

00:00:00:00 - 00:00:38:02

Unknown

We're going more time. Yeah, yeah. The, the Supreme Court and the president of the United Nations Association support this project. We up. We want to welcome you to see how this all. Yeah, yeah, that's that's the colors of the program today, of course. Is that is what you have to do to take advantage of the opportunities you have to.

00:00:38:04 - 00:01:15:26

Unknown

We have a wonderful panel here. they will have the opportunity to meet you for educational opportunities. they are, of course, the the force behind this is the foundation. And I use also the chair of the board and the chief executive and chairman of the social media program that allows us to manage. That's, the organizers. And.

00:01:15:29 - 00:01:27:18

Unknown

As far as the city college goes, the water behind and the guiding light is coming out. The other.

00:01:27:20 - 00:01:44:01

Unknown

in houses, my duty to introduce my NFC and be the reason for it for me is it's the heaviest. It's okay. Let's to.

00:01:44:04 - 00:02:18:25

Unknown

Bienvenidos. I just wanted wanted to welcome all of you here. It's really exciting. Yeah. We're having the session here in Somerset City Conference. I don't know how many of you are familiar with the Latino Chicano Foundation. The 1999 Foundation has been in existence since 1977, and two of my main goals are, first of all, to get, this the scholarship program, which on of directs, the second goal is to develop leadership in our community.

00:02:18:28 - 00:02:36:10

Unknown

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, Diane Ritchie.

00:02:36:13 - 00:02:58:14

Unknown

You know, we did this things. I was thinking about what I wanted to say. I guess I was really thinking about when I first started with the condition, the Latino Channel Foundation. We just changed her name. but I also want to share with you, a couple of things, and we'll try to be as brief as I can.

00:02:58:14 - 00:03:19:02

Unknown

But, you know, one of the reasons why we have so many wonderful people here for you to meet is because what are the things that we really need to is to learn how to network, to learn, how to help each other. and I know that many of you are already doing that, and also to learn how to use resources.

00:03:19:09 - 00:03:43:16

Unknown

You know, we 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 right in what they did, how they did it. and yet we also have people in the audience. I know this, I, I mean, you can bring them and here again, she's a counselor at, West Valley.

00:03:43:18 - 00:04:08:01

Unknown

Utilize anybody who's here, ask us, you know, what do we do? Well, where do we learn? What kind of degrees do we have? And because of that, what I'm going to do as I introduce each of our presenters is when you talk about their background, not just their own, not just what they do, but also their educational background, because I think sometimes we're not aware of the different kinds of degrees.

00:04:08:01 - 00:04:31:26

Unknown

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. so with that I just want to say, the languages and Madrid, for those of you that

may not get a chance to meet her, she's with the Bank of America. and she's somebody who has really moved rapidly through the Bank of America.

00:04:31:28 - 00:04:59:06

Unknown

Take advantage of time, major, because she has all kinds of resources. So with that, 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 your, how do you choose college for more?

00:04:59:09 - 00:05:23:28

Unknown

how do you transfer? But one of the main things that's really important is how are you to make some of these career decisions? And one of the things that they feel very strongly about is you do it through self esteem. And so the biggest business in this part of our program is to deal with self esteem. And I just start off by just giving you a little background on both individuals.

00:05:24:01 - 00:05:45:08

Unknown

the first one is microphones. Rachel Rodriguez she has a BA in social and I'm going to give you other degrees. 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.

00:05:45:11 - 00:06:18:02

Unknown

but we we are as diverse as you are. You know exactly what one of us is. Has a BA in social science. is you have. Excuse me. It has to be a 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 at the University of California at Los Angeles.

00:06:18:04 - 00:06:40:02

Unknown

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

00:06:40:04 - 00:07:07:10

Unknown

And instruction and author, a friend, a spiritual guide, one of one of the things I want to do is, as I go through this, for those people that I know want to talk a little bit about, some other things in addition to being her friend, she's a wonderful singer. And we have a birthday party. Invite her because she'll be the life of the party.

00:07:07:12 - 00:07:34:04

Unknown

some the 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, that Consuelo has gotten,

00:07:34:06 - 00:08:05:22

Unknown

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.

00:08:05:25 - 00:08:12:10

Unknown

And and to some extent requires.

00:08:12:13 - 00:08:46:05

Unknown

Anyway, advanced doctor Consuelo really is not willing to, introduce to any part of this have and that is unique and in the in gentleman here he has a, a B.A. in sociology from UC Santa Cruz. She has two

remains. One of them. He is in social science and the other, and they are masters of arts, is in Mexican-American graduate studies, both from San Jose State.

00:08:46:08 - 00:09:15:00

Unknown

She's a primary consultant for unlimited women consultants. For those of you that are interested in starting your own business, there'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.

00:09:15:03 - 00:09:52:09

Unknown

I mean, I looked at, four pages of different kinds of workshops. And so what I'm going to do is just share a sampling and other, 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, the Mid Peninsula YMCA, Hispanic Women the Hispanic Women Council, and numerous other organizations.

00:09:52:11 - 00:10:25:08

Unknown

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

00:10:25:10 - 00:10:54:18

Unknown

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

00:10:54:20 - 00:11:28:12

Unknown

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

00:11:28:15 - 00:11:41:20

Unknown

You, That was her name you just described as lots of. Knowledge with no.

00:11:41:23 - 00:12:10:14

Unknown

I'm doing well. I'm supposed to introduce myself, but I don't think I can catch that introduction. That's all I've had. You know, I've got some degrees, and I teach self-esteem mostly. And, But really, the only thing I want to say about myself as because I accumulated degrees and all this school is that, I see in my work in the world as working with Latino women.

00:12:10:15 - 00:12:21:25

Unknown

I figured in the workshop of my time with the Earth, and then that's all I can say about wisdom.

00:12:21:27 - 00:12:47:15

Unknown

And I'm Consuela, and I agree with her that there's no need to introduce myself. Thank you, my dear friend, that he and the other comfort of speaking engagements. And I'm happy to offer a small fee to the small fee. Good business. The businesswoman. Let me say she is between meetings and I do want to express about myself. and that is that I am a community college transfer.

00:12:47:17 - 00:13:12:08

Unknown

I started here in 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. You don't have to start in it. I started here with a C average.

00:13:12:11 - 00:13:38:16

Unknown

I barely got in and I have been camping. I have four girlfriends. I love that, and that scared the heck out of me because I was commuting. For example, say is very frightening in those years to come. For example, say, to San Jose City College and I was the and born and raised in San Jose. And that means a lot to me.

00:13:38:18 - 00:13:59:11

Unknown

So the community is here. It was my home. And this is really I just wanted to say hello. I work with you in years. I live in the U.S., I know many women have been many years. So, migrants here. Thank you.

00:13:59:13 - 00:14:24:07

Unknown

You are already ten minutes behind, so we're going to have to take ten minutes because our our program is really tight. We have that little amount of information that we share with you. the first thing we want to do is have you introduce yourself briefly, because we don't have that much time. You don't have an option about me and introduce yourself.

00:14:24:10 - 00:14:50:10

Unknown

There is an option, however, you have an option with two and three. The second one is if you brought me significant, I have. That means something to you that represents your strength. We would ask that you bring it up to our altar that you can. I have created here and placed it on the altar. The third item you can choose to share with this briefly is why you came to the conference.

00:14:50:13 - 00:15:15:01

Unknown

Okay, so three things. Your name, sharing your item with us and related 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 stand and three items are your name of, just send me your name and if you haven't already, bring it to the altar.

00:15:15:04 - 00:15:51:05

Unknown

And why you need. My name is Alina. And I came to this, this workshop so I can. Your skills that you're helping 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 would love to, not just as her mother, but as you tell me, read what has.

00:15:51:07 - 00:16:16:19

Unknown

I want her to be able to look up to somebody else. I want her to have a mother and also to mentor myself. And this is my if that means something to me. I never go anywhere without. Shoes for now. Just wanting to do well.

