

00:00:06:00 - 00:00:08:27

Speaker 1

Was this.

00:00:08:29 - 00:00:12:27

Speaker 2

Time? Yeah, yeah.

00:00:13:00 - 00:00:40:26

Speaker 1

They, made this record a lot. And then the president of the United Nations Association College and his wife pulled out the little things to welcome you to see how. Get here. Yeah, that's that's the college, the, program today, of course. Is that to benefit you, that you can take advantage of the opportunities you have to college?

00:00:40:29 - 00:01:18:21

Speaker 1

You have a wonderful down here, who have gone through and take advantage of their educational opportunities. they are but of course, the the force behind is me right here Foundation and I is also the chairman of the board and the the executive chairman of the social. Well, the access manager, that's, the organization. And then.

00:01:18:23 - 00:01:30:11

Speaker 1

I started at the city college shows the force behind. And the guiding light is comic IP.

00:01:30:14 - 00:01:39:12

Speaker 1

and I was, my newly introduced native Sierra, who will be the operator for this.

00:01:39:15 - 00:01:46:25

Speaker 1

Year videos. Yes. Okay. Okay.

00:01:46:27 - 00:02:15:13

Speaker 3

Bienvenidos. I just want to welcome all of you here. It's really exciting. Yeah. We're having the session here at San Jose's city conference. I don't know how many of you aren't familiar with the Latino Chicano Foundation. The 1999 Foundation has been in existence since 1977, and two of our main goals are, first of all, to get, is the scholarship program, which Olga directs.

00:02:15:15 - 00:02:39:05

Speaker 3

the second goal is to develop leadership in our community. One of the ways in which we're doing it is by doing this workshop and many other workshops like this. before I go on, I also would like to introduce another one of the board members, Diana Ridgeway.

00:02:39:07 - 00:03:16:07

Speaker 3

You know, one of the things I was thinking about, what I wanted to say, I guess I was really thinking about when I first started with the foundation, and that, you know, kind of condition. We just changed our name. but I also want to share with you, a couple of things, and I'll try to be as brief as I can, but, yeah, one of the reasons why we have so many wonderful people here for you to meet is because one of the things that we really need to do is to learn how to network, to learn, how to help each other.

00:03:16:10 - 00:03:41:26

Speaker 3

and I know that many of you are already doing that. Also, to learn how to use resources. You're going to have some fantastic resources here today. And just because they're presenters does not mean that you can't talk to them. talk to them, find out what they did, how they did it. and, you know, we also have people in the audience I notice, I just, I mean, you can bring them.

00:03:41:28 - 00:03:50:20

Speaker 3

And here again, she's a counselor at, West Valley. Utilize anybody who's here, ask us, you know, what do we do?

00:03:50:23 - 00:03:52:15

Speaker 2

Well, where do we work?

00:03:52:17 - 00:04:19:12

Speaker 3

What kind of degrees do we have? And because of that, what I'm going to do as I introduce you to representatives is when you talk about their background, not just read, not just what they do, but also their educational background, because I think sometimes we're not aware of the different kinds of degrees. You can get different kinds of schools where you can go, so some that you, you have that information so you can talk to them.

00:04:19:15 - 00:04:38:27

Speaker 3

so with that I just want to say outgoing teachers and, and Madrid, for those of you that may not get a chance to read her, she's with the Bank of America. and she's somebody who has really moved that rapidly through the Bank of America and take advantage of talking to her because she has all kinds of resources.

00:04:38:29 - 00:04:40:22

Speaker 2

So with that.

00:04:40:24 - 00:05:11:02

Speaker 3

I would like to begin, the first area that we're going to talk about is, and I'm going to read it because I know what's in my mind, this particular area is going to deal with, transferring. How do you transfer or, how do you choose college? What more how how do you transfer that? One of the main things that's very important is how do you make some of these career decisions.

00:05:11:05 - 00:05:34:25

Speaker 3

And one of the things that they feel very strongly about is you do it through self esteem. And so the big emphasis in this part of our program is to deal with self-esteem. And I just wanna like just giving you a little background on both individuals. the first one is actor Consuelo Rodriguez. she has a B.A. in social, and I'm going to give you other degrees.

00:05:34:27 - 00:06:20:26

Speaker 3

Again, it's important for you to know that many of us started with community colleges. Others of us went directly to a four year college. Some of us went to private colleges. Some of us went to public colleges. but we we are as diverse as you are. And we got to have a B.A. in social science. excuse me, has been social science, has an MBA in education from San Jose State University, and she has, a doctorate in, a doctorate in education, in urban administration and policy studies in education, and the University of California at Los Angeles.

00:06:20:29 - 00:06:42:26

Speaker 3

Currently, she is the director of Equity Admissions and Transition Educational Opportunity Program at San Jose State. And some of this information you actually have your folder. she has been an assistant dean of student services, a consultant, a counselor.

00:06:42:28 - 00:07:10:04

Speaker 3

An instructor, an author, a friend, a spiritual guide. One of the, one of the things I want to do is, as I go through this, for those people that I know, I want to talk a little bit about, some other things. In addition to being a friend. She's a wonderful singer. And if you have a birthday party, invite her, because then she'll be the life of the party.

00:07:10:06 - 00:07:36:28

Speaker 3

something where the awards. Some of these women have so many awards, they've done so much that I just took out a few of their accomplishments, particularly those that I thought were a little bit different.

and just because I'm sharing a few of the awards doesn't mean that all they've received, they've received extensive awards. Consuelo has gotten,

00:07:37:01 - 00:08:08:12

Speaker 3

The Mexican American Woman of the year, and she was awarded this award by the Mexican American Development Opportunity Foundation of Los Angeles. She was one of five Hispanic women featured in any long series, excuse me, and has been a part in a series and upcoming Hispanic career. Women in the community.

00:08:08:15 - 00:08:15:05

Speaker 3

And I just mixed up my comments.

00:08:15:07 - 00:08:48:29

Speaker 3

Anyway, that's, Doctor Consuelo Rodriguez. Now, I'd like to introduce the other part of this half, and that is women. I'm in development here and has a, a B.A. in sociology from UC Santa Cruz. She has two emails. Why do you may is in social science and the other and they are masters of arts, is in Mexican-American graduate studies, both from San Jose State.

00:08:49:01 - 00:09:17:23

Speaker 3

she's a primary consultant for unlimited women consultants. For those of you that are interested in starting your own business, here's a wonderful example of how she has gone about doing this. She has taught at Emory Valley College, De Anza, San Jose State. she has taught courses on Mexican-American studies, sociology, Third World women. She has facilitated numerous workshops.

00:09:17:25 - 00:09:55:02

Speaker 3

I mean, I looked at, four pages of different kinds of workshops. And so what I want to do is just share a sampling, of the, places where she has facilitated these workshops. Most of these workshops have been on self esteem. She has done this for, adult education, middle schools, women's organizations, center

for Employment Training, and Mid Peninsula YMCA, Hispanic Women, the Hispanic Women Council, and numerous other organizations.

00:09:55:05 - 00:10:28:01

Speaker 3

She again here. Here's another example. She was the founder of Mohandas 2000, an organization that works with low income women. she is a committee. she sits on a committee. that, the committee is called committee organization for Undoing Racism. She's a board member of the American Civil Liberties Union. And in addition to that, she's also a better a friend.

00:10:28:04 - 00:10:57:11

Speaker 3

And I want to say also somebody who's always there to reach out, somebody who's always there to reach out to other Latinos, myself included. when we get a little crazy and, and and I have to say, you also get a little crazy. I see that sometimes. Then we get so involved in doing so many things for our community, for our friends going to school, working, working with our families.

00:10:57:13 - 00:11:32:21

Speaker 3

One of the things that she has always been able to do is, is just up and say, you need to think about yourself. You need to get your energy together. and she's really been there for me to help me do that. So I want to welcome our two fantastic facilitators, Doctor Consuelo. Lovely is. And you hand of.

00:11:32:23 - 00:11:32:29

Unknown

what does.

00:11:32:29 - 00:11:39:15

Speaker 2

That mean? You just described as low self esteem. And I would.

00:11:39:15 - 00:11:45:25

Unknown

Recommend.

00:11:45:28 - 00:11:48:19

Unknown

Doing well.

00:11:48:21 - 00:11:52:23

Speaker 5

I supposed to introduce myself, but I don't think I didn't.

00:11:52:26 - 00:11:54:17

Speaker 1

Catch that introduction.

00:11:54:19 - 00:11:55:05

Speaker 5

Rebecca.

00:11:55:06 - 00:11:57:16

Speaker 2

Okay. You know, I got some degrees.

00:11:57:19 - 00:11:59:11

Speaker 5

I did self esteem mostly.

00:11:59:13 - 00:12:02:04

Speaker 3

And, but really, the only thing.

00:12:02:04 - 00:12:02:17

Speaker 5

I want to say.

00:12:02:17 - 00:12:05:04

Speaker 2

About myself as because I.

00:12:05:06 - 00:12:08:06

Speaker 5

Accumulated degrees and gone to school as long as.

00:12:08:09 - 00:12:09:17

Speaker 3

That,

00:12:09:19 - 00:12:11:24

Speaker 5

I see in my work in the world as.

00:12:11:24 - 00:12:24:21

Speaker 2

Working with, you know, women. I figured it out in the workshop, but for my time with the Earth. And then that's all I'm going to say about myself.

00:12:24:23 - 00:12:29:09

Speaker 6

And I'm Consuelo, and I agree with her that there's no need to introduce myself.

00:12:29:12 - 00:12:30:12

Speaker 3

Thank you. Mother.

00:12:30:15 - 00:12:31:14

Speaker 6

I'm going to have you that other.

00:12:31:14 - 00:12:36:19

Speaker 2

Conference since speaking engagements, and I'll have you go first.

00:12:36:21 - 00:12:39:03

Speaker 6

I wanted to call it good business.

00:12:39:03 - 00:12:40:23

Speaker 2

Good business. Woman.

