



2018 Women's History Month
Mentoring and Civic Leadership Celebration
Quotations on Mentoring and Leadership



**Commission on
Gender Equity**

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INTRODUCTION

On Thursday, March 8, 2018, over 600 girls, women, and men from all backgrounds and gender identities--mentors and mentees--joined Mayor Bill de Blasio and First Lady Chirlane McCray for their Annual Mentoring and Civic Leadership Reception. The goal, on this International Women's Day 2018, was to uplift mentoring as a key strategy to advance women's leadership in the workplace and civic life, as well as to inspire girls and women to pursue leadership opportunities in the public and private sectors.

This digital booklet is a compilation of quotations from our commissioners of city agencies and attendees at the March 8th celebration. It also includes tips on strengthening the relationship between mentors and mentees.

We hope these quotes help strengthen your mentoring relationships and inspire you to pursue leadership opportunities as they emerge.

Jacqueline M. Ebanks
Executive Director
New York City Commission on Gender Equity

Tips for a Successful Partnership with Your Mentee

Expose your mentee to YOUR network.

Use your network to uplift your mentee and expand her own network. It is one of the most important aspects of mentoring.

Create a personal relationship rather than solely a professional mentorship.

Mentees are more likely to open up and come to you for support if they know you are committed to their wellbeing in addition to their professional development. Be honest with your mentee about what you are and aren't comfortable sharing and discussing.

Make time for your mentee.

Everyone's busy. But, a successful mentoring relationship is dependent upon communication, in all its forms. It is discouraging for mentees to feel as though you don't have time for them.

Invest in your mentee's success.

The best mentors go beyond just meeting with their mentee every so often. Be a resource and advocate for your mentee!

Acknowledge gender issues exist and how they affect you.

Young women may have different professional experiences compared to their male counterparts. Validate experiences and help individuals navigate through their professional career given any obstacles related directly to gender.

Tips for a Successful Partnership with Your Mentor

Set realistic expectations.

Remember that your mentor is a human being. While they can advocate for you, and give advice, don't expect them to completely change the trajectory of your career.

Help your mentor help you.

Your mentor can only help you if they know what you need. Don't be embarrassed to tell them about any challenges you're having.

Follow through.

If you and your mentor set goals or action steps, follow through on them! Your mentor is there to help you, but they will quickly lose interest if they see you're not dedicated.

Be yourself and don't be afraid to open up.

While it may be awkward to start a mentoring relationship, be open because the more your mentor knows you, the more they'll want to help you.

Respect your mentor's time.

Your mentor volunteers their time to be a resource to you. Be respectful of their time by coming to meetings prepared, following through, and cancelling with sufficient notice.

TAKE ACTION

- 1. Join a mentoring network and/or civic engagement organization.**
 - Eleanor’s Legacy—www.eleanorslegacy.com
 - Ellevote Network—www.ellevotenetwork.org
 - Emily’s List—www.emilyslist.org
 - Higher Heights—higherheightsforamerica.org
 - League of Women Voters—www.lwvnyc.org
 - New American Leaders—www.newamericanleaders.org
 - VoteRunLead—www.voterunlead.org
 - Voto Latino—www.votolatino.org
 - Women’s City Club of New York—www.wccny.org
- 2. Commit to prioritizing and improving your mentoring partnership.**
- 3. Send comments/suggestions to genderequity@cityhall.nyc.gov on:**
 - How you’re prioritizing and improving your mentoring partnership
 - How CGE can continue its support of your mentoring and leadership development activities
- 4. Attend your Community Board’s upcoming meeting.**
 - Visit www.nyc.gov/cau to locate your community board

ABOUT THE COMMISSION ON GENDER EQUITY

Created in June 2015, the Commission on Gender Equity (CGE) works with city agencies to address issues of inequity and discrimination facing girls, women, and transgender and gender non-conforming individuals regardless of age, ethnicity, immigration status, sexual orientation, socioeconomic status, and physical and mental ability.