00:16:16:21 - 00:16:44:09

Unknown

My name's Wendy. I came to this workshop because, I want to be involved in Latina organization. majoring in nursing, and I want to be, I think that there should be more, like nurse Latina nurses. And I want to be one of them. I know, and I to have a I spend two and a half and hour, I had to look up to me, I want him to be able to come to me and ask me any questions without me.

00:16:44:09 - 00:17:05:19

Unknown

I'm not sure that this in this picture looks good. Thank you. As you, And as you're talking and sharing with this story, I want to be to just as a person in this little place.

00:17:05:21 - 00:17:26:05

Unknown

Of tonight, I'm just a little. And I was a student here through 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. Stand up. So so I know how it's going to be. And this is it's like, a prayer book.

00:17:26:07 - 00:17:36:28

Unknown

And this is what gives me strength, my personal belief in God. So thank you very much.

00:17:37:01 - 00:17:50:16

Unknown

my name is crystal clear, and I'm here because I want to transfer to Tennessee, State of Berkeley and Engineering. And those are my goals. You see.

00:17:50:18 - 00:18:18:01

Unknown

Good morning in the Minnesota department. And here for information to apply because the woman that I know in that not only over here shows me that we can do it from here. 20 people out there like you and I, but it's a picture of my son who's, because of can in this computer mother. And then. But he's the one that he's going to.

00:18:18:03 - 00:18:26:24

Unknown

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

00:18:26:26 - 00:18:44:10

Unknown

Have. What you have to say. I brought here an episode this semester with your mom. And we are someone with one of the. And it's to come.

00:18:44:13 - 00:18:53:02

Unknown

My name is going to just here today. To the exterior. There's a senior.

00:18:53:05 - 00:19:01:01

Unknown

Year. And this is my first personal, watching film. And.

00:19:01:04 - 00:19:26:13

Unknown

My kids and. 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 time and, it's just going to be a challenge for me.

00:19:26:13 - 00:19:46:21

Unknown

So I need some strength in that. And, so I hope to get some really good information 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. You know, I've been going in evenings. I finally decided what I wanted to do, and, I wanted to do the, assistive physical therapy program, but I'm hearing all these misses and misses, you know?

00:19:46:24 - 00:20:13:01

Unknown

So, I mean, I, I was like, okay. You know, you 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 a jock in art, you know, I know, 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, so.

00:20:13:03 - 00:20:33:18

Unknown

my name is Lou. This animal, I'm gonna transfer next. Mr. Samson to Berkeley in Santa Cruz. And, now I have to make a decision. please. Said you'd help us to make a decision.

00:20:33:20 - 00:20:46:26

Unknown

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

00:20:46:28 - 00:21:06:10

Unknown

And one day, some Belmont. I came here today because, I graduated from high school five years ago trying to stay in school, this time in finally get it done. And, I knew I learned a lot of information here today.

00:21:06:13 - 00:21:24:14

Unknown

In the same college. And I came here today because my mom kind of made me feel guilty. She. But she she really turned me to come. And I'm excited about being here now, and I think I can bring a lot with you.

00:21:24:17 - 00:21:42:14

Unknown

This first semester at City, you have the goals. The class I should take time college. So I get to see in one fall programs. You know, get.

00:21:42:16 - 00:22:13:07

Unknown

My classes and I come to city and got my future. And this is a source of strength. It's me, my student, graduating next year. The and. it meant it showed to me that I can do it. And I think that's a source of strength to keep me motivated, to show me that I can make it to college.

00:22:13:10 - 00:22:37:27

Unknown

My name is, Sammy is. And I'm here because I want to use all my resources I can. And I hope to learn a lot, in the first place. But college and, I brought two things. I brought it the chain of the calendar. This represents my culture and then a chain of education. They went. And that represents everything.

00:22:38:00 - 00:22:48:24

Unknown

Related resources is important word resources. She's have resources.

00:22:48:27 - 00:23:08:17

Unknown

my name is local, everybody. And I'm here because, interested in this program today, and I want to learn about college and, major as well as science. And I just have a.

00:23:08:19 - 00:23:37:28

Unknown

Name is Jessica moskowitz, and I'm interested in, engineering. You go. 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 have a picture of me and my family, and I would go to New.

00:23:38:00 - 00:23:58:23

Unknown

Was and, get to learn and, getting information better myself. We have little time for that. my grandmother had, guinea pigs when he passed away, so, they kind of give me strength coming because he was coming, you know? Come on. If I, you know, go to school with them for various, so never go down that, I don't go to school today.

00:23:58:23 - 00:24:06:13

Unknown

I look up to say, you know, I have to go to go to school.

00:24:06:16 - 00:24:43:05

Unknown

My name is Michelle. Here I ride, a girl and my father gave to my mom. I told her to save it, to save me, and. I didn't I he died when I was seven. So it just, you know, remind me of him. Showed me that he cared for them, want to stay with me. And I don't really have a lot of role models I came here to look up to, you know, strong women here so I can grow up to be.

00:24:43:08 - 00:25:15:21

Unknown

Devoted. And, student here in college. I'm here today for, strength and encouragement. Although I have much strength within myself, I also want to around me. So, I don't have a lot of, support at home. So

being alone, you know, not having to go to school. But, I do realize that, and I want to find out about scholarships and other things that will help me grow.

00:25:15:23 - 00:25:50:21

Unknown

I think this dream is true. And I brought a picture of my guardian angel. Thank you. My 11 year old and, I draw a lot of strength from not knowing that he can help me through. And this is my first year back school after ten years. And so. And just knowing that I've been able, I know that I can, hopefully transfer to take advantage of, something.

00:25:50:23 - 00:26:17:17

Unknown

And really solidify everything else. And I am working here to volunteer, which is city, and I'm exposed to a lot of resources since I started volunteering and everything for today, for support and for others. But every my source is restricted to my Twitter, to Facebook page.

00:26:17:19 - 00:26:32:27

Unknown

My internet obviously. and everything college is working for me to learn more in a mutual. The reason I keep.

00:26:32:29 - 00:26:59:26

Unknown

my handicap. Wendy. the point they call coordinator at West Valley College. And there's good 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 12th world, there's 12 of us in my family in Minnesota all the way up to a doctorate program.

00:26:59:29 - 00:27:18:24

Unknown

I want to make sure that you get this offer that you're looking for in the system, whether, you know, it's the state's commitment to just keep informed. Consent is here to support you, just like, you know, the rest of us. And also for my students. I want to be here for the next.

00:27:18:26 - 00:27:31:08

Unknown

One and then I and there is another video within the recommended portfolio.

00:27:31:11 - 00:27:42:29

Unknown

To receive any. And that's all you choose. And this.

00:27:43:02 - 00:28:03:25

Unknown

Video to the hand is going to take you through the overview and the working definition that we came up with for self esteem. As I said to you earlier, work really and our self esteem is the basis. Anything you want to do in.

00:28:03:27 - 00:28:19:16

Unknown

Here I begin, I can tell you all the meetings I do in the lovely groups I belong to. I used to hate kids coming to me to just make a home, distracting. Now I have a four year old daughter and I can tell you that a major attitude adjustment. We didn't forget somebody. Would you please introduce your daughter?

00:28:19:16 - 00:28:45:15

Unknown

Ask her to introduce yourself. Please say this is my self esteem begins begins by taking people to meetings, not parking them with x, Y, z and letting them know they're important. And my role is with their mothers, even here now with child insist. Believe me. What the. What is your name? Brooke. Thank you. Broke. Glad you're here.

00:28:45:17 - 00:29:03:25

Unknown

Okay, so what I'll do, because I know you can hear me, that my. It's not my favorite thing to talk to is I'm going to give you a 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.

00:29:03:27 - 00:29:23:00

Unknown

This is. This is in case you want to write it down. I should have figured that up and organized through impressions of oneself as the main influence of self, the real in the real world that is to refer to that is everyday world. Our self esteem is influenced by what we refer to as significant others and significant others.