00:12:40:25 - 00:13:08:20

Speaker 6

Let me say she's doing great things and I do want to express about myself. and that is that I am a community college transfer. I started here at San Jose City College. This is my home base. This is where my entire career started. I want you to hear that. I want you to feel it, because I want you to know that we don't have to do the private colleges.

00:13:08:20 - 00:13:33:08

Speaker 6

You don't have to start in it. I started here with a C average. I barely got in and I hung in camp when I ended. Four girlfriends flunked out, and that scared the heck out of me because I was really, for example, say it's very frightening in those years to come. For example, say to stand, to say.

00:13:33:10 - 00:13:36:25

Speaker 2

City College retirement. The other thing.

00:13:36:25 - 00:13:43:27

Speaker 6

Is, I'm born and raised in Central City, and that means a lot to me. And the community is here.

00:13:43:29 - 00:13:47:15

Speaker 2

And one of my mothers is really I just used.

00:13:47:17 - 00:13:58:04

Speaker 6

To say hello, I work with in many years. I work for the years. I mean many of the women have been many years. So, migrated here.

00:13:58:06 - 00:14:02:24

Speaker 2

Thank you.

00:14:02:27 - 00:14:11:19

Speaker 6

You're already ten minutes behind, so we're going to have to take ten minutes because our our program is really tight. We have an unbelievable amount of information.

00:14:11:19 - 00:14:14:18

Speaker 2

That we share with you.

00:14:14:20 - 00:14:19:09

Speaker 6

The first thing we want to do is have you introduce yourself briefly.

00:14:19:09 - 00:14:20:06

Speaker 3

Because we don't have.

00:14:20:08 - 00:14:27:00

Speaker 6

That much time. You don't have an option about introducing yourself.

00:14:27:02 - 00:14:28:09

Speaker 3

There is an option.

00:14:28:12 - 00:14:47:25

Speaker 6

However, you have an option with two and three. The second one is if you brought a significant I did mean something to you that represents your story. We would ask that you bring it up to our altar that they can. I have created here a place here on the altar. The third item you can choose to.

00:14:47:26 - 00:14:50:01

Speaker 3

Share with this briefly.

00:14:50:04 - 00:15:10:00

Speaker 6

Is why you came to the conference. Okay, so three things. Your name, sharing your item with us and bringing it to the altar. And thirdly, why you came to the conference. I'm going to go ahead and start from this table. So if we could.

00:15:10:02 - 00:15:15:13

Speaker 3

Stand and three items are your name of, just send me your name.

00:15:15:13 - 00:15:18:13

Speaker 6

And if you have an item, bring it to the altar. And why you.

00:15:18:13 - 00:15:19:20

Speaker 2

Came.

00:15:19:22 - 00:15:25:18

Unknown

My name is Amanda, and I came to this.

00:15:25:20 - 00:15:53:28

Speaker 2

This workshop so I can help you in college so that I can. Learn how to be a better mother and be a businesswoman. So that my daughter will have a good role model, and that I can be a I can be the person that she looks up to, not just as her mother, but as you tell me what.

00:15:54:01 - 00:16:19:12

Speaker 2

I want her to be able to look up to somebody else. I want her to have a mother and also a mentor for myself. And this is my locket. That means something to me. I never go anywhere without a. Sheath. For now. I just want to do something to help.

00:16:19:14 - 00:16:24:26

Speaker 2

My name is Wendy. I came to this workshop because, I want to be involved in.

00:16:24:28 - 00:16:47:03

Speaker 7

Latina organization, majoring in nursing. And I want to be, I think that there should be more, like nurse nurses, Latina nurses. And I want to be one of them. And I'll end up having a son who's two and a half, and I'll. I have to look up to me. I want him to be able to come to me and ask me any questions without me.

00:16:47:07 - 00:17:09:10

Speaker 2

Don't. And this in this picture. Thank you. As you, as you're talking and sharing with us story, I want to bring that into genealogy just as our first individual did. Okay.

00:17:09:13 - 00:17:32:17

Speaker 2

I'm a little. And I was a student here, City College. And I came to this to this workshop because I'm going to be the first one to go to college. And I wanted to talk to everybody that, so I know how it's going to be. And this is it's like a prayer book. And this is what gives me strength, my personal belief in God.

00:17:32:23 - 00:17:39:22

Speaker 2

So thank you very.

00:17:39:24 - 00:17:48:15

Speaker 2

my name is crystal clear, and I'm here because I want to transfer to the state of Berkeley and engineering, and those are my goals.

00:17:48:18 - 00:17:53:09

Unknown

You.

00:17:53:12 - 00:17:55:01

Unknown

Good morning.

00:17:55:03 - 00:18:20:24

Speaker 2

Pastor, and pray for information to a mind. Because, number one, that I know that not only others, but we can learn from people out there like you. And I brought a picture of my son who's, in this computer. Mother. And and, he's the one that he's going to.

00:18:20:26 - 00:18:32:19

Speaker 2

Hi. My name is Sanibel, and I'm here to learn about scholarships because I.

00:18:32:21 - 00:18:37:28

Speaker 2

Would I have to say I brought here a necklace of the tenacity with your mom?

00:18:38:00 - 00:18:49:00

Unknown

to someone just a little bit. I think it's going to come.

00:18:49:02 - 00:18:55:28

Unknown

Just here today for the exterior.

00:18:56:00 - 00:19:03:25

Unknown

And? And this is my first version, so I'm ready to.

00:19:03:27 - 00:19:07:14

Speaker 2

Represent.

00:19:07:16 - 00:19:29:06

Speaker 8

My name is Mona Lisa Salas, and, I came to get information, regarding school, here in the role models and, you know, and I work full time and I'm starting to hopefully I've been going part time since 89 and, hopefully the fall I'm going to be able to go full time, work part time and, it's just going to be a challenge for me.

00:19:29:06 - 00:19:49:15

Speaker 8

So I need some strength in that. And, so I hope to get some really good information is to help me, you know, I'm just gonna leave it in God's hands that, Okay, I'll do one quarter, one semester at a time. Yeah, I've been going in evenings. I finally decided what I wanted to do, and, I wanted to do the, assistant physical therapy program, but I'm hearing all these messages and voices, you know?

00:19:49:18 - 00:19:50:23

Speaker 8

So, I mean, I.

00:19:50:27 - 00:19:54:10

Speaker 2

Was like, okay, maybe, you know, I don't.

00:19:54:10 - 00:20:08:18

Speaker 8

Know, so I don't know, you know, but that's what I can finally figure out. What I really would like to do. You know, I'm I'm I'm a jock in art, you know, but, and, I want to do something like that, and, I didn't bring this to put up here, but, I had nine years clean on March 11th.

00:20:08:20 - 00:20:15:25

Speaker 8

Put.

00:20:15:27 - 00:20:36:11

Speaker 2

my name is this on? No, I'm gonna transfer next semester to Berkeley in Santa Cruz. And, now I have to make a decision. I read that you help us to make a decision.

00:20:36:14 - 00:20:38:12

Unknown

My name is Lupi Martinez.

00:20:38:15 - 00:20:49:20

Speaker 2

I just barely went back to school after, like, ten years, and I went when I saw this seminar I thought would help me. So I'd like to go to university. And one day.

00:20:49:22 - 00:21:08:15

Speaker 2

I, Lisa, and, I came here today because, I was in my school five years ago trying to stay in school this time and finally get it done. And, I knew I really wanted to.

00:21:08:18 - 00:21:17:12

Speaker 2

Myself. Yeah. You could see college, and I came here today because my mom kind of made me feel guilty. She. But she she.

00:21:17:12 - 00:21:19:00

Speaker 7

Really encouraged me to come.

00:21:19:02 - 00:21:27:04

Speaker 2

And I'm excited about being here now, and I think I can learn lot. We do.

00:21:27:07 - 00:21:40:18

Unknown

My first semester at City with goals class, I should be taking a college. I get to get more involved with programs like, oh.

00:21:40:21 - 00:21:44:23

Speaker 2

You know, yeah.

00:21:44:25 - 00:22:01:22

Speaker 2

My name is, I come to city and got my teacher because this is a source of strength. It's a me. My sister's graduating and, but, it meant it showed to me that.

00:22:01:22 - 00:22:02:07

Speaker 7

I can do.

00:22:02:07 - 00:22:16:01

Speaker 2

It. And I came here as a source of strength to keep me motivated, to show me that I can make it through college.

00:22:16:03 - 00:22:17:06

Unknown

My name is,

00:22:17:08 - 00:22:43:11

Speaker 2

Sammys, and I'm here because I want to use all my resources I can. And I hope to learn a lot in the first month about college. And, I brought, two things. I brought it the chain and the it's represents my culture. And then a chain of anything that represents. Anything or resources.

00:22:43:16 - 00:22:51:18

Speaker 6

She is important. Word resources. She's have resources.

00:22:51:20 - 00:23:03:18

Speaker 2

my name is. And I'm here because, interested in the program today, and I want to learn and, major in biology science.

00:23:03:23 - 00:23:11:02

Unknown

And I just have.

00:23:11:05 - 00:23:31:28

Speaker 2

Are you Miss Jessica? And I'm interested in, engineering, but you're teaching English, and you a student here at city, and I'm just trying to, I guess, learn a little bit more about my community and just gain experience through, whatever opportunities are available to me. And I got a picture of the women in my family.

00:23:32:01 - 00:23:40:02

Unknown

And I look up to them.

00:23:40:05 - 00:23:58:14

Speaker 2

And that was and, you know, just to learn and, getting information to better myself a little bit about, my grandmother had, given me before he passed away. So, it kind of give me strength coming because he was coming, you know? Come on. If I, you know, goes school, but don't go going better yourself.

00:23:58:16 - 00:24:02:00

Speaker 2

So never go down that, I to go to school today. I look up.

00:24:02:00 - 00:24:09:07

Unknown

To say, you know I to go.

00:24:09:09 - 00:24:10:24

Unknown

My name is Michelle Year.

00:24:10:27 - 00:24:22:14

Speaker 2

I brought, the pearl that my father gave it to my mom before he died. He told her to save it, to save it for me.

