



CONTINUOUS LEARNING OPPORTUNITIES

We hope you enjoyed the 2020 Virtual Texas Conference for Women! To help extend the learning beyond Conference day, we have provided a guide below with ideas and additional resources that can be utilized to encourage dialogue and support ongoing professional development throughout the year.

KEEP THE CONVERSATION GOING

- Host quarterly panel discussions with company executives or team members around a select topic (see books from Conference speakers below for some ideas).
- Select 2-3 employees that attended this year's Conference to share some of the things they learned from specific sessions during an upcoming Women's ERG meeting.
- Launch a book club or reading circle amongst employees to dive deeper into topics and share perspectives in an intimate setting (see books from Conference speakers below for some ideas).
- Gather attendees to submit their favorite quote or takeaway from the Texas Conference for Women experience via an internal chat channel (or use an existing Women's ERG channel).

TEXAS CONFERENCE FOR WOMEN RESOURCES

Resource Center for Confronting Racial Injustice

Now more than ever, we stand together to join the voices calling for change and call on women to support one another to achieve equality for people of color. Featuring speakers within the CFW community as well as external thought-leaders, these anti-racism resources have been curated and shared to amplify the voices of Black women and women of color, and to help us learn and take action together. WE are the women the world needs now, and we are ready to act.

For more information, visit: www.conferencesforwomen.org/confronting-racial-injustice

Best Breakouts

Best Breakouts from the Conferences for Women is a new audio series that offers timeless insights from our archives to help you advance at work and in life. Each month, we'll offer more new breakout sessions from our live events, hand-picked to help you navigate challenges women face today.

To listen, visit: www.conferencesforwomen.org/best-breakouts

Women Amplified, a Conference for Women podcast hosted by Celeste Headlee

Inspiration meets practical advice in this podcast from the nation's largest network of conferences for women in the workplace. We cover topics around leadership, career advancement, self-care, transitions, and other relevant issues that women face. In 30-minutes a month, we want to help you navigate life in your career and at home and bring your best "you" to all that you do!

To subscribe, visit www.conferencesforwomen.org/podcast/

Conference Website

Also, be sure to visit the Conference website www.txconferenceforwomen.org throughout the year for additional resources, learning opportunities, and experiences.

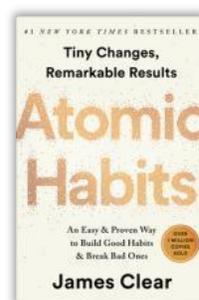
BOOKS AND DISCUSSION STARTERS: BREAKOUT SESSIONS

Breakout sessions at this year's Texas Conference for Women offered unique strategies and insights about leadership, career advancement, personal development, and more. Start a discussion in your office about these topics—or keep the conversation going—using the following discussion starters or "book club" questions.

Books are available for purchase at the Texas Conference for Women online bookstore at www.bookpeople.com/texas-conference-women-2020.

Atomic Habits by James Clear

As daily life has shifted in unprecedented ways, so have our habits—both good and bad. Many people struggle when they try to drop bad habits and develop good ones—simply because they lack the right system. No matter your goals, James Clear offers practical strategies for how to form good habits, break bad ones, and master the tiny behaviors that lead to remarkable results.

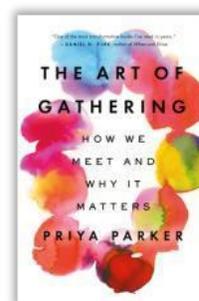


Book Club Questions:

1. What examples do you have from your life of small changes resulting in big impact over time?
2. How could you reduce the friction to make good habits easier to do? How could you increase the friction to make bad habits harder to do?
3. How have your habits changed since the start of the pandemic?

The Art of Gathering by Priya Parker

This year has rocked our vision of what a gathering should look like, and what is even possible. But it is also an opportunity to re-evaluate the quality of our past gatherings and re-envision future ones. Drawing on her expertise as a facilitator of high-powered gatherings around the world, Parker takes us inside events of all kinds to show what works, what doesn't, and why. She investigates a wide array of gatherings — conferences, meetings, a courtroom, a flash-mob party, an Arab-Israeli summer camp—and explains how simple, specific changes can invigorate any group experience.

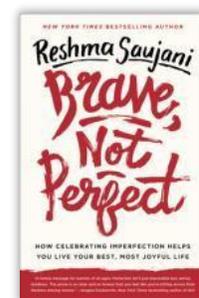


Book Club Questions:

1. Has the reason or intention behind why you meet with your team changed since the beginning of the pandemic?
2. How have you adjusted your meetings in this new virtual environment to remain connected to your team?
3. How will Thanksgiving be different for you this year? How will you connect with family and friends during this holiday?