00:29:23:00 - 00:29:51:05

Unknown

Is anybody in your life whose opinion of you matters to you? You can consider that a significant other, and 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. It is the conviction that you're able to cope with life's challenges and that you're worthy of happiness.

00:29:51:08 - 00:30:17:07

Unknown

So I love isn't that great? Don't really like that. Or is it just me? 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.

00:30:17:07 - 00:30:39:21

Unknown

And then we're going to talk to you a little bit about public versus private education. 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 note, does anybody have any comments or questions. We'll go ahead. What do you think. Oh yes many many some of you came late.

00:30:39:27 - 00:30:59:06

Unknown

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.

00:30:59:12 - 00:31:17:09

Unknown

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 to. Okay. Thank you. Can be done throughout the day.

00:31:17:11 - 00:31:27:29

Unknown

Okay.

00:31:32:08 - 00:32:01:24

Unknown

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.

00:32:01:24 - 00:32:17:03

Unknown

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

00:32:17:06 - 00:32:42:09

Unknown

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 pins down. And before I start the process, I'm going to give you a few directions. We want you to sit relaxed. The comfortable.

00:32:42:12 - 00:33:10:05

Unknown

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

00:33:10:08 - 00:33:38:05

Unknown

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 late uncross with your arms uncrossed. Basically, maybe your your hands on your lap.

00:33:38:08 - 00:33:42:13

Unknown

Close your eyes.

00:33:42:15 - 00:34:20:18

Unknown

Very relaxed. And I'm going to count and take your seats. The rest of this week is great. You can use any time you feel stressed when you're going into a meeting, and you know that it's going to be a difficult meeting, you're going to talk to somebody and you feel stressed. You have an exam. So I want you to 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.

00:34:20:21 - 00:34:36:15

Unknown

Okay. Inhale. 1234. slowly.

00:34:36:17 - 00:34:40:15

Unknown

Inhale.

00:34:40:18 - 00:34:52:27

Unknown

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

00:34:52:29 - 00:35:01:02

Unknown

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

00:35:01:05 - 00:35:12:19

Unknown

One, two. Three. Four. Five.

00:35:12:22 - 00:35:43:00

Unknown

You're going to hear a child's first line here. Now the process is now starting. The next time you hear this child's, I will be bringing you, once. It's very important to just sit quiet. keep your eyes closed.

00:35:43:02 - 00:35:48:24

Unknown

And be comfortable.

00:35:48:26 - 00:36:26:12

Unknown

Reminding yourself. Walking through a beautiful forest. Notice the ground as you walking. What sounds do you hear? What parts of the forest capture your attention? What smells are in the air? Do you hear birds? You feel the fresh air. Can you hear or feel fruits under your feet?

00:36:26:14 - 00:37:24:13

Unknown

As you walk deeper into the forest, you notice just how safe. How lovely and comfort and you feel. And notice just what a wonderful, wonderful place this is. You'll notice as you're walking, you're carrying something. In that this object that you're carrying is empty. And when you walk, you find all object is getting increasingly heavy and difficult to carry.

00:37:24:16 - 00:37:38:11

Unknown

Let's look at the. What does this object look like? What's the object feel like?

00:37:38:13 - 00:37:44:18

Unknown

Does the object have a texture?

00:37:44:20 - 00:37:52:14

Unknown

Does the object have a sense?

00:37:52:17 - 00:38:29:05

Unknown

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

00:38:29:07 - 00:38:40:00

Unknown

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

00:38:40:02 - 00:38:48:03

Unknown

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

00:38:48:05 - 00:39:06:07

Unknown

As you experience these feelings, you realize that the only thought you keep having is that you want to put this heavy object down.

00:39:06:09 - 00:39:43:00

Unknown

Then all of a sudden, you notice an opening up ahead in the clarity of the forest, where you tell yourself that you might be able to relax. As you get close to the thing, you notice this lovely low table, the candles lit on each side of the table.

00:39:43:02 - 00:40:42:04

Unknown

As you arrive at this table. And you lie to the very you own, now it's totally over. Well, with that, this is a very, very fish and sweet feast. You feel so safe, so. You want you to feel jealous when you see. See?

00:40:42:07 - 00:41:29:06

Unknown

As you approach the table, your only thought is to set the object down. You decide to do this because you just don't feel you can carry the object in longer. It's just so empty. Notice how you feel. Notice how you feel. And as you start to put this object down.

00:41:29:09 - 00:41:58:11

Unknown

As you go to set down the object, take a few seconds to notice you and your hand. As the object starts to leave your arms. As the object starts to leave your body and you start to set this object down, how much you want to.

00:41:58:14 - 00:42:05:21

Unknown

What are you feeling emotionally?

00:42:05:23 - 00:42:22:11

Unknown

What's going on in your head? Space you.

00:42:22:13 - 00:43:05:17

Unknown

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, part of the ground. You look around and notice that there's a lush, bright green foliage and beautiful, 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.

00:43:05:19 - 00:43:23:01

Unknown

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?

00:43:23:04 - 00:43:29:07

Unknown

How does your body feel?

00:43:29:10 - 00:43:40:05

Unknown

What thoughts are going through your head? Now that you no longer have to carry this heavy object.

00:43:40:07 - 00:43:45:27

Unknown

You just sit with this feeling.

00:43:46:00 - 00:44:31:02

Unknown

Experience this feeling of having let go of this very, very heavy object. It carries.

00:44:31:05 - 00:44:37:10

Unknown

Keeping your eyes closed.

00:44:37:12 - 00:44:48:09

Unknown

I want you to slowly bring your awareness back to the room.

00:44:48:12 - 00:44:57:14

Unknown

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

00:44:57:17 - 00:45:02:00

Unknown

Purified forest.

00:45:02:02 - 00:45:13:28

Unknown

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

00:45:14:00 - 00:46:33:07

Unknown

As the chimes are. And the chimes 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.

00:46:33:09 - 00:46:43:08

Unknown

Breathe deeply. Great. The next.

00:46:43:11 - 00:46:51:14

Unknown

Ten 20 minutes. Three hours until.

00:46:51:17 - 00:46:57:06

Unknown

You.

00:46:57:09 - 00:47:27:10

Unknown

Have to go to within this to do. At least I know I can with you, Mr. and Mrs.. Miss. You miss it? Yeah. Kind of like I don't know what it is when I'm leaving. Probably immediately. Yeah. Okay. 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?

00:47:27:18 - 00:48:03:29

Unknown

Yeah. This is anybody else? Maybe you just share your experience with you. Maybe you didn't have difficulty initially, or maybe. We did just easy. Let's go ahead and make it easy. Let it go. It's time to. Oh it was I wasn't sure where. Oh he just put him up and down. I don't say that. It's hard for you to do.

00:48:04:02 - 00:48:34:05

Unknown

So one person you're saying you make sure ready to let go of the situation. What you were letting go. Yeah. One person said, boy, just let it go. You could hit that like, oh, that anybody else? Yeah. It was hard to keep that. In mind.

00:48:34:07 - 00:49:02:15

Unknown

did you feel need for you or did you say. Did feel sick? Would you let go? But but it did create no sense for you. Okay. And I can tell you're doing the right thing. You know it's okay, right? This is great. You know, I just it was.

00:49:02:18 - 00:49:26:15

Unknown

Interesting. But I, I. Owe you. What you went through was when I think I how you that me this me changes you it when you say when I actually don't exactly how do you.

00:49:26:17 - 00:50:15:23

Unknown

Say that when when she put it down. 8223. She felt that it was so bad from you. Probably. And, What you want is to get from this visualization. It was no longer aware. All of us, all of us have baggage. Who is one person who is not really understanding what baggage? And this piece of information is a very strong in our visualization.

00:50:15:26 - 00:50:25:12

Unknown

You release and let go of things that are holding this back.

