



November, 2019

Associate Alumnae of Douglass College

Volume 4, Issue 1

Save the Date

**February 4
@ 7 pm**
Mentors
Conference
Call

**February 5
@ 7 pm**
Mentees
Conference
Call

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Updates

The fourth year of the AADC Mabel's Alumnae Mentoring Program is well underway. This year there are 46 mentor/mentee pairs working together. The group includes alumnae from the class years of the 1960s to 2018, and reflects an amazing array of experiences, ambition and knowledge. Some meet for lunch in New Brunswick – others juggle international clocks to

organize calls between New Jersey and New Zealand. There are artists, lawyers, doctors, entrepreneurs, educators, activists, graduate students and more. As the AADC Mabel's Alumnae Mentoring Program Task Team reviewed applications to match mentors and mentees for this year, they were continually struck by the range of accomplishments of those choosing to get involved. Douglass alumnae are terrific. It is an honor to be part of the group and wonderful to see connections begun on campus continue through the mentoring program, which is part of the AADC's Life-long Learning Initiative.

Please take advantage of the connection opportunities the program offers. In addition to the individual partnerships, there are group events (the kick-off meeting in October was well attended, both in person at the Ruth Schilling Hennessy Alumnae Center and virtually), social media updates and scheduled call-in sessions. Attending an AADC event together also helps strengthen connections and relationships as you learn and have fun together. Your feedback, questions, suggestions and ideas are welcome!

Thanks to Tynisha Coleman '08 for contributing the article and research on "How to Brag," and for her reflections on being a mentee.

MENTOR:

learning from
someone who
wants you to grow



Mentee Spotlight



Tynisha Coleman '08

***“I’m a
strong
supporter
of
mentoring
and am
happy to
benefit
from the
work of the
AADC.”***

Second Time Around – Personal Reflections

When I signed up for the inaugural year of the Mabel’s Mentoring Program in 2016, I was in a relatively good position at work, but I wasn’t satisfied. I wanted to explore career options, but most importantly, I wanted to find a new job. So many things were plaguing me at my then current job. I was experiencing burnout, sexual harassment, microaggressions, low morale, and it was getting so bad I had to make a move and do so quickly.

I was matched with sister alumna Tina Gordon ’72. She had a background in communications and a corporation; I was working in K-12 education with a background in the non-profit and government sectors. I was a little worried about whether or not we would be the right fit. However, Tina and I had already developed a relationship through the YAN Sisterhood Book Club and other alumnae programming and she is wonderful, so I figured it would work out. Spoiler alert: I was right.

I worked with her to set my goals and asked her to hold me accountable to tasks. She did all of that and more. She provided a perspective that I didn’t have. She helped me identify positions that I would not have thought to apply to and to apply for a job that I was sure I was unqualified for. I had two successful interviews and on my drive home from our last mentoring session, I received the call offering me the job. It was the cherry on top of an amazing sundae.

It’s 2019 and I’m back again as a mentee in the AADC Mabel’s Alumnae Mentoring Program. You might wonder why. The first time around, I was in an uncomfortable work situation and needed to make a move. The second time around, I have been promoted to a director role. It was a great accomplishment! I am now in a position where I am learning a lot, enjoying my work and receiving credit for it. Now is the time to dedicate time to consider the next steps, to decide whether to invest in training, look at other types of professional development and consider collaborative assignments I should be taking on. I have more autonomy in my new role, which means I have to be intentional about the choices I make. My current mentor, Aurilis Sanchez ’00, works in the finance sector, completely different from what I am doing. Yet again, I am learning so much.

As you consider your mentor-mentee assignment, recognize that your fields, majors and interests don’t have to line up 100 percent for it to be a valuable relationship. As you end your assignment, consider if you would like more mentoring, or if you want to be a mentor again. Each experience will be different, but worth it.

Up For Discussion – I don't like to brag, but..... by Tynisha Coleman

We have all heard that women seem to lack the same level of confidence as their male counterparts in the workplace and that if the women were just more confident about their accomplishments, then they would receive the recognition, rewards and promotions that men get. I'm going to sidestep how reductive this concept is and fast forward to what studies have found.

In a 2013 study, published by the *Personality and Social Psychology Bulletin*, women were less likely to take credit for their work on a project when collaborating with male colleagues. They were found to give more credit to their male colleagues and played down the praise given. There are a myriad of reasons that could explain why this was the case in 2013. The good news is that multiple 2018 studies found that women are just as confident in their skills and abilities as their male colleagues (see More food for thought). The problem is that women often experience backlash for their confidence. The backlash includes social and professional consequences for not conforming to gender norms (i.e., being seen as abrasive, less likeable and hireable).

Given all of this, what can we as strong, confident Douglass alumnae do? We still have to navigate our current reality the best we can. Here are some effective ways of highlighting strengths and accomplishments.

Be Accountable: Take ownership of your work, even if it is a smaller role within a larger project. Own your mistakes and learn from them. If you own your mistakes, why not own your accomplishments.

Frame Your Accomplishments Communally, But Don't Exaggerate "We:" It is appropriate and acceptable to praise the team for a successful project. Be honest about your contribution to the team. Taking credit for the work you have done does not undermine the team effort, it simply acknowledges your role in it.

Keep a "Brag List:" A brag list is simply a list of accomplishments. It will prove useful when making a career move, applying for a promotion or nominating yourself for an award. And, it helps to remind yourself that you are an accomplished professional with goals and ambitions.

Think about your successes as if they are your best friend's successes: How would you speak describe your experiences if you were speaking about a friend? Personally, I would sing my best friend's praises, in a way that does justice to her hard work, dedication and experience. Try speaking about your own accomplishments the same way.

More food for thought....

[Why You Need to Brag More \(And How to Do It\)](#) (Forbes)

[Why Every Woman Should Keep a "Brag List"](#) (Inc.)

[A Lack of Confidence Isn't What's Holding Back Working Women](#) (The Atlantic)



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*AADC Mabel's Alumnae
Mentoring Program*



**Forward Together,
Better Together**

*Alumnae-created, Alumnae-led,
Alumnae-driven, Alumnae-supported.*
SINCE 1922

The AADC is an independent, self-supporting 501 (c)(3) organization. The AADC develops and promotes connections among Douglass alumnae by providing programs, services, networks and life-long learning opportunities that represent the interests and needs of our diverse alumnae. The AADC provides prudent stewardship of the Douglass Fund and other endowed funds held by the AADC for the benefit of Douglass; distributions from these funds contribute financial support to Douglass and her students.

Visit our website:
www.douglassalumnae.org

douglassalumnae at



AADC Upcoming Events and Programs

Saturday, November 23, 2019, 10:30 am

AADC Black Alumnae Network General Body Meeting Conference Call

Join us for this meeting via conference call. Information will be provided upon registration. [Register](#).

Saturday, February 1, 2020

AADC Young Alumnae Network Cabin Fever & Sweet Treat Competition

Ruth Schilling Hennessy Alumnae Center, 11:00 am to 3:00 pm.

Tuesday, February 4 and Wednesday, February 5, 2020

AADC Mabel's Alumnae Mentoring Program Conference Calls

Save the date

March 2020, speaker and date to be announced

AADC Zagoren Lecture

Douglass Student Center, 7:00 pm

Saturday, April 18, 2020

AADC Alumnae Council

Douglass Student Center, 8:30 am

AADC Celebrates Founders Day & AADC Alumnae Awards Ceremony

Douglass Student Center, 12:00 pm

Saturday, June 5 – 7, 2020

AADC Alumnae Reunion Weekend

Douglass Campus