00:24:22:16 - 00:24:46:19

Speaker 2

I didn't I he died when I was seven. So it just, you know, remind me of him and show me that he cared for my mom was there for me. And I don't really have a lot of role models I came here to look up to, you know, struggling here. So I grew up to be like you.

00:24:46:21 - 00:24:51:15

Unknown

And I was to the hard times in college. I'm here today for, strength and empowerment.

00:24:51:15 - 00:24:52:21

Speaker 2

Although I have lot of strength.

00:24:52:23 - 00:25:06:28

Unknown

Within myself, I also want to around me externally. I don't have a lot of, support at home. being a woman, when I'm not holding on my. I have to go to school. But,

00:25:07:01 - 00:25:07:19

Speaker 2

But you will.

00:25:07:24 - 00:25:18:14

Unknown

And and I want to find out about scholarships and other things that will help me through.

00:25:18:16 - 00:25:23:21

Unknown

I think that, going through. And I read a picture of a guardian angel.

00:25:23:23 - 00:25:27:07

Speaker 2

Thank you. I love you. and, I draw a lot.

00:25:27:07 - 00:25:37:09

Unknown

Of strength from God. And knowing that he can help me through. And this is my first year back to school after, ten years. So,

00:25:37:12 - 00:25:44:28

Speaker 2

And just knowing that I, I, you know, I know that I can, hopefully transfer.

00:25:45:00 - 00:25:53:15

Unknown

Teaching credential,

00:25:53:17 - 00:26:01:07

Unknown

And when split up, And I am working as a volunteer, which is.

00:26:01:09 - 00:26:03:08

Speaker 2

exposed to a lot of resources since.

00:26:03:08 - 00:26:09:02

Unknown

I started volunteering and working for today for support and for other.

00:26:09:04 - 00:26:17:06

Speaker 2

Support, my source is restricted to my Twitter and.

00:26:17:08 - 00:26:31:25

Speaker 2

To. My internet, obviously. And everything. College is okay for me to learn more and 2023.

00:26:31:27 - 00:26:35:24

Unknown

Thank you.

00:26:35:27 - 00:27:02:20

Speaker 2

handicapped Wendy. the appointment coordinator at West Valley College and their still reasons why I'm here. It's always good to come home. I also transfer from south to City, and I worked here for over nine years. and also just to, you know, support all of you being here, you know, being the first one in my family of 12 workers, 12, 11 in my family, and they go all the way up to a doctorate program.

00:27:02:22 - 00:27:25:18

Speaker 2

I want to make sure that you get the support that you're looking for, where they you know, it's the state's commitment and just keeping the focus on just here to support you, just like you know, it was for us and also for my students. I want to be here for them next.

00:27:25:20 - 00:27:33:15

Speaker 2

Up told.

00:27:33:17 - 00:27:37:29

Speaker 2

They.

00:27:38:01 - 00:27:39:06

Speaker 2

And it's all been changed.

00:27:39:13 - 00:27:45:24

Unknown

And this.

00:27:45:26 - 00:27:46:10

Unknown

They, you.

00:27:46:10 - 00:27:50:13

Speaker 2

Know, do it again. And it's going to take you through the overview and.

00:27:50:15 - 00:28:00:02

Speaker 6

The working definition that we came up with for self esteem. As we said to you earlier, for really hard and I self esteem is the basis.

00:28:00:04 - 00:28:06:19

Speaker 2

Anything you want to do in getting.

00:28:06:22 - 00:28:11:27

Speaker 2

Where I begin, I can tell you all the meetings I've gone to and the these groups I belong to. I used to.

00:28:11:27 - 00:28:15:04

Speaker 3

Hate kids come to meetings and just make a home distracting. And now I.

00:28:15:04 - 00:28:16:19

Speaker 2

Have a four year old daughter and I can tell you I.

00:28:16:19 - 00:28:23:13

Speaker 5

Have a major attitude adjustment. We didn't forget somebody. Would you please introduce your daughter? Ask her to introduce yourself.

00:28:23:13 - 00:28:25:00

Speaker 2

Please.

00:28:25:02 - 00:28:35:28

Speaker 5

See, this is my self esteem begins. Begins by taking people to meetings, not parking them when x, y, z and letting them know they're important. And my girl is with her mother. She'd be.

00:28:35:28 - 00:28:37:24

Speaker 2

Here now with child.

00:28:37:24 - 00:28:48:08

Speaker 5

Care. Insist. Believe me. What the. What is your name? Brooke. Thank you. Broke. Glad you're here. Okay.

00:28:48:11 - 00:28:49:29

Speaker 5

Okay. So what I'll do, because I know.

00:28:49:29 - 00:28:51:03

Speaker 6

You can hear me. Is that my.

00:28:51:06 - 00:29:08:09

Speaker 5

It's not. My favorite thing to talk to is I'm going to give you a what I refer to as a working definition of self esteem. Self esteem is what you think of yourself. It's a combination of self confidence and self respect. It begins with and is organized through. This is. This is in case you want to.

00:29:08:09 - 00:29:10:16

Speaker 2

Write it down. I should have figured that up.

00:29:10:19 - 00:29:46:13

Speaker 5

And organized through impressions of oneself as the main influence of self, the real in the real world, that is to refer to that as everyday world. Our self esteem is influenced by what we refer to as significant others and significant others. Is anybody in your life whose opinion of you matters to you? You can consider that a significant other, but achieving healthy self esteem is one of bringing your life into some sort of balance through the three main sources of life, and that is through the mind, body and spirit.

00:29:46:15 - 00:29:54:24

Speaker 5

It is the conviction that you're able to cope with life's challenges and that you're worthy of happiness. So I love.

00:29:54:24 - 00:29:56:10

Speaker 3

Isn't that great?

00:29:56:13 - 00:29:57:06

Speaker 5

Therefore, do you like it.

00:29:57:06 - 00:29:59:10

Speaker 2

Or is it just me?

00:29:59:12 - 00:30:23:19

Speaker 5

Okay. And then just a brief overview, we're going to talk about very important, what we refer to as keys to success. And that is family values and the role and how they support or do not support us mentoring

and the role of that in being in school, effective networking, which is my faith planning for graduate school. And then we're going to talk to you a little bit about public versus private education.

00:30:23:22 - 00:30:30:10

Speaker 5

But this afternoon, Sarah Garcia is really going to expand on that. So we're just going to briefly touch on that. And on that.

00:30:30:10 - 00:30:39:11

Speaker 2

Note, does anybody have any comments or. We'll go on. What what do you mean.

00:30:39:14 - 00:31:02:00

Speaker 5

Oh yes. If anybody some of you came late. So if anybody's interested in being smudge we have some sage up here. And basically it's a very in the old way of sort of purification and cleaning up and leaving the old stuff outside for the next. Well, with us hour and a half, but really for the rest of this afternoon, I think it's going to be really a special and great workshop.

00:31:02:07 - 00:31:11:10

Speaker 5

And one of the things smudging is it helps us get our kind of our thinking clear. So if anybody's interested in coming up and getting smudged, is anybody interested in that? That didn't get.

00:31:11:10 - 00:31:20:02

Speaker 2

To okay, great. It can be done throughout the day. Doesn't have to be.

00:31:20:05 - 00:31:30:23

Speaker 6

Okay.

00:31:30:26 - 00:31:34:29

Speaker 6

00:31:35:01 - 00:32:04:17

Speaker 6

What I'm going to do is take you through a visualization process that we perceive as being one of the basis for self esteem. The reason we've put that definition up there for you is for you to take it with you, to look at it and feel it. If you have any questions, ask the questions. Because what happens so often is that people use terms self esteem, significant others, and we don't really know what that means to us.

00:32:04:17 - 00:32:19:26

Speaker 6

We know what it means to other people, and then we take other people's definition and other people's opinions. So take this, sit with it, work with it, and ask yourself what it means to you.

00:32:19:28 - 00:32:45:03

Speaker 6

Now I am going to ask you to. You'll have all day to write this definition down, because I'm going to take you through a visualization process, which means that I need you to put your hands down. And before I start the process, I'm going to give you a few directions. We want you to sit relaxed. The comfortable.

00:32:45:05 - 00:33:12:29

Speaker 6

If you have any thoughts, any problems, any concerns about today, ask them to leave and go out the door right now. Leave even the hot date you have tonight or the hot date. You don't have to let it go. Let it go. And I'm going to ask the staff people here that as I go station that we stay quiet.

00:33:13:02 - 00:33:40:29

Speaker 6

I'm asking staff to stay in their seats once I start the visualization, because otherwise any movement will be disruptive to the participants. Okay. So put put any thoughts out the door. Any problems. Sit comfortable with your legs, uncross with your arms uncrossed. Basically, maybe your your hands on your lap.

00:33:41:01 - 00:33:45:07

Speaker 2

Close your eyes.

00:33:45:09 - 00:33:53:21

Speaker 2

Very. Relax. And I'm going to count and take you deep breaths.

00:33:53:23 - 00:33:56:11

Speaker 6

This technique is breathing.

00:33:56:13 - 00:33:59:01

Speaker 5

You can use this anywhere.

00:33:59:03 - 00:34:01:21

Speaker 6

Any time you feel stressed.

00:34:01:21 - 00:34:05:25

Speaker 2

When you're going into a meeting and you know that it's going to be a difficult.

00:34:05:25 - 00:34:27:14

Speaker 6

Meeting, you're going to talk to somebody and you feel stressed. You have an exam. So I want you to take three breaths and I'm going to have you inhale, hold it to the count of five I will count and then release it slowly. Okay. Inhale.

00:34:27:17 - 00:34:39:08

Unknown

12345. Slowly.

00:34:39:10 - 00:34:43:08

Unknown

Inhale.

00:34:43:10 - 00:34:55:19

Unknown

One, two. Three. Four. Slowly. Exhale.

00:34:55:21 - 00:35:03:24

Unknown

Keeping your eyes closed for the whole rest of the process. Inhale.

00:35:03:26 - 00:35:15:11

Unknown

One, two. Three. Four. Five.

00:35:15:13 - 00:35:20:01

Unknown

You're going to hear some Tibetan Chinese.