Brave, Not Perfect by Reshma Saujana

In these crazy times when we're all trying to keep our heads above water, imagine what it would feel like to finally embrace imperfection. To not worry about pleasing everyone all the time and to feel courageous enough to step outside your comfort zone or risk rejection to seize exciting new opportunities. Girls Who Code founder and CEO, Reshma Saujana, shares inspiring insights into how to end women's love affair with perfection and rewire ourselves for bravery.



Book Club Questions:

1. How has striving for perfection impacted your life and career?
2. What small ways are you practicing bravery in your life?
3. How do you encourage your team members to step off the safe path and be brave in their work?

Breaking through Systemic Inequalities with Wade Davis

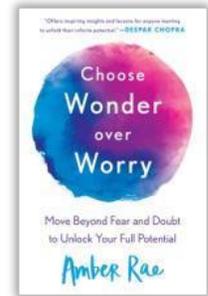
We are at a significant turning point in challenging systemic inequality and being a “good person” in this battle is clearly not enough anymore. How do you become a change-maker in your organization and help to permanently remove the barriers faced by marginalized communities? Drawing on his firsthand experiences defusing and redirecting hate, former NFL player Wade Davis shared his personal story and real-world solutions to combat various systems of oppression.

Discussion Starters:

1. How do people in positions of privileged benefit from systemic oppression? How are people in positions of privilege harmed by systemic oppression?
2. Have you had your own “sweetie, calm down” moment? How did you address it or make amends?
3. If you existed in a world free from systemic oppression, how would things be different? How would you be different?

Choose Wonder Over Worry by Amber Rae

Worry. Fear. Doubt. This is a scary time for many and these feelings can stifle a dream, hinder a relationship, or bring your life and career to a halt. While we often think fear is a challenge to overcome, what if instead it's an ally on the path to unlocking your full potential? Author, speaker, and artist Amber Rae urges us to "choose wonder" in times of discomfort and shares a unique approach for understanding the hidden meaning in our emotions by dialoguing with them.

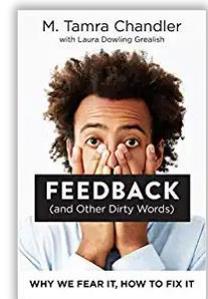


Book Club Questions:

1. What examples do you have of worry or anxiety slowing you down at work?
2. What strategies do you have for being curious about challenging emotions?
3. How do you connect with the "different voices" in your mind? How do you connect with your wise voice?

Feedback (And Other Dirty Words) by Tamra Chandler

For many of us, providing "feedback" is one of the toughest parts of being a leader. We want to motivate our team to improve, learn new skills and strive for success, but often employees receive the feedback with resentment and self-doubt. Understanding how others experience us provides valuable opportunities for us to learn and grow in any work environment, including a virtual one. This session will help you learn how to take the sting out of providing feedback and reclaim it as a motivating, empowering experience. You will gain insight into how to minimize the negative physical and emotional responses that can erode trust and shut down communication. You will learn how to give and receive effective, focused, and fair feedback so you can put these ideas into action.

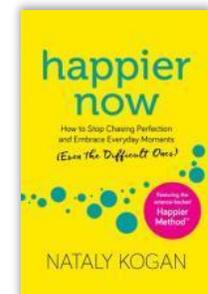


Book Club Questions:

1. What is the hardest part for you as a leader about giving feedback?
2. What is most important to you to learn about when seeking feedback?
3. Who do you seek feedback from on a regular basis? Who do you give feedback to on a regular basis?

Happier Now by Nataly Kogan

Emotional health and happiness are more than nice-to-have feelings. They are essential skills, that can make you a more effective leader who is better able to lead your team to be their best and improve productivity, creativity, communication, and performance. And the good news is that emotional health can be improved and cultivated, even in challenging times. Nationally recognized emotional health expert, Nataly Kogan, shares the mindset shifts and skills that can help you boost your well-being and emotional health skills so that you and your team will thrive. You will learn strategies to manage stress, develop a culture of gratitude, and build trust so that everyone feels more uplifted, resilient, motivated, and connected, even when working remotely.