00:50:25:15 - 00:51:00:26

Unknown

Some will find it easy and a release. So they say I still don't. I didn't. But you felt safe, so you felt safe. So here's a place that you created that you could go to if you want by yourself to go back and visit this object. And then when you end, it could be that letting go is what you need to do to it.

00:51:00:28 - 00:51:06:07

Unknown

You will have a conversation.

00:51:06:09 - 00:51:39:22

Unknown

Soon here, even though it's far, change is one of the most difficult elements of the human nature. Change is so hard to let go of. Something which begins with this and move on. Even if that thing is you're holding this thing. So just so.

00:51:39:24 - 00:52:10:23

Unknown

We don't have the time to take you through the process of this visualization. We would go into that much deeper writing that we have here. What I'm going to suggest for those of you that are very strong emotions that feel that you want to go with this object, is this feeling has some very emotional experience. There is that you take some time today.

00:52:10:26 - 00:52:50:20

Unknown

You must do it today. Okay. You go home and write your experience down. Write this out what you've done with it and go through all the body, emotions, everything. Put it on piece and don't be afraid to visit this because it is with the experience of asking whatever question you feel. And always remember the breathing technique and this visualization as a source of strength and a place you can go to do so.

00:52:50:23 - 00:53:11:06

Unknown

It's how to at this in the sacred place, go with feel the power energy. How strange this.

00:53:11:08 - 00:53:23:03

Unknown

Make right time to think. Well, now let's talk about family doctors support system every like it's just sort of,

00:53:23:05 - 00:53:41:25

Unknown

Smiley face, faces looking 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 some? It doesn't matter who. Somebody. Okay, now, how many of you your family is through the obstacle.

00:53:41:25 - 00:54:01:19

Unknown

They are not the support effect. 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.

00:54:01:19 - 00:54:23:26

Unknown

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.

00:54:23:26 - 00:54:36:12

Unknown

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.

00:54:36:18 - 00:54:56:25

Unknown

So when I came up to UC Santa Cruz, mostly white, mostly very wealthy people, one of the things just a handful of us are hardly any brown, much less black like faces. That 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 oh, that's so boring.

00:54:57:02 - 00:55:14:16

Unknown

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. 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.

00:55:14:16 - 00:55:39:05

Unknown

That's a real brief overview. 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.

00:55:39:07 - 00:55:58:00

Unknown

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 I don't see I mean, the passion that they use to, to explain and to and to be there for as well.

00:55:58:00 - 00:56:23:14

Unknown

I mean, again, this is my, my own experience now. I didn't have 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 forgot something about it was. So I keep emphasizing that that was hard because it really, really was the back to our family and supporting us because we're so close to our families.

00:56:23:16 - 00:56:39:15

Unknown

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? All family. I'm just a show of hands. Just kind of rough.

00:56:39:20 - 00:57:09:02

Unknown

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. 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.

00:57:09:05 - 00:57:17:11

Unknown

One of the things these are built in around your.

00:57:17:14 - 00:57:37:15

Unknown

What are the things that I want to say very, very briefly 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? So better give you some here.

00:57:37:17 - 00:58:11:19

Unknown

For those of you wearing earrings. Okay, so this is this is your thoughts. 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 create 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.

00:58:11:19 - 00:58:28:11

Unknown

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 limestone, I can do anything I want, but you'll see, 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.

00:58:28:14 - 00:58:43:19

Unknown

And I'm not just saying that I even when I the groups are mixed, I always say Latina women, women of color, 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 what Albert Einstein and Margaret Mead both estimated that we use between 4 and 6% of our brains.

00:58:43:20 - 00:58:58:09

Unknown

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 fear. So 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.

00:58:58:09 - 00:59:14:02

Unknown

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.

00:59:14:05 - 00:59:32:16

Unknown

So you start talking that way. Then what do you think your language affects you 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.

00:59:32:16 - 00:59:51:15

Unknown

I mean, I was kicked out of high school three times. I graduated from high school. True story. Girls. I would never say 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.

00:59:51:19 - 01:00:06:25

Unknown

Then I was I was just married at that time and for ten months. But that's another story. I, 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.

01:00:07:00 - 01:00:28:20

Unknown

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.

01:00:28:27 - 01:00:48:26

Unknown

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

01:00:48:29 - 01:01:06:03

Unknown

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, you know, another person in my life? Well, excluding my daughter, but I've got a four year old daughter. That's that's another world.

01:01:06:03 - 01:01:30:04

Unknown

But, but in terms of being connected to somebody. So what you need to do is search for getting people with you, because you guys are really it. I've got this little scene 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.

01:01:30:07 - 01:01:49:23

Unknown

How many people got three names down of people in your family or significant others? Okay, you got the 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.

01:01:49:23 - 01:02:21:24

Unknown

And and another thing, two good people. As I've gotten older, I'm 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.

01:02:21:27 - 01:02:39:12

Unknown

And what you find as you get older and you try to do something with your life is 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.

01:02:39:15 - 01:02:57:00

Unknown

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. I'm going to get killed.

01:02:57:08 - 01:03:17:00

Unknown

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 bird 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.

01:03:17:00 - 01:03:38:18

Unknown

Let's go south. And even though he knew he needed to move on, he wouldn't because it was warm, safe and familiar and. But it smelled. 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.

01:03:38:18 - 01:03:58:06

Unknown

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, yeah. 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 Works by New Press, and it was about 80 women throughout the U.S. that were talking about their work in the world.

01:03:58:14 - 01:04:19:21

Unknown

And in it I get my mother raving accolades. 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.

01:04:19:28 - 01:04:37:12

Unknown

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.

01:04:37:12 - 01:05:03:04

Unknown

Like, well, you know who's birthday today? We rounded. I mean, 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.

01:05:03:07 - 01:05:24:03

Unknown

The stuff we're trying to honor, the stuff we're trying to breed, to be strong and healthy and powerful, 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.

01:05:24:05 - 01:05:41:11

Unknown

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? Anybody? Nobody has a notebook. They just hold it up for a minute. Please. See, this thing? It can be. Can everybody see this eight and a half by 11. That can be a journal any size.

01:05:41:11 - 01:06:03:16

Unknown

There's some beautiful ones at bookstores that have different floral prints. They're really cool. But what I suggest is you start writing data and talk to yourself because you guys are it. A thing about appreciating it? Is 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.

01:06:03:23 - 01:06:22:08

Unknown

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. 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.

01:06:22:10 - 01:06:41:28

Unknown

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. You know, she never gave me hugs and kisses. And my friends are more loving them by my own family.

01:06:41:28 - 01:07:05:21

Unknown

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. There was a lot of awkwardness, but that was okay because I thought the worst thing it can happen is for me to be here in San Jose and for something to happen to my mother.

01:07:05:21 - 01:07:22:08

Unknown

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. 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, you're leaving the state. What's going to happen?

01:07:22:08 - 01:07:35:24

Unknown

I saw how 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.

01:07:35:28 - 01:07:53:27

Unknown

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.

01:07:54:03 - 01:08:11:05

Unknown

You'll end up anywhere. And if you end up anywhere, what do you think happens? It's not like you're lost you just five years later down the road, you just end up someplace. 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.

01:08:11:06 - 01:08:33:06

Unknown

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 what? No, no, no, it's not an event. 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.

01:08:33:08 - 01:08:54:17

Unknown

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, we they go independent. That's all male identified. Well, it isn't because if you read some of our Mexican history, Latino history, women have been doing this for centuries.

01:08:54:19 - 01:09:14:24

Unknown

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 sexist society, girls.

01:09:14:26 - 01:09:33:21

Unknown

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, the next lieutenant general, she could be president.

01:09:33:21 - 01:09:57:27

Unknown

I mean, the options are phenomenal. 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 such chicken dogs, aren't we? It's like I would try, but what is what is? I'm not going to say, well, who cares what say, let's get real grass.

01:09:57:29 - 01:10:03:09

Unknown

Let's get real.

01:10:03:11 - 01:10:24:06

Unknown

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.

01:10:24:06 - 01:10:41:08

Unknown

You listen to your stomach, you know, no, I'm serious because that's what happens if you say somebody say 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 she's my.