00:35:20:04 - 00:35:27:14

Speaker 2

First right here. It sounds the process is now start.

00:35:27:17 - 00:35:31:22

Speaker 6

The next time you hear these Chinese, I will be.

00:35:31:22 - 00:35:35:09

Speaker 2

Bringing you out of.

00:35:35:11 - 00:35:41:02

Unknown

Very important to you. Just sit quiet.

00:35:41:04 - 00:35:45:23

Speaker 2

Keep your eyes closed.

00:35:45:25 - 00:35:51:17

Speaker 6

And be comfortable.

00:35:51:20 - 00:36:15:25

Speaker 6

Imagine yourself walking through a beautiful forest. Notice the ground as you're walking. What sounds do you hear? What parts of the forest captures your attention? What smells are in the air?

00:36:15:28 - 00:36:30:21

Unknown

Do you hear birds? Do you look fresh? Air? Can you hear or feel waves under your feet? As you walk deeper.

00:36:30:21 - 00:36:38:18

Speaker 6

Into the forest, you notice just how safe.

00:36:38:20 - 00:36:47:01

Unknown

How lovely and how protected you feel.

00:36:47:04 - 00:36:55:14

Speaker 2

And notice just what a wonderful, wonderful place this is. Notice as you.

00:36:55:14 - 00:37:00:29

Unknown

Walk here, you're carrying something.

00:37:01:01 - 00:37:03:02

Speaker 2

And that this object.

00:37:03:05 - 00:37:08:01

Unknown

That you're carrying is empty.

00:37:08:03 - 00:37:27:06

Speaker 2

And what do you love when you find the object getting increasingly heavy and or difficult to carry?

00:37:27:09 - 00:37:30:17

Speaker 2

Let's look at the object.

00:37:30:19 - 00:37:35:02

Unknown

What does this object look like?

00:37:35:04 - 00:37:41:03

Speaker 2

What's the object feel like?

00:37:41:06 - 00:37:47:09

Speaker 6

Does the object have a texture?

00:37:47:12 - 00:37:55:06

Speaker 6

Does the object have a sense?

00:37:55:08 - 00:38:15:22

Speaker 6

As the object's weight increases, it becomes too overwhelming to carry. Notice how the weight of the object makes you feel. Notice how the weight of the.

00:38:15:22 - 00:38:26:10

Speaker 2

Object affects your emotions. What's going on in your heart?

00:38:26:13 - 00:38:31:26

Speaker 6

What's going on in your head?

00:38:31:29 - 00:38:42:22

Speaker 6

What thoughts are you having? What body sensations are you having?

00:38:42:24 - 00:38:50:26

Speaker 6

Are you feeling any particular part of your body talking to you?

00:38:50:28 - 00:38:53:23

Speaker 2

As you experience these feelings.

00:38:53:25 - 00:39:09:00

Speaker 6

You realize that the only part you keep having is that you want to put this heavy object down.

00:39:09:02 - 00:39:13:28

Unknown

Then all of a sudden, you notice an opening.

00:39:14:05 - 00:39:20:26

Speaker 6

Up ahead in the clarity of the forest, where you tell yourself.

00:39:20:28 - 00:39:25:19

Unknown

You might be able to press.

00:39:25:22 - 00:39:27:13

Speaker 2

As you get close.

00:39:27:16 - 00:39:34:27

Unknown

To that clearing, you notice this lovely.

00:39:35:00 - 00:39:45:23

Speaker 2

Low table, the candles lit on each side of the table.

00:39:45:25 - 00:39:47:27

Speaker 2

As you arrive.

00:39:48:00 - 00:39:51:23

Unknown

At this table.

00:39:51:26 - 00:39:53:22

Speaker 2

As you arrive.

00:39:53:24 - 00:40:04:16

Unknown

To this clearing, you are like, oh well, I'm totally oh well.

00:40:04:19 - 00:40:05:10

Speaker 2

With.

00:40:05:12 - 00:40:23:13

Unknown

That, this is a very, very special and sweet place to be. You feel so safe, so.

00:40:23:15 - 00:40:25:26

Speaker 2

I want you to.

00:40:25:28 - 00:40:33:04

Unknown

Stay with me. Safe.

00:40:33:07 - 00:40:44:26

Unknown

Potentially.

00:40:44:28 - 00:40:54:28

Speaker 2

As you approach the table, your only thought is to send the object down.

00:40:55:00 - 00:41:07:02

Unknown

You decide to do this because you just don't feel that you can carry the object any longer.

00:41:07:04 - 00:41:08:00

Speaker 2

It's just.

00:41:08:00 - 00:41:13:21

Unknown

So heavy. Notice how you.

00:41:13:21 - 00:41:16:03

Speaker 2

Feel.

00:41:16:05 - 00:41:31:29

Unknown

Notice how you feel as you start to put this object down.

00:41:32:02 - 00:41:36:21

Unknown

As you go to sit down object.

00:41:36:24 - 00:41:37:14

Speaker 2

Take a.

00:41:37:14 - 00:41:44:18

Unknown

Few seconds to notice you and your hands and as.

00:41:44:18 - 00:41:51:29

Speaker 2

The object starts to leave your arms, as the object starts to.

00:41:52:01 - 00:41:54:15

Speaker 6

Leave your body, you start to set.

00:41:54:15 - 00:42:01:04

Speaker 2

This object down. How does your body?

00:42:01:06 - 00:42:08:13

Speaker 2

What are you feeling emotionally?

00:42:08:16 - 00:42:24:29

Unknown

What's going on? What is in. Space?

00:42:25:02 - 00:42:38:00

Speaker 6

The longer you look at the object, you notice that it's changing and is becoming part of the ground. And then you're amazed because it is now, in fact.

00:42:38:02 - 00:42:40:02

Speaker 3

Part of the ground.

00:42:40:04 - 00:43:25:24

Speaker 6

You look around and notice that there's a lush, bright green foliage and beauty. Absolutely beautiful multi-colored flowers. Now that you've put the object down, I want you to look around and take notice of your feelings again. You've let this object go. It's no longer part of you. What's your heart saying to you? Ask it. What's your feeling?

00:43:25:26 - 00:43:32:00

Speaker 6

How does your body feel?

00:43:32:02 - 00:43:36:23

Speaker 6

What thoughts are going through your head?

00:43:36:25 - 00:43:43:07

Speaker 6

Now that you no longer have to carry this heavy object.

00:43:43:10 - 00:43:48:19

Unknown

Just sit with this feeling.

00:43:48:21 - 00:43:52:05

Unknown

Experience this feeling of having.

00:43:52:05 - 00:44:33:25

Speaker 6

Let go of this very, very heavy object you've been carrying.

00:44:33:27 - 00:44:40:03

Speaker 6

Keeping your eyes closed.

00:44:40:05 - 00:44:43:28

Speaker 6

I want you to slowly bring your awareness.

00:44:43:28 - 00:44:51:01

Unknown

Back to the room.

00:44:51:03 - 00:45:00:08

Speaker 6

We're going to transport you from this very sacred and safe.

00:45:00:10 - 00:45:04:23

Speaker 6

Purified forest.

00:45:04:25 - 00:45:16:21

Speaker 6

You're going to leave that forest now you're coming back to this room.

00:45:16:23 - 00:45:19:14

Speaker 6

As the Chinese.

00:45:19:17 - 00:45:24:09

Unknown

Are walking and the Chinese are.

00:45:24:11 - 00:46:36:01

Speaker 6

Slowly start to open your eyes and do not talk to anybody. And stretch your body a little bit and sit there very quietly till we have respectfully allowed everybody's awareness to come back to this room.

00:46:36:03 - 00:46:39:29

Unknown

Where you.

00:46:40:02 - 00:46:46:22

Unknown

Greet the next.

00:46:46:24 - 00:46:54:06

Unknown

And three. Until.

00:46:54:09 - 00:46:59:29

Unknown

Anybody.

00:47:00:01 - 00:47:10:14

Unknown

Have difficulty letting up to them. At least I know.

00:47:10:16 - 00:47:20:26

Speaker 2

I can with you, Mr. and Mrs.. Your. You miss it? Yeah, kind of like. I don't know what it is when I'm leaving them. Probably immediately.

00:47:20:28 - 00:47:22:00

Speaker 6

Yeah. Okay.

00:47:22:00 - 00:47:37:07

Speaker 2

So it's you have difficulty letting go of. It's hard for you to say. Yeah. Yeah. And you're in. You're not sure what it was. Yeah. There's anybody else.

00:47:37:10 - 00:47:38:16

Speaker 6

Even you just share your.

00:47:38:16 - 00:47:39:13

Speaker 2

Experience with.

00:47:39:13 - 00:47:44:18

Unknown

You. Maybe you didn't have.

00:47:44:20 - 00:47:46:26

Speaker 2

To just drop it easy.

00:47:46:26 - 00:47:54:12

Unknown

Let them. Okay. It's easy. Let it go. It's how?

00:47:54:14 - 00:47:54:22

Speaker 6

It was.

00:47:54:28 - 00:48:06:22

Speaker 2

I wasn't sure where. Okay. Just put you on. That was hard for you to do.

00:48:06:24 - 00:48:11:23

Unknown

So one person was saying, when you're ready to let go of this.

00:48:11:24 - 00:48:26:15

Speaker 2

Is your share what? You were letting go? Yeah. One person said to just let it go. You could put it back. I don't like about anybody else. Yeah.

00:48:26:17 - 00:48:27:27

Speaker 6

It was hard.

00:48:28:00 - 00:48:31:00

Speaker 2

If you got guilty.

00:48:31:03 - 00:48:36:26

Unknown

But then keep in mind.

00:48:36:28 - 00:48:55:18

Unknown

did you feel when you were going to question the same. So you did feel sick and let go. But but it did create sense for you. Okay. And I can tell that you're doing the right. And that's okay. Right. This is.

00:48:55:20 - 00:49:05:16

Unknown

Very honest. Is I.

00:49:05:19 - 00:49:14:18

Speaker 2

Would have come. All you want to know what?

