

***Ain't I A Woman: A  
Dialogue for Womxn and  
Femmes of Color on Being  
“Enough” as Professionals***

**UC Davis**

**Aggies Leading the Way, 2019**

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*Painting of woman with afro  
with title of session written  
over afro section of painting.  
From [paintingsperfect.com](http://paintingsperfect.com)*

# Introductions & Workshop

## Overview

Through this session, participants will:

- Engage in sharing around challenges and triumphs they've experienced as womxn and/or femmes of color in higher education
- Reflect on their own specific experiences with imposter syndrome, along with strategies to challenge this phenomenon in their work
- Learn about and practice boundary setting in their current or desired role on campus
- Develop a personal self-care plan to utilize in their current or desired role on campus

# Imposter Syndrome

“The feeling that your achievements are not real or that you do not deserve praise or success” or “the deep seeded sense that a particular place, community, etc. is not for you, that you do not belong”

adapted from Cambridge English Dictionary

## Imposter Syndrome Assessment

- Fill out the assessment as honestly as you can, using the ratings provided.
- Consider your “imposter” feelings in white spaces, along with experiences within your community.
- Add up your responses at the end.

# Speak Truth to Power

In small groups, discuss:

Take a moment to reflect on your assessment results. How do they do they feel to you?

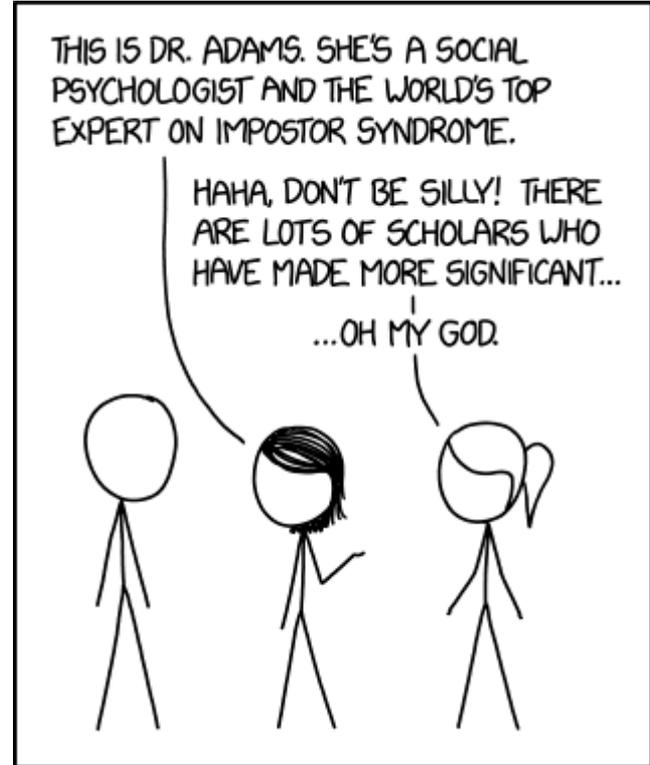
How do you navigate the tension between “fitting” into communities of color and “fitting” into white spaces?

# Large Group Share Out

# Debrief: Imposter Syndrome

## “Themes”

- Anticipating failure  
*statements 1, 3, 4, 14, 15, 18*
- It was nothing...really  
*statements 5, 9, 10, 16*
- The Comparison Trap  
*statements 17 & 20*
- Fear of being “found out”  
*statements 2, 6, 13*
- Unrealistic expectations of self  
*statements 7, 8, 12, 19*





What are the consequences of  
unchecked imposter  
syndrome?



# Setting Healthy Boundaries

In small groups, discuss:

- What are some ways you set boundaries? Are those working? Why or why not?
- What are some ways you would like to set boundaries?
- What is getting in the way of you setting boundaries?

# Boundary Setting Tips

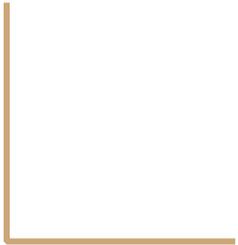
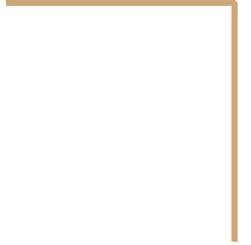
- Schedule lunch times in calendars and keeping that time. Plan a lunch date with a colleague if you have to commit to someone else in order to not schedule over it.
- Put a tagline in your email signature stating that you stop checking it after a particular time/on weekends.
- Identify your priorities. Use personal goals, values, and even your position description to assess how your time *should* be spent. Now ask, does this additional task take away from my priorities, including what I was hired to do?
- Practice saying “no, but...” maybe you can’t fully commit to something, but you can support in a smaller way.
- Learn to let go. Ask yourself, “what is the worst that can I happen if I don’t...” Chances are, the world will still keep turning.



**Let's Practice!**



# Large Group Debrief



# Self-Investment Pledge



**I PLEDGE TO CELEBRATE MY  
OWN DOPENESS AND SPEND  
AS MUCH TIME ADMIRING MY  
OWN ACHIEVEMENTS AS  
MUCH AS I SPEND ADMIRING  
THOSE OF OTHERS.**

#SELFCAREPLEDGE

ESSENCE

**I PLEDGE TO NOT LOOK  
OUTWARD FOR VALIDATION**

I am my best cheerleader. Who else can love me and see  
me for who I am better than me?

#SELFCAREPLEDGE

ESSENCE

**I PLEDGE TO ASK FOR WHAT I WANT**

If the answer is "no," you'll live. You will feel  
better—and sleep better—when you've made  
your requests known.

#SELFCAREPLEDGE

ESSENCE