01:10:41:15 - 01:11:00:05

Unknown

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 about people who hired us are we say this, but I'll say it anyway.

01:11:00:08 - 01:11:21:02

Unknown

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 to power good people.

01:11:21:08 - 01:11:46:23

Unknown

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.

01:11:46:26 - 01:12:08:01

Unknown

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.

01:12:08:01 - 01:12:27:14

Unknown

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.

01:12:27:17 - 01:12:49:23

Unknown

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.

01:12:49:23 - 01:13:13:09

Unknown

There's plenty of stuff to read and plenty of I know over here, buddy. I can certainly help you with resources. And and so Ken, 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, be.

01:13:13:11 - 01:13:30:27

Unknown

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.

01:13:30:29 - 01:13:52:10

Unknown

And going to college isn't about party, 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.

01:13:52:14 - 01:14:13:23

Unknown

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.

01:14:13:23 - 01:14:34:01

Unknown

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.

01:14:34:03 - 01:14:58:09

Unknown

If five years is too long to give yourself a two year, or a one year, or a six month increment and 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.

01:14:58:09 - 01:15:27:07

Unknown

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 is someone who makes you feel better about who you are and what you're up to in the world that counts.

01:15:27:09 - 01:15:43:22

Unknown

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. But I have to tell you who the smartest people in the world are. You know who the smartest people in the world are.

01:15:43:25 - 01:16:03:07

Unknown

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. They'll tell me, well, you provost's in a bad move. Come back tomorrow and I'll sit up. I mean, amazing, so.

01:16:03:07 - 01:16:14:21

Unknown

So I think I think that's giving me my time. But I could go on and on. But I only had 20 minutes, so I know.

01:16:14:24 - 01:16:42:19

Unknown

It's hard to stop her because she is full of a lot of information. and she told me, she said, hunky dory. I'll keep going. Signal me. The problem was that I'm standing behind her. I cover. Our plan was we would be in front of one another and go like this to one another. Didn't work. Didn't work. what I'm going to talk to you about is the mentoring process at a university and primarily the mentoring program.

01:16:42:19 - 01:17:05:15

Unknown

But I'm not looking at the mentoring program from, the mentoring program at San Jose State University, but I'm going to look at it from a 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 the table on the left there.

01:17:05:18 - 01:17:30:10

Unknown

There is all kinds of information I brought for you. And I will go over some of the fliers, some of the concrete information on succeeding in college. Okay. is that so? What I can say. As long as I'm in front of you. Okay. You think I'm not my voice in the stories? Rebecca and I was a cheerleader in high school, too.

01:17:30:10 - 01:18:02:25

Unknown

But next to this one, you know, I, 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 continued it, we are really here today to work on the internal process. That's versus the internal process, because the external we know you got I know that's not good.

01:18:02:28 - 01:18:34:00

Unknown

You got it. But the internal when you get into conflict, when you get into an environment 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 going to make it. Somewhere along the line, there'll be a breakdown.

01:18:34:03 - 01:18:59:01

Unknown

So that's why we want to reinforce the need for you to develop that internal strength, 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?

01:18:59:01 - 01:19:26:24

Unknown

Things get in our way. You don't have to go beat them up and crucify you. Bless them. You love them and the care of the animal. It also says the hospital you keep going. You know that's a continual skill set. the mentoring. I can't emphasize one element that is so important then for you to understand the mentoring process.

01:19:26:27 - 01:19:51:14

Unknown

Mentoring basically means what some of you said earlier, you said you came here because you see those of us in this room, you, myself and Carmen and, the other board members, media as role models, take it a step further. 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.

01:19:51:17 - 01:20:25:22

Unknown

This is where I get my my heart filled, my area, my PhD, my doctorates in policy analysis in higher education. Sounds good. boring. It is good because I wanted to affect change. That's where I came from. 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.

01:20:25:25 - 01:20:54:06

Unknown

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. That is going to guide you through a process of education. It's going to guide you through the process of taking the next step.

01:20:54:09 - 01:21:26:08

Unknown

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. The first one is taking responsibility for your success. It's something that Rebecca and I keep emphasizing. You have to take charge.

01:21:26:11 - 01:21:58:27

Unknown

You have to be in control. None of this stuff. we know, we know you. Amy. Mama. Amy. Miami. Our lead. You know me, prima. Know you. Bless them. You love them. And that's my goal. That's my goal. 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.

01:21:58:29 - 01:22:24:18

Unknown

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. 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.

01:22:24:20 - 01:23:00:23

Unknown

I started at San Jose State. I lasted one semester. Sense of isolation. I went there and there were hardly any Chicanos. 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.

01:23:00:26 - 01:23:29:29

Unknown

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. It's only that 3.0 and below whose attitude is I don't need the help. I, I mean, I couldn't do this by myself. I don't want to look weak. And, you know, it's scary about that. Is it?

01:23:29:29 - 01:24:02:20

Unknown

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. But I talk to Chicanos. I talk to some of the other like you're 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.

01:24:02:25 - 01:24:33:09

Unknown

You know, those students that came in with barely a two point, they're the ones that need mentors. And here the 4.0, the three point zones are over there applying left and right. So I want you to know that weak 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 I said, went to college to take a whole lot of coursework.

01:24:33:16 - 01:24:52:01

Unknown

And we picked an area of expertise. 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 adopted, 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.

01:24:52:01 - 01:25:12:12

Unknown

But he said, let me tell you, the Chicano community calls me and asks me every single legal question under the sun, and they expect me to know it. And he's in. All I know is criminal law, you know? So keep that in mind. The faculty were just human beings, but this is one way to break that intimidation barrier.

01:25:12:14 - 01:25:44:11

Unknown

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. 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.

01:25:44:14 - 01:26:13:22

Unknown

I don't know if any of you ski, but think about the ski slopes when they show on TV. It's 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 moguls, you ski into the mogul and whammo, you're out the door, you know, in more ways than one.

01:26:13:24 - 01:26:50:05

Unknown

So you traverse the bureaucracies. 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.

01:26:50:07 - 01:27:22:09

Unknown

But ask yourself, what does she have? What does he have that I can learn from? 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 systems.

01:27:22:11 - 01:28:04:08

Unknown

I feel intimidated or I have a know it all personality. Know 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, or called a counselor, called a secretary, called a janitor, and said, I need in.

01:28:04:11 - 01:28:30:29

Unknown

And they did it. So your mentor opens doors for you. Now, it doesn't mean that the the thought, he is going to be able to open those doors, but it means that doctor, a humanist, 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.

01:28:31:01 - 01:28:58:13

Unknown

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.

01:28:58:15 - 01:29:23:11

Unknown

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

01:29:23:16 - 01:29:41:02

Unknown

There's structured 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?

01:29:41:05 - 01:30:09:26

Unknown

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. Sorry. No for the 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.

01:30:09:28 - 01:30:42:26

Unknown

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. So and she was tall. She was six feet tall. She still is. And she is beautiful and she is black.

01:30:42:28 - 01:31:14:01

Unknown

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. 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.

01:31:14:04 - 01:31:44:22

Unknown

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 on the manager because they don't want another dog, they don't want, and then a child. So draw your boundaries and always be respectful.

01:31:44:25 - 01:32:32:15

Unknown

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. 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 you know, assess your plan because it's going to change consistently.

01:32:32:15 - 01:33:07:26

Unknown

Assess your relationship with your mentor because it's going to change consistently. Assess your expectations of yourself and your relationship with your mentor. Now. I have a question for you. How many of you have mentors? To be great, beautiful. Okay, at least 50% of the women in here have mentors. So I want you, the rest of you who do not have mentors, I want you to take notice of that.

01:33:07:26 - 01:33:35:07

Unknown

Okay? 50% of the women in this room have mentors. That's important for you to note, because we have a high dropout rate, folks, do you know that Chicanos come in with a higher GPA than Chicanos? We have a higher GPA than our counterpart Chicanos when we come into higher ed. But do you know who has the highest dropout rate?