00:49:14:20 - 00:49:18:17

Unknown

You do not.

00:49:18:20 - 00:49:30:12

Speaker 2

Give me here. This tells bit what you say when I really felt had a.

00:49:30:15 - 00:49:38:08

Speaker 2

Pain. When she put it down to sleep, she felt that it would holding.

00:49:38:08 - 00:49:46:20

Unknown

Her back from moving forward and,

00:49:46:22 - 00:50:02:19

Speaker 2

What I want you to get from this visualization, it is no lie. Is going to all of us. All of us have baggage.

00:50:02:21 - 00:50:06:11

Speaker 6

It is. One person is not here.

00:50:06:14 - 00:50:12:01

Unknown

We can be looking baggage.

00:50:12:04 - 00:50:15:04

Speaker 6

And this visualization is a very strong.

00:50:15:04 - 00:50:18:17

Speaker 2

And powerful visualization.

00:50:18:20 - 00:50:22:24

Speaker 6

To release and let go of things that.

00:50:22:24 - 00:50:28:06

Unknown

Are holding us back.

00:50:28:08 - 00:50:32:13

Speaker 6

Some will find it easy and release.

00:50:32:15 - 00:50:37:06

Speaker 2

Some may say I still don't. I didn't.

00:50:37:09 - 00:50:39:01

Speaker 6

But you felt safe.

00:50:39:03 - 00:50:41:27

Speaker 2

You felt safe.

00:50:41:29 - 00:50:46:20

Speaker 6

So here's a place that you created that you could.

00:50:46:20 - 00:50:47:20

Speaker 2

Go to.

00:50:47:23 - 00:50:54:14

Speaker 6

In you one by yourself to go back and revisit.

00:50:54:17 - 00:50:59:04

Unknown

This subject and then what you did.

00:50:59:06 - 00:50:59:25

Speaker 6

And it could.

00:50:59:25 - 00:51:09:00

Unknown

Be that letting go and see what you need to do to get back into it. You will have a conversation in.

00:51:09:02 - 00:51:14:17

Speaker 6

Saying here, even though it's hard, change.

00:51:14:19 - 00:51:16:22

Speaker 2

Is one of the most difficult.

00:51:16:25 - 00:51:20:15

Unknown

Elements of the human nature.

00:51:20:17 - 00:51:29:28

Speaker 6

Change is so hard to let go of. Something that's been with us and move on.

00:51:30:00 - 00:51:38:03

Unknown

Even if that thing is we're holding us back. So.

00:51:38:05 - 00:51:42:14

Speaker 2

So.

00:51:42:16 - 00:51:44:28

Speaker 6

We don't have the time to take you through.

00:51:44:28 - 00:51:50:26

Speaker 2

This whole process of this visualization. We would go into that much deeper.

00:51:50:29 - 00:51:55:19

Speaker 6

Writing that we do. What I'm going to suggest for those of you.

00:51:55:22 - 00:52:00:06

Speaker 2

That are feeling strong emotions.

00:52:00:08 - 00:52:05:21

Speaker 6

That feel that you want to know what this object is, this feel, which has.

00:52:05:21 - 00:52:09:21

Speaker 2

Become very emotional experience, there.

00:52:09:24 - 00:52:13:16

Speaker 6

Is that you take some time today.

00:52:13:19 - 00:52:19:08

Speaker 2

You must do it today. Okay. You go home.

00:52:19:10 - 00:52:25:18

Speaker 6

And write your experience down. Write this out, what you've dealt.

00:52:25:18 - 00:52:29:28

Speaker 2

With. You can go through all your body, emotions, everything. Put it on.

00:52:29:28 - 00:52:35:03

Unknown

A piece of and don't be afraid to visit because this is.

00:52:35:05 - 00:52:36:21

Speaker 2

With the intent.

00:52:36:24 - 00:52:46:03

Speaker 6

Of asking whatever question you feel. And always remember the breathing technique.

00:52:46:05 - 00:53:00:04

Speaker 2

And this visualization as a source of strength and a place you can go to do so, you you have this support in this sacred place.

00:53:00:07 - 00:53:14:12

Unknown

Go get filled with power and energy, knowledge, strength, wisdom.

00:53:14:15 - 00:53:14:23

Unknown

Right.

00:53:14:23 - 00:53:25:26

Speaker 2

All the time too. Well, now what? Talk about family support system related to sort of,

00:53:25:28 - 00:53:44:17

Speaker 5

Smiling face is nothing better. it's just show of hands. How many of you feel like you have strong family support for continuing your education? Okay, now that's strong family support. Now, how many of you

somebody in your family is happy you're doing somebody? Doesn't matter who's somebody? Okay, now, how many of you your family gets to the obstacle?

00:53:44:17 - 00:54:04:12

Speaker 5

They are not the support affect. You don't even know how you're doing it. It's really hard. I'm going to share a little bit of personal experiences about family support and then talk about that. I went when I'm from Fresno, this is not my home. And when I went to school, I moved from Fresno to UC Santa Cruz, finished my BA, and then moved to San Jose and fell in love with this town.

00:54:04:12 - 00:54:26:19

Speaker 5

It's so much like Fresno, except it's about 200 years ahead of Fresno, you know? So I figured, My God, this is heaven. I'm going to stay here. And much to my family to say I have seven brothers and a very, very, very I mean, leaving home was the hardest thing I have ever done in my entire life. But for my survival, physical, psychological, it was critical that I do it.

00:54:26:19 - 00:54:39:05

Speaker 5

I knew I had to do it, I didn't know how I was going to do it, but I knew I was going to do it. And when I did leave home because it was so critical, one of the things I made a commitment to myself about was that I was going to make it. I was going to cut it.

00:54:39:10 - 00:54:46:21

Speaker 5

So when I came up to UC Santa Cruz, mostly white, mostly very wealthy people, one of the things that just a handful of us are hardly any brown, not.

00:54:46:22 - 00:54:47:18

Speaker 2

Much less black like.

00:54:47:19 - 00:55:03:13

Speaker 5

Faces. It was in 1975. One of the first things I thought was because a lot of people are saying, hey, let's get an apartment downtown. So cool wants to be, you know, living in dorms or that's so boring. And I thought, you know, that's the only way I'm going to make it is if I live in the dorms and be boring.

00:55:03:19 - 00:55:19:27

Speaker 5

And so I did that for my first three years, and my last year, I was what they call a resident assistant. So I got free food and rent in exchange for living there. And and that was how I did it, because I knew that I had to be very, very strict and straight with myself. That's a real brief overview.

00:55:19:29 - 00:55:41:28

Speaker 5

for Latino families, what I think unlike any other race, I think our relationship with our families is really different because our families really walk the line for us. They really I mean, you know, so I don't know how many people have a real close to have some white friends. You know, when you talk about family, have you ever I mean, I'm not trying to be racist because God knows I teach cultural diversity, but it's true.

00:55:42:00 - 00:55:55:05

Speaker 5

It's true that when I talk to my white friends about family, it's just different. You know, there's no passion or, you know, my mother would never do XYZ here. You know? I mean, our families, I believe in general really, really care about.

00:55:55:07 - 00:55:56:22

Speaker 6

I mean, the passion.

00:55:56:22 - 00:56:03:25

Speaker 5

That they use to, to explain and to and to be there for as well. I mean, again, this is my, my own experience now. I didn't.

00:56:03:25 - 00:56:04:17

Speaker 6

Have.

00:56:04:20 - 00:56:19:17

Speaker 5

Family support moving away to go to school. In fact, it was just the of my family thought that was like the biggest mistake I was making in my life. How could you leave home? And I thought something about it was that so I keep up this life and that that was hard because it really, really.

00:56:19:18 - 00:56:20:05

Speaker 2

Was.

00:56:20:07 - 00:56:38:26

Speaker 5

The back to our family and supporting us because we're so close to our families. What they think of us really matters to us doesn't. I mean, it's like when I talk about what I'd like each of you to do is I'd like you to write the three most important people in your lives, their names. And how many of you is that going to be?

00:56:38:26 - 00:56:55:25

Speaker 5

All family. I'm just a show of hands. Just kind of rough. Yeah. Okay, so if you could just do that, because what we're doing here, what I need you to do is to really be able to identify the people in your life who support what you're up to in the world, because you need to be real clear about those bodies.

00:56:56:01 - 00:57:13:26

Speaker 5

And after every name, each of those three names, I want you to write how, you know, just a couple of three words doesn't have to be very elaborate on how they support you, because the clearer you are in your hand, the clearer it becomes in your life. One of the things.

00:57:13:28 - 00:57:20:04

Speaker 2

These are built in around here.

00:57:20:06 - 00:57:24:04

Unknown

One of the things that I want to say very, very briefly here.

00:57:24:07 - 00:57:46:08

Speaker 5

In terms of identifying support systems in our life, is if you if you write them down and if you get clear with you, then it gets very, very simple. So just pretend I'm not an artist, as you well know. Pretend this is you. Okay? Better give you some haircut. For those of you wearing earrings. Okay, so this is this is your thoughts.

00:57:46:10 - 00:58:02:23

Speaker 5

What you're thinking. Okay? And you have to know that what you think at any given time, what you think affects your emotions, creates you know, what you feel good or don't feel good about. So you're thinking then in turn.

00:58:02:25 - 00:58:04:17

Speaker 6

Create.

00:58:04:20 - 00:58:31:04

Speaker 5

Your language. Okay, so if you think you're smart and you think you can do it, and you think that you're worthy and you think that you're it's a lot of hard work. But I can do it. If you think that, then you're going to speak that way. No, you're not going to go around saying, well, I'm Einstein, I can do anything I want, but you'll have your impression of you will be one of, well, you know, I study hard and you have to know, in case you don't already, that you guys are really, really, really smart.

00:58:31:05 - 00:58:46:13

Speaker 5

And I'm not just saying that I, even when I'm the groups are mixed. I always say Latina women, women of color are the smartest people on the face of the earth, because I really believe that that's true. It's true. I mean, we're just where Albert Einstein and Margaret Mead both estimated that we use between 4 and 6% of our brain.