Book Club Questions:

1. What has been the biggest challenge to you as a team leader trying to support your team since the pandemic began?
2. What are the strategies you use to foster a sense of human connection and collaboration with your team while working remotely?
3. Do you have a regular practice of expressing gratitude to your team? If not, how might you integrate gratitude into your communication?

How to Lead Inclusively in Times of Volatility with Michelle Kim

There is no question inclusive leadership is an imperative for the modern workplace. Yet, despite good intentions, many people remain feeling unprepared to engage in important—and at times uncomfortable—conversations and actionable steps that will lead to true equity for all. What truly inclusive leaders have figured out is that it's not about training or checking any box, but about taking the time to get to know the people on your team so you can incorporate their life experience into your leadership practice. DEI thought leader Michelle Kim shared very personal stories of discrimination and how she turned those experiences into a pursuit of universal equity.

Discussion Starters:

1. Have you experienced performative allyship? What was that like?
2. What is your “why” for being an inclusive leader? How did you identify your “why”?
3. How do you check in with your team during times of distress or crisis?

It's About Time by Valorie Burton

For many years, it's felt like we've been racing the clock every day – and still not getting everything done. At least, that's how we felt at the beginning of 2020. Enter a global pandemic and now we aren't even racing anymore. Instead, the hectic pace of our new lives is threatening to overwhelm us. We may even worry that there's no time for some of our most important goals and dreams in this new normal. But it doesn't have to be this way. In her new book, Valorie Burton equips readers to be fully present, more productive, and truly satisfied in a world where constant pressure and demanding schedules have become the new normal.



Book Club Questions:

1. How have you observed the differences in how successful women allocate their time and energy?
2. Between work and home, the pandemic has overwhelmed many women. How have you re-prioritize your time?
3. Valorie Burton uses the phrase “Time Poverty” to describe the hectic pace that many women endure. What are your strategies for spending your time on meaningful or purposeful work?

BOOKS AND DISCUSSION STARTERS: KEYNOTES AND OTHER SPEAKERS

***Being a Dangerous Woman: Embracing Risk to Change the World* by Pat Mitchell**

Pat Mitchell is the co-founder, curator, and host of TEDWomen. Throughout her career as a journalist, Emmy-winning producer and groundbreaking executive, she focused on elevating women's stories and increasing their representation everywhere. She is chair of the Sundance Institute and the Women's Media Center boards and a trustee of the VDAY movement, the Skoll Foundation, and the Woodruff Arts Center. She is an advisor to Participant Media and served as a congressional appointment to The American Museum of Women's History Advisory Council. She is the author of *Becoming a Dangerous Woman: Embracing Risk to Change the World*. @patmitchell

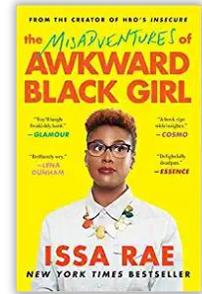


Book Club Questions:

1. Pat Mitchell was the first woman president of PBS, CNN, and the Paley Center for Media. Who are the women or men who were trailblazers in your industry?
2. Pat Mitchell has said, “dangerous times call for dangerous women.” In what ways are these challenging times calling on us to be bolder, braver, or more daring in our solutions or responses?

***The Misadventures of Awkward Black Girl* by Issa Rae**

Issa Rae is a producer, actress, and writer. With her own unique flare and infectious sense of humor, Rae first garnered attention for her award-winning web series and the accompanying *New York Times* best-seller, *The Misadventures of Awkward Black Girl*. She created and stars in the hit HBO show, *Insecure*, for which she received an Emmy® nomination and two Golden Globe® nominations. Rae made her film debut in the acclaimed drama, *The Hate U Give*, and most recently starred in the romantic comedy, *The LOVEBIRDS*. @issarae

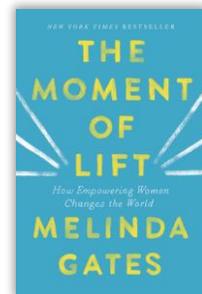


Book Club Questions:

1. How can humor deflect awkwardness or anxiety? Can it be a hindrance as well?
2. If you can relate to Issa Rae's introversion, how has being an introvert impacted your life?
3. Issa Rae writes about the stress of living up to media stereotypes. What stereotypes have been projected onto you and how have you deflected those assumptions?