CGE fulfills its mandate by:

- Studying the nature and extent of inequities facing women and girls in the City and their impact on the economic, civic, and social well-being of women, girls, and TGNC individuals,
- Advising on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies,
- Making recommendations to the Mayor and City Council for the reduction of gender-based inequality,
- Reporting annually to the Mayor and City Council on its activities over the previous twelve months, goals for the following year, and recommendations to advance gender equity.

For more information and to contact the Commission on Gender Equity, please send an e-mail to genderequity@cityhall.nyc.gov.

QUOTATIONS

Chirlane McCray

First Lady of New York City

“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

-Audre Lorde

Shahara Ahmad-Llewellyn

President, S. Ahmad-Llewellyn Family Foundation

Drawing on your own personal pool of strength to move forward with grace and courage, is yours to do for yourself.

Janet Alvarez

Commissioner, NYC Tax Commission

“Never give up until the miracle happens...and believe it will happen. The secret of success is constancy to purpose.”

- Benjamin Disraeli

“Attitude is a little thing that makes a big difference.”

- Winston Churchill

“Work smart, be yourself and always remember to smile.”

- Janet Alvarez

Steve Banks

Commissioner, NYC Department of Social Services

“To the wrongs that need resistance, to the right that needs assistance, to the future in the distance, give yourselves.”

- Carrie Chapman Catt

Ana M. Bermúdez

Commissioner, NYC Department of Probation

Trust the process. Without conflict there can be no progress.

Gregg Bishop

Commissioner, NYC Small Business Services

Culture eats Strategy.

Darren Bloch

Executive Director, Mayor’s Fund to Advance NYC

A goal without a plan is just a dream.

Grace Bonilla

Administrator, NYC Human Resources Administration

“If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader.”

- Dolly Parton

Daniel D. Brownell

Commissioner and Chair, NYC Business Integrity Commission

The work of a leader is the future. A future of new possibilities, empowerment and reconciliation.

For us, a leader is distinguished by the presence of the following essential qualities, properties and characteristics:

- compassion for and acceptance of our interdependence and our shared human condition;
- the ability to relate to others and understand the world from their perspective;
- a stand for the creation and fulfillment of new possibilities;
- the generation of actions and results consistent with those possibilities;
- an accountability for the whole and not just for one part or area;
- the practice of integrity that begins with giving and honoring your word

Leaders create a space or environment in which leadership in others can emerge and flourish. They awaken themselves and others to make a difference, even in the presence of fear, uncertainty and resistance.

We affirm leadership to be an inherent capacity within human beings to initiate and sustain conversations and actions through which things happen that otherwise would not have happened.

Lisa Candella

NYC Department of Probation

If the plan doesn't work, change the plan, not the goal.

Ellyn Canfield

Executive Director, NYC Mayor's Office of Citywide Event Coordination and Management

“Abandon the cultural myth that all female friendships must be bitchy, toxic, or competitive. This myth is like heels and purses—pretty but designed to SLOW women down.”

- Roxane Gay

Sherry Chan

Chief Actuary, NYC Office of the Actuary

If someone ever tells you something is impossible, or otherwise discourages you from your dreams, or perhaps you, yourself, are deflated after being met with an unsuccessful attempt in something you set out to achieve, rise above that, refocus yourself on your inner voice, and believe you CAN.

Bill Chong

Commissioner, NYC Department of Youth and Community Development

Aside from being the son of Chinese immigrants growing up in Brownsville, one of the greatest influences in my life has been to have four strong women in my childhood – a stay at home mother and three older sisters. They instilled in me a sense of compassion and empathy for others which is probably why I choose a career in activism and public service.

Beverly Cooper Neufeld

President, PowHer NY

You don't find your 'life's work.' It finds you through circumstances, opportunities, and challenges. You have to be willing to take the journey, to keep learning, to take risks, to seek help, and to envision and build the world as it could be.

Donna Corrado

Commissioner, NYC Department for the Aging

"Always tuck an umbrella somewhere near, even when the sun is shining."

– Grandma Josie (Commissioner Corrado's Grandmother)

"The best leaders are humble enough to realize their victories depend upon their people."