01:33:35:09 - 01:34:02:07

Unknown

You gotta there's, you know, like yin and yang, that balance. You know, one of the things I refused to do is I refused to learn how to type. I refused to learn how to type because all the girls were typing their boyfriends papers, and I didn't have the guts and the courage and enough self-esteem to say, I ain't typing it.

01:34:02:10 - 01:34:21:27

Unknown

That's what I should have done. No, I'm not typing your paper. Instead, I hurt myself by not learning how to type because you you have no other type. I mean, you're not going to get through graduate school

unless you know how to type. I'm going to tell you right now, you probably won't get through it. You can get through, but you won't get through graduate school without knowing how to type.

01:34:21:29 - 01:35:12:10

Unknown

Okay, so I understand that process, but I want you to know that because people will say there's so many Chicanos that register, what happens. Do you know that the highest pregnancy rate among our teenagers are who chickens. The one most beautiful experiences I had was my junior high school student who, at the age of 15, got pregnant when I was at Tennessee State in my first year, speaking to a group of Chicanos in business, she came up and she's now director of personnel for the Kaiser Foundation, and she remembered me as her junior high school teacher said, I'll never forget you because I get so angry at her.

01:35:12:13 - 01:35:45:26

Unknown

That's so, so irate, so righteously angry at her for selecting your mentor. And I asked, how many of you have mentors? 50% of you did record that. Please, because 50% of you don't. What I want to do is from now on, 100% of you have mentors. The other thing is, have more than one mentor. I have five. I didn't say I had five, I didn't say I had five.

01:35:45:29 - 01:36:19:05

Unknown

I said I have five today I have five. And they're black and they're white and and brown and they're female and they're male. Do not limit yourself to one gender. Do not limit yourself to one ethnicity. Do not limit yourself to one mentor. And my strongest support system is a group of women, Latinos, Chicanos. And they are my mentors.

01:36:19:08 - 01:36:50:28

Unknown

And we meet once a month and we empower them with a lot of love and a lot of knowledge and sharing resources. So when you select your mentor, look for gender, ethnicity, your major, your minor, look at their academic skills. Remember what I said you're interviewing, okay. And I want you to keep that in mind because interviewing means that you're being proactive.

01:36:51:01 - 01:37:19:12

Unknown

You're taking control. Personality, leadership qualities. And then I could accept that because the etc. is really you. Anything else you choose to do in okay, I know we're touching the surface on so much. So we're trying to cover a lot. All right. So you have this material with you if you have any questions you can follow me.

01:37:19:15 - 01:37:51:08

Unknown

The I wanted to say something I didn't finish about this. The thinking, creating your emotions, your motion in your language and your language as a result, your actions. And that's back to this, the idea of cultivating an attitude of gratitude. And I think that that's really almost very easy for a lot of us. But if you get in the habit of not just saying thank you, but being grateful, especially for the first people in your life, then what happens is that that increases the good in your life increases.

01:37:51:11 - 01:38:19:00

Unknown

Because as an example, you know, if you have a habit of saying stuff like, well, I never have enough money or I can never finish my homework in time, please pay attention to the language that you use because it means everything you say with the attitude of gratitude. If you get in the habit of saying, well, thanks a lot for loaning in your notes on that class, I wasn't able to make or thank you for telling me about so-and-so looking for an assistant, because that was fabulous timing.

01:38:19:00 - 01:38:43:19

Unknown

Nothing. Any little thing. Just start noticing your own reactions to being grateful or not be grateful because whatever you put out there in terms of the attention that you're thinking concentrates on, that's what you increase. It's critical to all of us. You know, if you've got an attitude of of focusing on, on areas of weakness, you know, we all have areas of weakness.

01:38:43:19 - 01:39:14:17

Unknown

I mean, so what then those areas of weakness dominate and take up a lot of, of our attention versus saying, well, you know what, I'm not the best at chess, but I really give it my best and I'm working really

hard to get better at that. Then that gets better because you expect to get better. So that attitude of gratitude, just notice that every single thing that crosses your path, that means and in fact appreciate it, especially in the context of back to life.

01:39:14:19 - 01:39:36:06

Unknown

Now in your back, if you've got a handout on attitude and I got to tell you guys, you've gotta read this because it's good, I'm not kidding you. It's excellent. And you know, your attitude is everything. If you came in here with an attitude of oh my God, Saturn is and you know, okay, you can I might tell you why I.

01:39:36:08 - 01:39:55:09

Unknown

Was not sure what. If you woke up this morning and thought, God damn it, the nerve of those people. Put it here at o'clock in the morning. What do they think I am not? That is projected.

01:39:55:11 - 01:40:12:13

Unknown

Oh, so just do it. Or did you come here with bullet with. Wow. I had to be really with those people. Before I go on, I have to apologize. I'm going to be leaving shortly after 11. I'm very accessible, but this is going to be. If any of you are interested in talking with me for this will be a challenge.

01:40:12:13 - 01:40:35:19

Unknown

I don't see a challenge in how resourceful you are in terms of tracking people down, because I have an alumni. what is the reunion at UC Santa Cruz? And I'm being honored today for a Distinguished Alumni Community Service Award, which is a big year. For you, I have to leave you guys to go get that, but otherwise I would love because this is you guys are just like, fuel for my battery.

01:40:35:20 - 01:40:57:01

Unknown

And so if you if you appreciate some of the stuff we're doing, the your attitude is excellent. Please read that because your attitude is absolutely everything. And then I decided to network handout as well as

the pink one in your packet I think I think it's great. Read that as well because that's critical for you in terms of putting it out there.

01:40:57:03 - 01:41:14:16

Unknown

You know, my main ally and my my main source of fuel in my life was my mom. Back to my my mother's real makes relationships. And what I learned from my mother was to always ask for what I needed. Your regardless of what that was. And so I want to say, what? What am I supposed to talk about?

01:41:14:16 - 01:41:35:20

Unknown

That what? What about my external network? Network? I guess, everything you need, I'm telling you, you need to a in. My father passed away about three weeks ago. In terms of my brain. Yeah. And what did I say when they told me I was getting the award instead of saying thank you? The attitude of gratitude. What did I say?

01:41:35:25 - 01:42:02:13

Unknown

What was the competition like? That's terrible. I got an editor, I go, I can go back home. Yeah, I like I call, I'm going to get, but I can just go and always reach my kids. So I figured nobody's doing more than me in the community. But anyway, that's up. When you're looking for something or need assistance, networking means nothing more than making your net work for you.

01:42:02:15 - 01:42:22:08

Unknown

Please think of that in that context and in relationship to that. What I'm trying to say today is that everything you need is closer than you think it is. But often we create this thing in our head of, oh my God, who am I going to talk to? I don't like that woman at that so-and-so department. And my teachers are all cold and sterile, and they all got an attitude.

01:42:22:15 - 01:42:48:18

Unknown

Well, if you didn't have attitude, guess what? Years. Thank you very much. What's your name? Ramona. She said it's probably you that has the attitude. And it's true, because going into a bureaucracy, especially an institutional, you know, like upper education is really alienating for us because we immediately start seeing how different people are from us. So instead of saying, well, you know what?

01:42:48:18 - 01:43:06:19

Unknown

This is nothing but a game, and I'm going to learn to play it, because that's what Rebecca said, and I believe her. But how other people are going to say this to you too? You go in and you say, you know, this is the thing I need to do. I got to get through this person because I know she has the information I need, but for whatever reason, she's not receptive to me.

01:43:06:22 - 01:43:24:22

Unknown

So you will you will seek that person out and you will learn to communicate with people. And it's not focusing now. So even though that's what it's not good, I tell you. So I come from a family with dignity from here until Timbuktu, so I wouldn't get off my high horses. I used to think, well, I'm not going to talk to anybody who don't want to talk to me.

