from books, share books!
The Power of TED	Shift happens when we break out of the default mode of victim and adopt the creator mode of being.



Let's Pan for Some Gold

What thought, or idea had the biggest impact on you today?

What is your ONE THING? What one specific action you will take TODAY from what was discussed?



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Calendar of Events

San Antonio	San Antonio	Corpus	Houston	San Antonio	West Side
"1st Friday"	Wine & Cheese	2nd Tuesday	4th Thursday	"4th Friday"	3rd Wednesday
7:30AM	5:30 PM	5:30 PM	11:30AM	8:00 AM	12:00 Noon
Wittigs	Haworth Smartworld	Wittigs Haworth	Wittigs Haworth	Alpha Home	American Sunrise Good Samaritan
3-Jan	8-Jan	14-Jan	23-Jan	24-Jan	15-Jan
Robyn Tresnak Reading Magic and beyond	Pat Whitty The Power of TED	Pat Whitty The Power of TED	McGilvry/Vinny Ribas? CEO Secrets	Nadia Noel-Anglade The Memo	Peter Braeuler Fearless Leadership
7-Feb	12-Feb	11-Feb	27-Feb	28-Feb	19-Feb
John Rugh Made to Stick	Mark Wittig Occasional Magic	Mark Wittig Occasional Magic	Malcolm Coon Surrender Experiment	Malcolm Coon Surrender Experiment	Pat Whitty The Power of TED
6-Mar	11-Mar	10-Mar	26-Mar	27-Mar	18-Mar
Judy Zimmerman Work is Love Made Visible	Peter Braeuler Think & Grow Rich	Peter Braeuler Think & Grow Rich	Robyn Tresnak Talent ins Never Enough	Robyn Tresnak Talent ins Never Enough	Phil Bohlender