– John C. Maxwell

"Leaders must encourage their organizations to dance to forms of music yet to be heard."

– Warren Bennis

Mallika Dutt

Commissioner, NYC Commission on Gender Equity

My personal happiness and freedom is connected with the wellbeing of all communities, all species, indeed, all of earth. It is from this place of interconnectedness that I seek to align people, purpose, and planet.

Jacqueline Ebanks

Executive Director, NYC Commission on Gender Equity

"You are a child of the universe no less than the trees and the stars; you have a right to be here."

-Desiderata, Max Ehrmann

Joseph Esposito

Commissioner, NYC Emergency Management

We are put on this earth to help people.

Cecelia Gaston

Executive Director, Violence Intervention Program

When asked why I do the work I do, I respond, these families are raising the next generation of Latinxs. As goes the quality of life for "mom" so goes the quality of life for the whole family.

Paula Gavin

Chief Service Officer, NYC Service

Lead the change you want to see in the world. Be mission driven, results oriented and people focused.

Alicia Glen

Deputy Mayor for Housing and Economic Development

“You must do the thing you think you cannot do.”

- Eleanor Roosevelt

David Hansell

Commissioner, NYC Administration for Children’s Services

“Leadership should be born out of the understanding of the needs of those who would be affected by it.”

- Marian Anderson

Phylicia Henry

Director, The Black PEARL Program

All mentees, especially the young women of The Black PEARL Program are capable of excellence, growth, and success. It is important to understand that challenging situation are temporary but out of those situations, greatness is formed. Black Pearls are found 1 in every 10,000 oysters. With the exceptional beauty, uniqueness, and rarity they possess, it is important for every girl to know that they are a Black Pearl waiting to be discovered.

Maya Jakubowicz

Managing Director of Finance and Administration, Mayor’s Office

“No person, trying to take responsibility for her or his identity, should have to be so alone. There must be those among whom we can sit down and weep, and still be counted as warriors.”

- Adrienne Rich

Matthew Klein

Director, NYC Center for Economic Opportunity

“We who believe in freedom can not rest until it’s won....”

- Ella Baker

“I have had about 40-50 years of struggle...It takes organization, it takes dedication, it takes the willingness to stand by and do what has to be done, when it has to be done.”

- Ella Baker

Marisa Lago

Chair, Department of City Planning

“I never focus on what I have done, but only on what I have yet to do.”

- Marie Curie

Sherry Leiwant

Co-Founder & Co-President, A Better Balance: Work and Family Legal Center

Women's History Month is about celebrating the past—the awesome history of women struggling for liberation and equality—but it is also about embracing the future in the form of young women who are ready to fight to move the struggle further for themselves and their children. This past year has demonstrated the amazing bravery, intelligence and strength of young women all over this country and here in our city. We should be really proud to come together to acknowledge how amazing they are and what we know they will accomplish.

Carmelyn Malalis

Commissioner/Chair, NYC Commission on Human Rights

Be comfortable being yourself.

Justin Moore

Executive Director, NYC Public Design Commission

“Once people know how important their environment is, they can make it better.”

– Mojdeh Baratloo

“A disciplined mind and cultivated heart are the elements of power, as well as unfailing sources of enjoyment, recognized and felt in all the relations and pursuits of life.”

– Caleb Mills

Daniel Nigro

Commissioner, NYC Fire Department

“None of us will be able to visualize or realize what the world will be like a hundred years from now...but the spirit, the life and the sacrifice of those men and women will be remembered. And though they are gone, their names will live on in this Department forever. Those of you here now, keep going, keep supporting each other, be kind to each other, love each other, and work together.”

– Father Mychal Judge, FDNY Chaplain, September 10th, 2001

Father Judge made this statement during his homily at a mass for a firehouse dedication in the Bronx. 24 hours later, on September 11th, Ft Judge was killed as he responded to the World Trade Center. His remarks that day are often quoted at FDNY events, especially around the anniversary of September 11th.