01:43:24:25 - 01:43:47:01

Unknown

But what I learned was, was that this was the skill that I needed to learn to survive. It's called academic survival mastery. Networking is nothing more than learning to you're. Regardless of whether you're right or wrong. You'll learn like investigative skill two because then when they might finally get to Yvette, you may say, well, God, I didn't know that was what you should have asked for that two months ago.

01:43:47:01 - 01:44:06:14

Unknown

I'm not the person you need to talk to. It's so so, so just constantly notice your own thinking and your own attitude of where you are. Because people, the truth is, are often very, very not just receptive, but may surprise you. They may surprise you.

01:44:06:16 - 01:44:28:29

Unknown

I wanted to say to, I know I've already said this, but I want to say it again. And that is the thing of waiting and staying behind and thinking, well, maybe I'll wait for a few weeks until so-and-so changes or until I meet somebody. Well, how do you think that's going to happen if you don't think in the context of networking in the sense of, well, you know, I'll bet if I talk to this person or that person, I'll tell you something.

01:44:29:04 - 01:44:50:21

Unknown

Even now out of school, this networking has never been more powerful for me because every single place I go, I carry my resume. I carry my business cards, my brochures. I talk to everybody about what I do and I'm amazed. This is an excellent example. Just I'm teaching a self esteem at a family shelter. Almost. Plumas and I.

01:44:50:21 - 01:45:08:15

Unknown

It's hard because I've got 15 mothers and about 25 kids and I need help because we need a childcare person Thursdays from 9 to 11. If anybody knows of anybody. And we need to because I tried to do the class once, we had childcare for about three months and then the wife pulled the childcare help out. So I thought, oh my God, where am I going to get help for childcare?

01:45:08:22 - 01:45:35:24

Unknown

So I started calling people and like, now I figured, hey, you guys know somebody that wants to do some volunteer work? So I ended up right on, get my phone number. I'm in the phone 100 under Rebecca or Taylor, the initial part of it anyway, so I called a woman at the Y who gave me the number of this woman who's in charge of a nursing program for San Francisco State who passed my number on to this woman who runs programing at the county jail, who wants to hire me to teach self-esteem to women in jail.

01:45:35:27 - 01:45:57:15

Unknown

In addition, she met. Yeah, it's really totally cool. And then \$40 an hour to do my same stuff, which is totally right on that. The point here is that you cannot be afraid to move square one to square two because you've never done it before, or you don't know who to talk to. Or what if they have an attitude toward you, or you don't like the way they look?

01:45:57:18 - 01:46:21:28

Unknown

I mean, you know, come on girls with attitude. Let's start talking to each other. only because this is sort of the last. The only thing I want to say is, you need to look at networking as getting better and practicing a new skill because that's what networking is. And you know what you may say? Well, sure, it's easy for them to say they've been doing it for 300 years, but that's not that's not true.

01:46:21:29 - 01:46:48:13

Unknown

We have to start someplace, right? And even now, you know, I feel awkward sometimes because I believe it or not, I do. I do have like my my times of awkwardness. And I had a lot of fear. I have to tell you that I get scared a lot sometimes, especially if it's new people or a new situation. But the thing I want to share with you about that is that the whole issue of pushing yourself forward, it's just like looking at your fear and journaling about it, writing about fear and moving on.

01:46:48:13 - 01:47:16:25

Unknown

Because if you don't do it for you, can you tell me who's going to do it? So it's critical. It's absolutely essential that you see yourself as an advocate and an ally for you, because you guys are it. You're it's so, you know, the next time you I mean, it's much easier to approach a brown face. I know this no matter where I am, and I know this no matter where I am, that I always say hi to people that look like me.

01:47:16:27 - 01:47:30:21

Unknown

So that's easy. That's a piece of cake. That's not what we're talking about. We're talking about approaching the people who have the juice, the ones that you know, that might be able to help you. And you can always start with, you know, I don't know if you can help me, but and you'll refine your technique and you'll get better at it.

01:47:30:25 - 01:47:48:25

Unknown

But do not let the fear stop you, because it's a natural thing to be scared. And the thing wonderful about learning to network once you develop your own style. And the truth is that we've got about 50 as many

people as are in this room. Different ways, styles and methods of doing. There is no one way that's absolutely a fact.

01:47:49:00 - 01:48:18:24

Unknown

And you may say, well, maybe I you know, if I do it wrong, there is no wrong. And every single time you do it, you'll learn something from it. You'll say, well, next time I'll be, different. And another thing to very, very, very important when people give you information or share anything with you, please, please don't ever forget to send a thank, you know, a \$0.32 stamp, a little bit of ink on a little envelope with a note in it, I tell you, can move mountains.

01:48:18:26 - 01:48:46:17

Unknown

I cannot begin to tell you the stories that I could about people who would call me back with more resources as a result of something as simple as a note that I grew up in the mail and I could say, leave a message on their answering device, but that's, you know, and so technology identified and we really try to be more human identified because the truth is because of our the we want to we want to be as, as hands on and real in terms of appreciating people as we can be.

01:48:46:19 - 01:49:08:03

Unknown

So does anybody have any comments or questions? Because I think we can look at that. Yes. Hello. I mean, I, I have a friend who tells me that networking is very important and shows how many people in business somebody can do business performance, how long or between the time that you call them or talk to them, should you wait?

01:49:08:03 - 01:49:33:18

Unknown

I mean, can you just keep the business cards a couple years down the line? They hey, you know, I mean, how long should you wait to call if you want to ask for something, to ask for something, or when do you know when it when we've been talking about something to ask what have you. I, I could have the business cards for, say maybe a couple of years and all of a sudden think what you need is for somebody else to tell me that I feel guilty because I don't feel guilty for the common question request.

01:49:33:20 - 01:49:48:17

Unknown

Because at the door, if somebody gives you a business card and you end up hanging on to it for a year or two, and then finally you need you need to connect with that person, or you find that you've got something they could use or you need help. And then she's embarrassed or guilty about trying to use them.

01:49:48:17 - 01:50:04:29

Unknown

After so much time passes, I'm going to tell you something good people. I refer to myself as a recuperating Catholic because that is the foundation of guilt. I don't have room in my life for guilt, because guilt is the thing that will bring you down and read on that don't feel bad. That's not personal. Personal story. So it's not directed to you.

01:50:05:02 - 01:50:20:07

Unknown

But the point here is happens because that's happened to me. What will happen is this a lot of times I just don't have the cards, don't ever throw any cards away, by the way, because I've done it and I regretted it because then people said, well, you have my card, don't you? Like I say, no, I trashed it last week when I was apart.

01:50:20:10 - 01:50:36:24

Unknown

I you say for just briefly, if you start a donor, you call them by saying, I'm sorry I haven't talked with you in so long. Or do you remember me? You probably don't. But I met you an ex situation two years ago, blah blah blah. But do not let the time factor get in your way and notice the guilt.

01:50:36:24 - 01:51:01:15

Unknown

Just notice it because it's okay to be guilty, but just notice that that's one of those little obstacles that we just need to get over. But again, remember something. If you're having a feeling and it doesn't serve you, you don't need it. Excluding self-control yes I did. Yeah, I was the say I could I took me home and they did it with me for swearing to live it and helped you.

01:51:01:17 - 01:51:24:16

Unknown

Yeah that's great. That's great. And you might want to drop them a note immediately. You know, like it doesn't matter. You said when do you write them. Well, just whenever you want to drop them with a note or give them a call. Yes. Well, I just wanna ask if there's any technique to become more active in the past, I mean, I've learned I've been great.

01:51:24:16 - 01:51:52:22

Unknown

I grew up saying women should be passive, women should not take control. And even now that I'm. I've been fighting against this for so long, it's still, you know, I do not take decisions without consulting. Is that rather than being selfish, if you do something to be positive for me, which is I just can't tolerate people in my defense.

01:51:52:25 - 01:52:11:20

Unknown

Yeah, well, how could just that change? Okay. This is basically briefly basically saying that all her life she's grown up passive and letting other people make decisions and consulting always with other people. And I think all our lives we will do that to a certain degree. But at some point what you have to do is decide who's going to drive your wagon.