00:58:46:13 - 00:59:01:02

Speaker 5

Nobody's operating at full capacity. None of us are. We could be, but we're not. So you got to know you can do it, because that's a fact. You know, instead of saying, well, if God, you know, no fiance. I'm religious. Do I got my own religion? But that's not the point. It's good to have your faith. But the truth is, you are.

00:59:01:02 - 00:59:16:25

Speaker 5

It. You are it. So if you don't start thinking that way and being around people who support you, in that sense, you're not going to speak and you need to start speaking it. Yes, I'm going to go to school and maybe you don't know how you're going to do it, but that's not the point. The point is you're going to do it.

00:59:16:27 - 00:59:35:09

Speaker 5

So you start talking that way. Then what do you think your language affects? And it affects your attitude of course, but affects your actions, because then you're going to start acting like if you're going to pick up the application and even though you don't understand the application, it looks like a whole bunch of bureaucracy, because I'm going to tell you guys, when I went away to school, I never thought I was.

00:59:35:09 - 00:59:54:07

Speaker 5

I mean, I was kicked out of high school three times. I graduated from high school. True story. Girls. I would fabricate this. I graduated from high school at a continuation high school. I hated school. The only reason I went to college was because I couldn't get a job. True, I would not. I'm telling you the truth. I couldn't get a job.

00:59:54:11 - 01:00:09:17

Speaker 5

Then I was I was married at that time and for ten months. That's another story. And my attorney said in 1973, my attorney says, well, why don't you go to college? You could get money. I said. My little ears perked up. I said, really? So I got the application and I thought, oh my God, I'm going to fill this up.

01:00:09:23 - 01:00:31:17

Speaker 5

And something in my head said, I don't know how I'm going to do it, but I'm going to do it. And I did do it. And then when I transferred to UC Santa Cruz again, once again, it was terrifying for me because the bureaucracy was overwhelming. It was like, this is like a foreign language to me. And yet inside of me someplace, because nobody in my family went to college, I thought, it's not impossible.

01:00:31:20 - 01:00:51:18

Speaker 5

Somebody's got to do it. And I kept hearing, you know, the number of Latinas or Chicanos in higher education is minuscule. It's very, very tiny. And all the more because I kind of got that fighter streak like most of us do, except we we pretend we're not because we're too busy being girls. I guess you didn't have to give that one up because it doesn't work.

01:00:51:20 - 01:01:08:25

Speaker 5

You know, a lot of us are waiting for Mr. Right to show up. And I feel like, you know, something until I'm filled up and enough with me. What am I going to do with an A? You know, another person in my life? Well, excluding my daughter, I've got a four year old daughter. That's that's another world.

01:01:08:25 - 01:01:32:25

Speaker 5

But, but in terms of being connected to somebody. So what you need to do is search for getting full with you, because you guys are really it. I've got this little saying in my work area that reads, it's a Hindu expression. It reads your, it says courage, your it. Don't pretend you're not. So just take that what you need to do.

01:01:32:28 - 01:01:52:15

Speaker 5

How many people got three names down of people in your family or significant others? Okay, you've got three names. If you're struggling with that, it can be friends. It can be a neighbor. It can be, somebody that you're connected to on the college or in your school. It doesn't matter who it is. Just three people who are who you consider support.

01:01:52:15 - 01:02:24:15

Speaker 5

And and another thing, two good people. As I've gotten older of 43 years on this planet, what I've learned is that my family is anybody who loves me, anybody who expresses concern for me. And I'm really blessed to have people like that in my life, my biological family, my mother and brothers and all that, you know, are everybody, you know not to do a whole section on psychology, but everybody's got like one swallow in that visualization, that bag of rocks, stuff that they're carrying.

01:02:24:18 - 01:02:42:04

Speaker 5

And what you find as you get older and you try to do something with your life is there. There will be people in your life that just don't want you to do it and will create obstacles. And so what you need to do, especially if you're related to them, what you need to do is love them anyway and move on, but not let them stop you.

01:02:42:06 - 01:02:59:22

Speaker 5

Because what are the options? You can stay home, or you can continue doing the thing you've always done, which is very familiar. I'll tell you my favorite story on that one. Little bird flying south for the

winter. And there was a storm. And when the storm hit, he says, God, I better get out of the store where I'm going to get killed.

01:02:59:29 - 01:03:19:22

Speaker 5

So he there was a bunch of cows, and the cow had just done a great big, fresh doodoo, which is which is warm and sticky, but it was warm. So the little birds saw it and he popped into it and he got and he says, oh God, it smells terrible. But it's comfortable and it's warm. And the storm passed and all the little birds friends were calling them, come on, come on, let's go.

01:03:19:22 - 01:03:41:08

Speaker 5

Let's go south. And even though he knew he needed to move on, he wouldn't because it was warm, safe, a familiar and but it smell. Can you imagine being in. But most of us are like in variations of that it's the situation stinks but we don't move. And what I'm here to tell you, girls, is we don't have luxury not to move.

01:03:41:08 - 01:04:00:28

Speaker 5

We really don't. And you don't have the luxury to depend on people who, when you're at their mercy. I'm talking about my mother now, when you're at. Yeah. You know, my mother. My mother I hate. Let me tell you, I was included in a book in this last November. It's called Women and Work is by New Press, and it was about 80 women throughout the U.S. that were talking about their work in the world.

01:04:01:05 - 01:04:22:13

Speaker 5

And in it I get my mother raving Applegate, I love her, she's my Rock of Gibraltar, mostly. But when I get on her bad side, which was at her whim, what she would do is she would withdraw her support and that would devastate me. It would just absolutely crush me. And what I have to tell you about that people, is that you need to be your source of strength.

01:04:22:20 - 01:04:45:19

Speaker 5

And of course, you will get that from people outside. But you need to be that way with each other. You know, the thing I learned and working more and more with Latinas and Chicanos is that, you know, we really do love each other a lot, don't we? I mean, because we're we're really it. But sometimes we get petty, stupid little things get in the way, like, well, the birthday today, we happy.

01:04:45:19 - 01:05:11:06

Speaker 5

Let's get real girls. Or did you see that tight dress on lady last week? What is she trying to prove? We get stuck in the things that don't matter. This is nothing more than your vehicle. The stuff we're talking about today is on the inside. That's the stuff we're trying to tell. The stuff we're trying to honor, the stuff we're trying to breed, to be strong and healthy and powerful.

01:05:11:06 - 01:05:34:14

Speaker 5

Especially if you're a mother. You know what that means? You really know what that means. Recognize your allies, embrace them, be grateful for them, and love them because they are your source. And then what you need to do is you need to start writing. Start. How many of you journal already start journaling? Does anybody have a notebook here that they're writing in that they brought from home?

01:05:34:16 - 01:05:53:29

Speaker 5

Anybody? Nobody has a notebook. They just hold it up for a minute. Please. See this thing? It can be. Can everybody see this? It can. Eight and a half by 11. That can be a journal any size. There's some beautiful ones at bookstores that have different floral prints. They're really cool. But what I suggest is you start writing it and talk to yourself because you guys.

01:05:53:29 - 01:05:57:14

Speaker 5

Are. It a thing about appreciating.

01:05:57:16 - 01:05:58:10

Speaker 6

Is.

01:05:58:13 - 01:06:17:23

Speaker 5

If we don't watch what we think, most of our thinking tends to be negative. That's just a known fact in terms of studies that have been done about thinking. So what you need to do is be jealous about what occupies your thinking and guard what occupies your thinking, and start thinking good thoughts. Because the more you think good thoughts, the more they increase.

01:06:17:24 - 01:06:40:07

Speaker 5

Now, what I was trying to talk about, I started with was being grateful. And that is a thing again about people who support you. Tell them you appreciate them. There's no other way they're going to know that. Honor those relationships, really take care of them. I never appreciated my mother more until after I moved away from her. And just so you'll know, our family's not touchy feely.

01:06:40:07 - 01:06:58:24

Speaker 5

You know, she never gave me hugs and kisses. And my friends are more loving them by my own family. But that's that's okay. But in my own way, what I started doing with my mother because we never said, I love you to each other. I mean, she's still alive. Don't misunderstand. But we never did that. And so I started doing that with her, and she kind of got it and it was awkward.

01:06:58:24 - 01:07:15:08

Speaker 5

There was a lot of awkwardness, but that was okay because I thought the worst thing it could happen is for me to be here in San Jose and for something to happen to my mother. You know, the guilt factor, right? Grows the guilt factor. Let me tell you, the guilt factor is so strong with me. I never left the state to go to college.

01:07:15:11 - 01:07:21:15

Speaker 5

That's why I didn't do my PhD. All of the offers I got were out of state, and my mother would say, oh my God.

01:07:21:21 - 01:07:23:24

Speaker 2

You're leaving the state.

01:07:23:26 - 01:07:38:17

Speaker 5

What's going to happen? I thought, oh Jesus, Louise, you know how the guilt works, girls. So at least I got to stay out of Fresno. Hallelujah for that. But but but I never I never went off for my PhD. And I don't regret it because I'm up. Because you don't know what I have to tell you. I'm a kick ass community organizer.

01:07:38:18 - 01:07:56:18

Speaker 5

I do some hot stuff. So if you're interested to know more about that, I'm sure Carmen can give you my phone number. Anyway, what you need to do in terms of journaling and writing is to write down a vision, a goal. You have to have a goal. Good people. Because if you don't have a goal, then it's like going on a trip without a map.

01:07:56:24 - 01:08:13:26

Speaker 5

You'll end up anywhere. And if you end up anywhere, what do you think happens? It's not like you're lost. You're just five years later down the road. You just end up someplace and you figure, well, I guess this is okay. It's not what I had in mind, but. So there's a book I love to encourage people to read and I can't think of.

01:08:13:28 - 01:08:35:28

Speaker 5

I think it's I can't think of her name right now, but the name of the book are men are just deserts and but no, no, not nice, not enough. Now, listen, I know it sounds terrible, but it doesn't mean you're not, like minimizing justice. Or that means just as injustice deserts. And basically what this woman is saying in this book is that, you know, the real main course is right here.