***The Moment of Lift* by Melinda Gates**

Melinda Gates is a philanthropist, businesswoman, and global advocate for women and girls. As co-chair of the Bill & Melinda Gates Foundation, she shapes and approves the foundation's strategies, reviews results, and sets the organization's overall direction. Together, Bill and Melinda meet with grantees and partners to further the foundation's goal of improving equity in the United States and around the world. Through her work at the foundation over the last twenty years, Gates has seen first-hand that empowering women and girls can transform the health and prosperity of families, communities, and societies. Her work has led her to focus increasingly on gender equity as a lever for change. In 2015, she founded Pivotal Ventures, an investment and incubation company working to drive social progress for women and families in the United States. She is also the author of the bestselling book *The Moment of Lift*, in which she introduces readers to the inspiring women she has met during her work and travels around the world and shares her own journey to becoming an advocate for women and girls. @melindagates @gatesfoundation



Book Club Questions:

1. In *The Moment of Lift*, Melinda Gates shares individual's stories as a way to inspire us to lift each other up. Are there individuals who you feel you've helped to lift up? Who has helped lift you up?
2. What role has education played in your success?
3. Women's unpaid labor is a central topic of this book. What is your perspective on unpaid labor at home or in the workplace? How has that changed since the start of the pandemic?

***Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving* by Celeste Headlee**

Celeste Headlee is a communication and human nature expert, an internationally recognized journalist and radio host, professional speaker, and author of bestselling book *We Need To Talk: How To Have Conversations That Matter* and her latest, *Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving*. Her TEDx Talk, *10 Ways to Have a Better Conversation*, has been viewed over twenty-three million times. @celesteheadlee

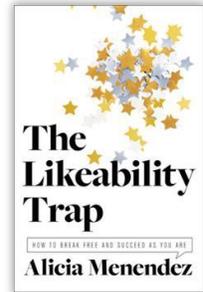


Book Club Questions:

1. What impact does being busy have on your work and on your life?
2. Has your relationships to busyness changed since the beginning of the pandemic?
3. What strategies do you use for doing less?

***The Likeability Trap* by Alicia Menendez**

Alicia Menendez is an anchor on MSNBC. She is also the author of *The Likeability Trap* and host of the “Latina to Latina” podcast. Menendez joined MSNBC in October 2019. Prior to joining the network, Menendez served as a correspondent on “Amanpour & Company” on PBS and formerly hosted a nightly news and pop culture show on Fusion called “Alicia Menendez Tonight.” Her reporting and interviews have appeared on ABC News, Bustle, FusionTV, PBS and Vice News. Born and raised in New Jersey, Menendez has been called “Ms. Millennial” by The Washington Post, “journalism’s new gladiator” by Elle, and a “content queen” by Marie Claire. @aliciamenendez

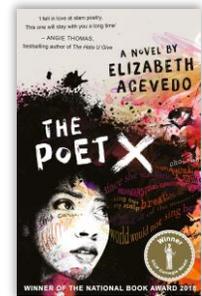


Book Club Questions:

1. How have you seen “The Likeability Trap” play out for women in media or politics?
2. Which leaders do you admire and what qualities do they possess? Are they always “likeable”?
3. How has being “likeable” helped your career? How has being “likeable” hurt your advancement?

***The Poet X* by Elizabeth Acevedo**

Elizabeth Acevedo is a *New York Times* bestselling author of *The Poet X*, *With the Fire on High*, and *Clap When You Land*. Her critically-acclaimed debut novel, *The Poet X*, won the 2018 National Book Award for Young People’s Literature. She is also the recipient of the Printz Award for Excellence in Young Adult Fiction, the CILIP Carnegie Medal, and the Boston Globe-Hornbook Award. Additionally, she was honored with the 2019 Pure Belpré Author Award for celebrating, affirming, and portraying Latinx culture and experience. Her books include, *Beastgirl & Other Origin Myths* (YesYes 2016), *The Poet X* (HarperCollins, 2018), and *With The Fire On High* (HarperCollins, 2019). She earned a BA in performing Arts from The George Washington University and an MFA in creative writing from the University of Maryland. Acevedo has been a fellow of Cave Canem, Cantomundo, and a participant in the Callaloo Writer’s Workshops. She is a National Poetry Slam Champion. @acevedowrites



Discussion Starters:

1. Elizabeth Acevedo read “For the Poet Who Told Me Rats Aren’t Noble Enough Creatures for a Poem” at the Texas Conference for Women. What animal would you write an ode to?
2. In the second poem Elizabeth Acevedo read, “You Mean You Don’t Weep at the Nail Salon?”, the poet talks about a moment of connection at the nail salon. What kinds of connections have you been missing during the pandemic?