Cecile Noel

Commissioner, Mayor's Office to Combat Domestic Violence

“A mentor is someone who allows you to see the hope inside yourself.”

– Oprah Winfrey

Shola Olatoye

Chair, New York City Housing Authority

“Keep going.”

- Harriet Tubman

“Our dilemma is that we hate change and love it at the same time; what we really want is for things to remain the same but get better. “

- Sydney J. Harris

“If they don’t give you a seat at the table, bring a folding chair.”

- Hon. Shirley Chisholm

Sonia Ossorio

President, National Organization for Women - New York City

If we want to see progress, we need to see women with a seat at the table -- and sometimes you may need to bring your own chair.

Dr. Herminia Palacio

Deputy Mayor, Health and Human Services

Live every day as if you’re going on vacation tomorrow.

Silda Palerm

Chair, Violence Intervention Program, Inc.

There is nothing more rewarding than seeing a young woman you have mentored come into her own.

Dr. Sarah Sayeed

Senior Advisor, NYC Mayor’s Community Affairs Unit

“Mentors and apprentices are partners in an ancient human dance, and one of teaching’s great rewards is the daily chance it gives us to get back on the dance floor. It is the dance of the spiraling generations, in which the old empower the young with their experience and the young empower the old with new life, reweaving the fabric of the human community as they touch and turn.”

- Parker Palmer, *The Courage to Teach*

Regina Schwartz

Director, NYC Public Engagement Unit

“You may not always have a comfortable life and you will not always be able to solve all of the world’s problems at once but don’t ever underestimate the importance you can have because history has shown us that courage can be contagious and hope can take on a life of its own.”

- Michelle Obama

Maryanne Schretzman

Executive Director, NYC Center for Innovation through Data Intelligence

We all have a unique part to contribute. Be the love. Honor your gifts and don’t let anyone stop you, especially yourself.

Mitchell Silver

Commissioner, NYC Department of Parks and Recreation

When tough times come, you have two choices – to be bitter or better. Make the right choice.

True vision has three elements: hindsight, insight and foresight.

Celeste Smith

Commissioner, NYC Commission on Gender Equity

“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure...We ask ourselves, ‘Who am I to be brilliant, gorgeous, talented, fabulous?’ Actually, who are you not to be?”

- Marianne Williamson

Loree Sutton

Commissioner, NYC Department of Veterans’ Services

“Progress is never permanent, will always be threatened, must be redoubled, restated and reimagined if it is to survive.”

- Zadie Smith

Pauline Toole

Commissioner, NYC Department of Records and Information Services

“When your days get dreary with the low, hovering clouds of despair and your nights are as dark as a thousand midnights, let us remember that there is a creative force in this universe working to tear down the gigantic mountain of evil. It is a power able to make a way out of no way and bring your dark yesterdays into bright tomorrows. Let us realize that the arc of the moral universe is long, but it bends toward justice.”

- Dr. Martin Luther King, Jr.

“I had an immense advantage over many others dealing with the problem. I had no fixed ideas derived from long-established practice to bias my mind, and did not suffer from the general belief that whatever is, is right.”

- Henry Bessemer

“The most common way people give up their power is by thinking they don’t have any.”

- Alice Walker

Maria Torres-Springer

Commissioner, NYC Department of Housing Preservation & Development

“Keep going. You are almost there!”

- My daughter Leah Torres-Springer, 6 years old at the time

Daniel Walsh

Director, NYC Mayor’s Office of Environmental Remediation

“Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won’t feel insecure around you.”

- Marianne Williamson

Varsha Waishampayan

CEO and Lead Founder, WINGS for Growth

“There is never a bad time to do good — it’s just a matter of priorities.”

- Late Father of Varsha Waishampayan

This quote inspired Varsha to found “WINGS for Growth” to develop women leaders of the next generation.

Daniel Zarrilli

Chief Resilience Officer, Mayor’s Office of Recovery and Resiliency

“To achieve great things, two things are needed; a plan, and not quite enough time.”

- Leonard Bernstein

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www.nyc.gov/genderequity

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