01:08:36:00 - 01:08:57:09

Speaker 5

The work in the world that you need to do is right here. And most of us are terrified of being independent. Do we have anybody that would identify themselves as independent in here? You know, and most of us, when they go independent, that's all male identified. Well, it's it is it because if you read some of our Mexican history, Latino history, women have been doing this for centuries.

01:08:57:11 - 01:09:17:16

Speaker 5

We have been the trailblazers. We have been I mean, you know, being a domestic, taking care of families. You think that's easy? That's the heart's raising another generation. That is the hardest work on the face of the planet. But we live in a culture that minimizes death. I don't want to get sidetracked here. It's true. We live in a very sexy society, girls.

01:09:17:18 - 01:09:34:03

Speaker 5

We really do. And the thing, the point you need to be very clear about is that you guys are very, very powerful and you haven't even started tapping that mean you're just right now you're just kind of like scratching the surface, but you're it's incredible. You know, as you were introducing yourselves, I was thinking, yeah, that could be a brain surgeon.

01:09:34:03 - 01:10:00:01

Speaker 5

The next lieutenant general, she could be president. I mean, the options are phenomenal. Oh, the possibilities. You know, my consultancy is called Unlimited Woman because I think we're unlimited. I think the stuff we're capable of doing is incredible. But most of us are just such chicken dogs, aren't we? Like. Well, I would try, but what is what is, Fulani was going to say, well, who cares what who said, let's get real grass?

01:10:00:01 - 01:10:06:01

Speaker 5

It doesn't get real.

01:10:06:03 - 01:10:26:28

Speaker 5

I don't want anybody to leave here today until they write down a goal. I don't care how big, and I don't care how small a goal slash vision. Inside your packets, there's a thing called action plan. It's very, very simple. If people say something today that clicks with you resonates in your gut, you know how many of you are kind of, you know, listen.

01:10:26:28 - 01:10:44:00

Speaker 5

You listen to your stomach, you know? No, I'm serious because that's where it happens. If you tell if somebody says something, you say, oh my God, that's so right on. Write it down, girls. Write it down. If somebody says something to you and you think you know what, that is an excellent I'm going to pick that puppy. I wonder if she'd mind.

01:10:44:07 - 01:11:02:26

Speaker 5

Everything here is open for you to pick up. Everything. Absolutely everything. Do not listen just because we have degrees, I don't know. I'm not impressed with that. I tell people when they meet me and people say, oh wow, you went to school for ten years, you have three degrees. I said, you know what? The only thing that means to me now, people who hired us are going to get mad at me saying this, but I'll say it anyway.

01:11:02:29 - 01:11:23:06

Speaker 5

The only thing that means to me is I went to school a long time, and I read a lot of books, and I took a lot of tests, and as a result of that, I was given some credentials. And it makes my life in the world easier because people respect you and you know, and you're and what you get to do in the world, you have more flexibility so that in that comes the power.

01:11:23:06 - 01:11:49:15

Speaker 5

Good people. Because anybody anybody can get married, anybody can have kids, you know. But what we're doing is stepping away from the mainstream and from the from what, what what most of us, unfortunately, get trapped in doing, seeking higher education, continuing your higher education is not

only some of the hardest work, but some of the most gratifying and absolutely, without a doubt, excluding raising children.

01:11:49:18 - 01:12:10:23

Speaker 5

It's absolutely the most important work you're going to do because you're setting the tone for your future and because it's scary and it is, and because it's hard. And the foreign I'm speaking for myself. Every time I came across new stuff, I'd feel overwhelmed and absolutely frightened. But I'd say, you know, something? I don't know how, but I'm going to do it.

01:12:10:23 - 01:12:26:13

Speaker 5

I'll put it together and I break it down into small increments and I figure it out. So please, please write down some goals for yourself. You know, you'll fill out the application by September. You'll talk to A, B, and C by whenever.

01:12:26:15 - 01:12:30:06

Speaker 8

01:12:30:08 - 01:12:52:15

Speaker 5

Another thing too, in terms of having support is the people that do support you. Talk to them. If you can't figure something out, ask them for help. Don't be afraid to ask for help. Part of part of the familial support and having strength is the whole idea of knowing your limitations. You know, if you know your study habits aren't good, start boning up on them.

01:12:52:15 - 01:13:14:22

Speaker 5

There's plenty of stuff to read and plenty of I know over here, but I can certainly help you with resources. And and so can Carmen in terms of honing those skills. figure out what is a value to you, discipline. Creating discipline. I'm going to tell you, I was the most undisciplined human being. I thought I was, I thought, go to college.

01:13:14:22 - 01:13:33:13

Speaker 5

Me ha. But but I mean, I got good. I thought, well, I learned to play the game. It's like, this is what I need to do and this is how I'm going to do it. And often I would get like, really tired of studying. And I thought, well, I have to do something. So I take little breaks, but I figure out what I could do because I was around a lot of party people.

01:13:33:20 - 01:13:55:01

Speaker 5

And going to college isn't about partying, you know? I mean, of course there's going to be fun, but that's why I was in school for so long, ten years. But but it was like learning to manage your life. It was like, this is the thing I need to do. So I take little breaks, like going down to this little donut shop by school and picking out on donuts, and then coming back up and studying or or just taking a quick break to go to a movie.

01:13:55:06 - 01:14:16:15

Speaker 5

But I knew always in the back of my head I had my vision, I had my goal. I had clear in my head what I needed to do to get from point A to B to C, and I have to tell you good people, you were going to have many, many times in your life where there will be people who will distract you and maybe even be not such a great influence.

01:14:16:15 - 01:14:36:23

Speaker 5

But you're not babies. You're all very, very bright. It's just as some of us are influenced more easily than others. And so what you need to do that is the purpose of writing down the goal, writing down the vision. Where do you see yourself in five years? Some of you may say, oh my God, five years. I don't know where I'll be in the next 24 hours, but you need to write it down.

01:14:36:24 - 01:15:01:00

Speaker 5

If five years is too long to give yourself a two year, or a one year, or a six month increment at, build them up and then write yourself five task. Just as an example, say if you give yourself a six month goal, five

things you need to do every week for the next six months or six months would be more or less about, 26 times 424.

01:15:01:00 - 01:15:24:26

Speaker 5

It would be 24 weeks or every week for the next 24 weeks, give yourself between 3 and 5 tasks that you will complete. And it doesn't matter how tiny your steps are, it doesn't matter how itty bitty you might think. Well, going to talk to the registrar? That's Mickey Mouse. That's not that doesn't count. Everything counts. If you are doing something to help you do what you want to do, talking to the janitor, account everything.

01:15:24:28 - 01:15:41:06

Speaker 5

If somebody makes you feel better about who you are and what you're up to in the world, that counts. And I mean, I was a master at minimizing my the little things I would do in the world because I used to hang out with the janitors when I was at UC Santa Cruz because they were so nice to me.

01:15:41:12 - 01:15:59:19

Speaker 5

But I have to tell you who the smartest people in the world are. You know who the smartest people in the world are. Secretaries don't ever be mean to a secretary. That is the best piece of advice you are going to get today. Please write that down. It's so important. It's so important. I can't tell you what secretaries have done for me.

01:15:59:26 - 01:16:17:13

Speaker 5

They'll tell me, well, you, the provost is in a bad mood. Come back tomorrow and I'll sit up a I mean, amazing. So, so I think, I think I was giving me my time, but I could go on and on. But I only had 20 minutes, so.

01:16:17:15 - 01:16:25:29

Speaker 6

It's hard to stop her because she is full of a lot of information. and she told me, she said hunky dory. No.

01:16:25:29 - 01:16:27:20

Speaker 2

Keep going. Signal me.

01:16:27:22 - 01:16:30:19

Speaker 6

The problem was that I'm standing behind her right.

01:16:30:21 - 01:16:32:04

Speaker 2

This summer, our plan.

01:16:32:04 - 01:16:34:22

Speaker 6

Was we would be in front of one another and go like.

01:16:34:22 - 01:16:35:28

Speaker 5

This to one another.

01:16:35:28 - 01:16:36:25

Speaker 6

Didn't work.

01:16:36:28 - 01:16:38:02

Speaker 2

Didn't work.

01:16:38:04 - 01:16:48:06

Speaker 6

what I'm going to talk to you about is the mentoring process at a university and primarily the mentoring program. But I'm not looking at the mentoring program from.

01:16:48:09 - 01:16:48:13

Speaker 5

the.

01:16:48:13 - 01:16:50:25

Speaker 6

Mentoring program at San Jose State University.

01:16:50:27 - 01:16:52:01

Speaker 2

But I'm going to look at it from a.

01:16:52:01 - 01:17:11:03

Speaker 6

Generic perspective. Okay. and in addition, what I want to do is cover with you, and I have to do this in 20 minutes. Is some material that I brought over at the table on the left there. There is all kinds of information I've.

01:17:11:03 - 01:17:14:26

Speaker 2

Brought for you. And I will go over some of the fliers, some of the.

01:17:15:00 - 01:17:24:13

Speaker 6

Concrete information on succeeding in college. Okay. is that what I can speak up.

01:17:24:15 - 01:17:25:20

Speaker 1

As long as I'm making it part of you.

01:17:25:20 - 01:17:27:24

Speaker 5

Okay?

01:17:27:27 - 01:17:30:17

Speaker 2

I'm not. My voice is. This is Rebecca.

01:17:30:20 - 01:17:33:02

Speaker 6

And I was a cheerleader in high school. Zero.

01:17:33:02 - 01:17:39:00

Speaker 2

But next to this one, you know, I have a peewee.

01:17:39:03 - 01:18:05:16

Speaker 6

let me let me go over to the mentoring program. But before I do, I want to emphasize again what we've been talking about, and we started it. Rebecca has continued it. We are really here today to work on the internal process. That's. Yes, the internal process, because the external we know you got I know that's not good.

01:18:05:19 - 01:18:06:21

Speaker 2

You got it.