01:52:11:22 - 01:52:28:25

Unknown

Is it going to be I no, or your mother, or are you going to drive your wagon? And you can do that in a loving and a respectful and conquering economy. But you need to do it. You just need to do it. And I don't know if you said something. Well, you just do have you if people say, well, how do you do it?

01:52:28:29 - 01:52:48:19

Unknown

Well, you just one foot and step right up. Another lesson. We didn't grow up knowing this stuff. No, no it's not it's not going to happen overnight. And it doesn't happen overnight. Rebecca saying just do it. That's easy for us to say. I mean, I'm 50, she's in her 40s, so it does not happen overnight. You take it one step at a time.

01:52:48:26 - 01:53:09:14

Unknown

There are workshops on on self-esteem. There are workshops on assertiveness. There are workshops. What you can do is say, this is an area I want to grow in, and you put it into your consciousness and you say, I want to learn how to be more assertive, okay. And tell yourself that this is your goal. Write that down is your goal.

01:53:09:16 - 01:53:33:19

Unknown

I want to learn to be more assertive. The next step is tell those that you trust in love. You have friends. You have family. Ask them. You'd be surprised how wonderful it is when I tell my friends, you know what it's like with Rebecca? I took a leave of absence and I haven't been to present for a year, and I needed to get some space in my life.

01:53:33:21 - 01:53:56:03

Unknown

And you know, when when she got a foundation, ask me. She got a Latina foundation, asked me to do this workshop. I decided that this was my coming out party. I said, Rebecca, this is you know, you realize I have not done speaking engagements and I'm good. I mean, I am damn good.

01:53:56:05 - 01:54:24:23

Unknown

And when I do workshops, I'm good. And the reason I'm good is because I come from my heart. Not just my head, but understand who we're sharing. We say, just do it. You can't just do it. It doesn't happen overnight. But what Rebecca's saying is, get the guilt out. Don't beat yourself up. Take little steps. One step I take is to say, Rebecca, this is my coming out debut, Chicana foundation.

01:54:24:23 - 01:54:50:21

Unknown

I've decided that you're the organization. I'm going to step out and expose myself again to the universe. After having taken some time away, saying I was burned out because I just gave and gave and gave and it was like no personal life. So put it in your consciousness. Write it down in your goals. Look for workshops on assertive training.

01:54:50:23 - 01:55:16:21

Unknown

Tell your best friends this is what I want to work on. I need your help. So when you see that I'm pulling back. When you see that I'm being passive or submissive and not expressing myself, I want you to just take my hand and just tell me, what do you feel? Share with me and you'll be surprised how the people around you that love you will help you.

01:55:16:24 - 01:55:39:18

Unknown

And once you do that, you start doing it on your own. You know, it's like when you learn to ride the bike and they were holding the bike in the back and you wheeled around and finally the person holding the bike let go and you took off like a bat out of life. You just flew like an eagle.

01:55:39:21 - 01:56:03:27

Unknown

That's what you want. A vision of the whole that like for you. And it matter who that person is. Four persons are. And then you're going to fly like an eagle, and then you're going to put that one aside and got this one under control. Assertiveness. What's next? Public speaking.

01:56:03:29 - 01:56:15:16

Unknown

Okay. and I go ahead and start with that. We've got I've got five minutes to do graduate school.

01:56:15:19 - 01:56:41:08

Unknown

and we still want to do conclusion. but let me tell you, it's I know I'm saying I only have five minutes for graduate school, but what I really want to emphasize is it communication and that we were having and I was having right now with you, this is far more important than anything I have to tell you about graduate school, because it's that empowerment.

01:56:41:10 - 01:57:08:23

Unknown

It's you loving you. It's me sitting here and being honest about. This is my coming out debut with She Got a Latina Foundation, and I'm glad I chose this, and I'm glad that I teamed up with Leca. So how awful person. As you can tell in graduate school, I teach in leadership class at San Jose State to freshman students, and I had a child.

01:57:08:23 - 01:57:34:16

Unknown

But last three years. And what I think in these are freshmen and transfer students. One of the things I do is tell them the part of their plan. And also I have them develop a, a map. They we do mapping and they bring pictures and collages, and we really do this whole mapping on goals. And part of it is for them to think graduate school.

01:57:34:18 - 01:58:14:29

Unknown

So when we talk, first time we meet, most of them are talking about by the time they're finished with my class, they're not talking BA, they're talking PhD. they're talking MSW, they're talking EDI they're talking to DS, you know, dental school, they're talking and they're talking law school. They're they're expanding their vision. Graduate school. The foundation is your undergrad in your undergraduate schooling.

01:58:15:02 - 01:58:42:15

Unknown

Get into your soul. As I said earlier, know who you are. What drives your jus like Rebecca, are so clear that this this is what life's my fire being here. Okay? What gives you that sense of satisfaction? What gives you that sense of flying? Like an eagle study? It lay the foundation. When you go for your master's, will you decide to go to medical school?

01:58:42:17 - 01:59:07:15

Unknown

You're going to start studying. If it's medical school, you know the sciences are going to be your area. Lay the foundation. If you want to teach English, learn what? We should all learn how to write well, but learn to lay the foundation. Do not wait till you finish with your B.A. do not wait to then say, I think I want to do this, and then what do I want to do?

01:59:07:17 - 01:59:34:26

Unknown

Not that that's not okay, but the lesson I learned when I went for my doctorate was that I was competing with all these other people in the doctoral program who knew when they got a B.A. and an MBA what they were going to do research on. They knew their area of interest. I went into it totally. I think I want a doctorate, but I don't know why.

01:59:34:26 - 01:59:59:23

Unknown

I, I knew I wanted to be a change agent. I knew I want to influence policy, but I didn't have the foundation. My master's is in psychology and I'm glad it is. but what I found by being with these other grad students was amazing, including the Chicanos. I was the other. There were six of us Chicanos in this program, not in the program, but on the campus at UCLA.

01:59:59:25 - 02:00:14:29

Unknown

Got it. You got it. So, and we found each other. We found each other. Networking, networking. we found each other. No, I just had five minutes. I have five more minutes.

02:00:15:02 - 02:00:46:23

Unknown

And the foundation that we're talking about here is that when we went there, we even with the Chicanos, they had gone to private school. They had gone to Catholic school. There were only two of us that had come from a public school system, and we were the least prepared. We were the least prepared. Now, the other thing is that graduate school is the foundation is totally undergrad.

02:00:46:26 - 02:01:15:08

Unknown

But you can start the networking, you start building the system. When you get into grad school, you continue your networking. You're internal in your external networking. I graduated with these Chicanos who graduate at different times, but we formed a Familia because we were all away from home. Sound familiar? Because it's part of our cultura. We there were. There are seven of us, seven of us total.

02:01:15:11 - 02:01:42:26

Unknown

sociology major, psychology major, three of us in education, one in law school. And then a Japanese joined us, one of my friends who's Japanese and a Jewish woman, because they loved what we had. We jogged together every other day. We had breakfast on Sundays. We went and meditated on the beach. When we wanted silence.

02:01:42:29 - 02:02:07:13

Unknown

We were our familia, and we learned from one another. And when a person burned out or had a stress attack anxiety attack, we were there and we put our feelers out. So we all shared whatever resources and information we had. And I learned the hard way that my preference was I got a job doing what I was doing outside the institution, and I made more money.

02:02:07:15 - 02:02:33:09

Unknown

But when the girls that got the jobs inside the institution had the contacts, got the scholarships, had good letters of recommendation, but I wouldn't have learned this had I not had that informal Promethean. Now, just to go over what's at this table so that you can help yourself. The one that I think is super good is call planning for college.

02:02:33:11 - 02:03:24:18

Unknown

I like these forums because you check off the boxes, the little boxes here, and it tells you what you need to do to plan for college. Really well done, very well. Laid it out.