01:18:06:24 - 01:18:42:26

Speaker 6

But the internal when you get into conflict, when you get into an invite that picks and picks at you, you've got to be stable. You got to be grounded. I don't care how bright and how intelligent you are, if your soul isn't intact, you're not gonna make it. Somewhere along the line, there'll be a breakdown. So that's why we want to reinforce the need for you to develop that internal strength.

01:18:42:28 - 01:19:03:18

Speaker 6

Having given you a safe place to go to do that. Talking to you about family values and what you can get from the family values, and that you don't throw the baby out with the bathwater. There's always good there. But like this young lady found in her visualization, things get in the way, okay? Things get in our way.

01:19:03:20 - 01:19:46:04

Speaker 6

You don't have to go beat them up and crucify you. Bless them. You love them and the care of the animal, the necessary hospital. You keep going. You know that's continually said, the mentoring. I can't emphasize one element that is so important then for you to understand the mentoring process. Mentoring basically means what some of you said earlier, you said you came here because you see those of us in this room, Olga, myself and Carmen and, the other board members, media as role models, take it a step further.

01:19:46:07 - 01:20:12:09

Speaker 6

We are here for you as role models. We want to be that Rebecca said it. This is this is where I get my juice. This is where I get my my heart filled, my area, my PhD, my doctorates in policy analysis in higher education. Sounds good. I'm boring. It is good because I wanted to effect change. That's where I came from.

01:20:12:12 - 01:20:45:24

Speaker 6

I clearly wanted to be a change agent, and I knew that to affect change, I had to affect policy. So my area of expertise is policy analysis in education. Now, one way I did it was clearly by developing mentors. I also happened to run the mentor program at San Jose State. A mentor is a person that you select or that person can select you.

01:20:45:26 - 01:21:18:03

Speaker 6

That is going to guide you through a process of education that's going to guide you through the process of taking the next step. Now in your packet you have this. It's yellow. Please pull this out. And the first item why developing a mentor relationship is a key element of success in higher ed. I'm going to run down these first items here okay.

01:21:18:05 - 01:21:45:18

Speaker 6

The first one is taking responsibility for your success. It's something that Rebecca and I keep emphasizing. You have to take charge. You have to be in control. None of this stuff. when I'm in Norm, your mama, Amy, I will lead. You know me, prima. Know you. Bless them. You love them. And that's my goal. That's my goal.

01:21:45:21 - 01:22:13:14

Speaker 6

That's my vision. So taking responsibility is the first element. The second one is a sense of isolation. You know, Rebecca talked about her experience of leaving Fresno and coming here for me. Coming from East Somerset to San Jose City College was traumatic. I got in the car with four other women friends, and we came to this campus and we ate together.

01:22:13:14 - 01:22:41:23

Speaker 6

We took classes together, we took breaks together. We held each other's hands and we met each other and we drove back home together. I mean, it was really intimidating then it was going to a four year system. I started at San Jose State. I lasted one semester. Sense of isolation. I went there and there were hardly any Chicanos.

01:22:41:26 - 01:23:16:11

Speaker 6

The place was overwhelming and nobody had talked to me, prepared me about attending an institution that big. See the next one week academic skills not true. I need to blow that out of the water for you. The mentor program is San Jose State. The students that apply for it are here 3.0 and above. The majority of our students that apply to get a mentor are 4.0.

01:23:16:13 - 01:23:52:22

Speaker 6

It's only that 3.0 and below whose attitude is I don't need the help. I mean, I couldn't do this by myself. I don't want to look weak. And you know, what's scary about that is that the majority of the students that apply for the mentor program are not minority students, are not students of color. The gringos know that getting a mentor is key because you learn from your mentor.

01:23:52:25 - 01:24:13:10

Speaker 6

But I talk to Chicanos. I talk to some of the other like your Vietnamese. I talked to some of the blacks and it's like, well, you know, only the students that need help who have poor academic skills. You know, those students that came in with barely a two point, they're the ones that need mentors. And here the 4.0 is the 3.0.

01:24:13:10 - 01:24:38:24

Speaker 6

They're over there applying left and right. So I want you to know that week academic skills is not applicable. Intimidated by faculty. This is one way for you to start understanding that we as faculty are nothing more than human beings who, as Rebecca said, went to college to take a whole lot of coursework. And we picked an area of expertise.

01:24:39:00 - 01:24:59:08

Speaker 6

One of the most disturbing experiences I have is that I have students and parents come asking me all kinds of questions, and just because I have a doctorate, they somehow think I'm going to have the answer. You know, it's like my attorney was telling me. He said, you know, my area is criminal law. But he said, let me tell you, the Chicano community calls me and asks me every single.

01:24:59:08 - 01:24:59:28

Speaker 5

Legal.

01:24:59:28 - 01:25:26:07

Speaker 6

Question under the sun, and they expect me to know it. And he said, now, I know is criminal law, you know, so keep that in mind. The faculty, I just human beings. But this is one way to break that intimidation barrier, lack of experience with a bureaucracy. I can't begin to emphasize how important this one is. Your mentor will help familiarize you with the bureaucracy.

01:25:26:10 - 01:25:52:29

Speaker 6

Its key. You have not been in a system like that before. I mean, even if you go to a community college, you haven't been in a four year institution, CSU, or you haven't been in a UC, or you haven't been in private versus public, your mentor helps you understand the bureaucracy. I don't know if any of you ski, but think about the ski slopes when they show on TV.

01:25:53:01 - 01:26:16:13

Speaker 6

It's a it's a it's a term I use and and I do ski. And I tell my students, I said, when you see those ski slopes and you see them on TV and they show the traversing, they call it traversing because you've got these big moguls in front of you that if you don't go around the mogul, you ski into the mogul and whammo, you're out the door, you know, in more ways than one.

01:26:16:16 - 01:26:52:26

Speaker 6

So you traverse the bureaucracy, is what I tell my students. Traverse it, go around the moguls. Your mentor will help you learn to go around the moguls. You can learn from their experience, and you can learn from their wisdom. And whether you like it or not, they do have knowledge you may not like the way you know Doctor Jones speaks, and you may not like the way you know doctor E7 for video lectures.

01:26:52:28 - 01:26:56:20

Speaker 6

But ask yourself, what does she have? What does he.

01:26:56:20 - 01:26:58:27

Speaker 2

Have that I can learn from?

01:26:59:00 - 01:27:29:01

Speaker 6

And that's all you want. You don't want them to be your surrogate mother. You don't want them to be your best friend necessarily. You want their knowledge and their wisdom. Those two things, knowledge and wisdom. Okay. The other is personal issues. Know yourself well enough to know that I'm shy and I'm afraid of the system. I feel like intimidated or I have a know it all personality.

01:27:29:03 - 01:28:06:27

Speaker 6

No yourself. And in knowing your personality, what your weaknesses are and what your strengths are, you will know what you need from that mentor. Okay, the mentor can open doors. I can't tell you how many experiences and situations I had where students could not do certain things, or students came to me and I could not do certain things, that I picked up the phone and called another faculty member, called another administrator, called a counselor, called a secretary, called the janitor and said, I need in.

01:28:07:00 - 01:28:33:19

Speaker 6

And they did it. So your mentor opens doors for you. Now, it doesn't mean that the thought, he Minnis is going to be able to open those doors, but it means that he is going to know Doctor Smith, and Doctor Smith is going to know how to help you get into the engineering department. And that's the networking.

01:28:33:21 - 01:29:01:02

Speaker 6

That's the networking. We're talking about internal networking. Rebecca's going to talk about external networking. Mentoring is internal networking within the system. And you need both. You need to know how to network within the system. And you need to know how to network outside the system. I'm going to move over to the steps for developing a mentor relationship.

01:29:01:05 - 01:29:20:11

Speaker 6

One of the most important things I need to tell you is that different colleges have different kinds of enter programs. So if the mentor program at San Jose State or at UC Berkeley or in politics is not like the one at San Jose City College, Community College, it takes me back a few years.

01:29:20:14 - 01:29:22:29

Speaker 2

01:29:23:02 - 01:29:43:22

Speaker 6

Doesn't mean that it's not good. It's just different. There's structure differently, but you need to know whether one exists or one doesn't exist. If it doesn't exist, what are you going to do? What are you going to do? If a mentor program does not exist?

01:29:43:24 - 01:30:12:16

Speaker 6

Find one. Find what? And then yes. Yes. You're not going to go knock on the door. They're going to say we don't have one okay. Thank you sir I'm sorry. No you are going to interview faculty and I mean that you are going to select your own mentor and you're going to study them. You're going to study them and say, I like the way she carries herself.

01:30:12:18 - 01:30:45:15

Speaker 6

I like the way she analyzes theories. I like her organizational techniques. I like her discipline. And you're going to pull them in. So there does not have to be a formal mentor program. My mentor is Nettie

Goddard, and she was my teacher in junior high. And she was tall. She was six feet tall. She still is. And she is beautiful and she is black.

01:30:45:17 - 01:31:05:00

Speaker 6

There weren't Chicano teachers at my junior high school. There were two black teachers, and that was the closest I could get in terms of identity. And that teacher saved my soul. And she's still in my life today, still in my life today.

01:31:05:02 - 01:31:06:15

Speaker 2

01:31:06:17 - 01:31:34:07

Speaker 6

Make your request known to your mentor, and don't go in there totally laying yourself on the line like that person owes you something. Understand that a mentor relationship is a two way street. You're going to blow your mentor away after the first month, and that mentor is going to walk away from you. If you put all the responsibility.

01:31:34:07 - 01:31:35:10

Speaker 2

On the manager.

01:31:35:12 - 01:32:13:07

Speaker 6

Because they don't want another dollar, they don't want, and then a child. So draw your boundaries and always be respectful. Draw your boundaries. Respect the boundaries of your mentor. As long as you do that, your mentor will be there for you through the whole process. Always appreciate them. Always respect those boundaries. Have a plan. We you know, we talked about it before.

01:32:13:07 - 01:32:33:16

Speaker 6

Rebecca talked about it before. Have a plan, have a vision, have a goal. Don't go in Empty-Handed no matter how weak you think it is, no matter how superficial you think it is, no matter how inept do you think it is? It's yours.