

A Message from Our President, Brenda Comisar

Welcome to the Fall / Winter 2018 TWA Newsletter. I am thrilled to share some great achievements with you.

The 30th Annual International TWA Conference was an incredible success!

Thank you so much to this year's conference co-chairs MJ Bulmer from Canada and Maria Liuzzo from the UK, as well as their fabulous committee. October 12-14th, we gathered in spectacular Niagara Falls, Canada, for a wonderful weekend of networking, learning, and growth. We heard from John Visentin regarding the future direction of Xerox, as well as his commitment to diversity at the company. He answered participant questions that ranged from organizational strategy to communications vehicles to his favorite wine. Keynote speakers Kim Kleps, Cheryl Adas, Karen LaGraff, Talya Meyerowitz, and Peter Katz inspired us. We listened to motivating X-Talks, had the opportunity for Executive Interviews, heard a great panel, and participated in interesting and relevant workshops. Of course, there were also fun outings and socializing. Take a peek at the pictures from this year's event in the Conference Photo section.



At the this year's conference, we were able to make an exciting announcement. Mike Feldman, President of North America Operations, and our TWA Corporate Champion, has extended his commitment as Champion for an additional year. We are so pleased to have his continued support.

Award for Xerox India

Congratulations to Xerox India on being selected as a 2018 Working Mother & AVTAR 100 Best Company for Women in India! The results were based upon a survey that focused on organizational practices and programs for gender inclusion. The areas in which they excelled were culture, safety and security, and benefits. Having a strong TWA caucus group was another key highlight cited in the results.

UK & Ireland Kickoff

Lisa Oliver kicked off the UK & Ireland's first event with a fireside chat with Executive Committee members Mary McHugh and Joanne Collins Smee. This great discussion covered work ethic, career defining moments, confidence, sponsorships, work-life balance, and the benefits of having a women's network.

Volunteer with TWA

Are you interested in getting more involved with TWA? We have a few board positions currently open. Please let me know if you wish to explore this leadership opportunity. I can be reached at Brenda.Comisar@xerox.com. I look forward to hearing from you!



2018 TWA Conference Co-Chairs
MJ Bulmer and Maria Liuzzo

*"There is no limit to what
we, as women,
can accomplish."*
— **Michelle Obama**

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The Positive Difference Award—2018

The Positive Difference Award goes to an inspiring person at Xerox who has made positive, lasting, impacts on the advancement of women. We have the great pleasure of presenting the Positive Difference Award to an amazing woman who has done so much for the women of Xerox and for young women in her community. This year's Positive Difference Award winner is Flor Colon, Associate General Counsel in the Xerox Office of General Counsel, and Chief Ethics Officer.

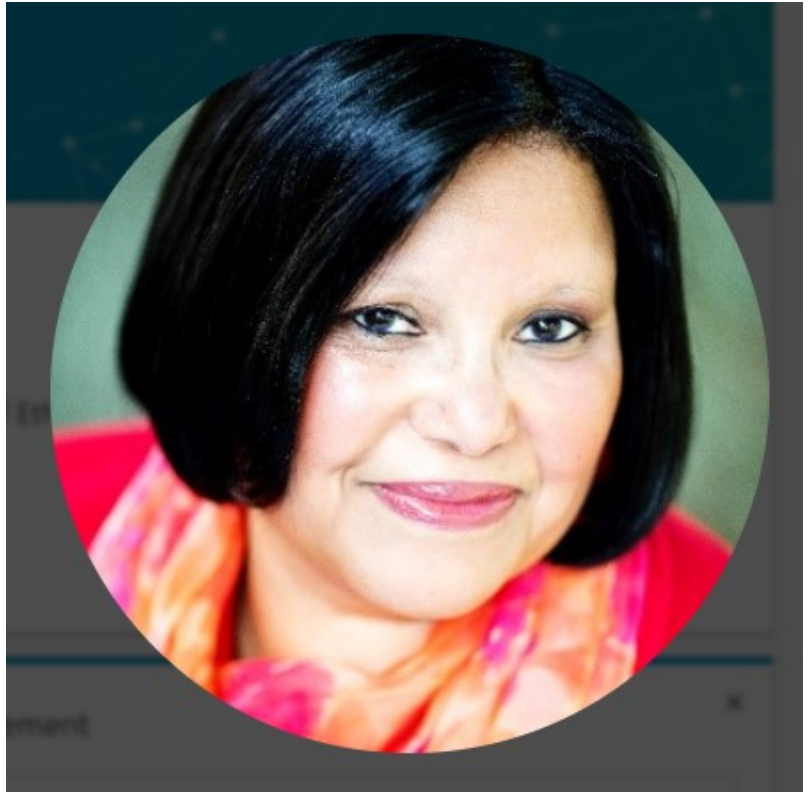
Flor understands the importance of always having an open door. She does Executive Interviews with women in her area, TWA members, women in the HAPA caucus group, and with attorneys inside and outside of Xerox. She wants women to feel that her office is a safe place to be able to discuss work, community involvement, how to move up, or any other relevant issues. She feels an obligation to give back and help others to move up and enrich their lives.

Flor is a charter member of TWA's Executive Advisory Council. In this role, she provides insight as to how to impact the pipeline for women at Xerox. Her perspective is extremely valuable and is highly respected.

Flor was a founding board member of the Young Women's College Prep Charter School of Rochester. It is the only all-girls public school in Rochester. She joined the board early, traveled to Albany to speak to the State Education Department, and was involved throughout the initial planning year of the school. Flor served on the board for a total of six years, including serving as vice-chair for three years, and most recently the board chair, presiding over their first graduation this June.

Thank you, Flor, for all that you do for the women of Xerox and for your community, and congratulations.

- The Women's Alliance Board



What If I Fail?

By Meg Burton Tudman

What if I fail? How many times has that fear crossed your mind? Your version may be, what if I'm not good enough? What if they don't understand what I'm trying to say? What if I'm wrong? What if I look stupid?

This fear of failure kept me stuck in a negative cycle for years. On paper I was a success, continuing to check off the personal milestones, advance professionally and look the part. Internally though, I was a hot mess. I was living for other people and was more worried about what they wanted and what they thought, than about what I wanted and needed. So much so that after being fired from a job (that I initially believed to be my dream job) I stayed for an extra week and a half to wrap everything up because internally I was so driven and dedicated. I also stayed because I was mortified at what people would think and I was so afraid of disappointing others. Living my life rooted in fear and trying to appear externally perfect took a major toll on my confidence. I eventually recognized this and realized that taking risks and being authentic were much better ways to build confidence.



Meg Burton Tudman

Our confidence and self-worth are often tied to career titles, financial stability, relationship status, parenthood or advanced degrees. The challenge is when we achieve those goals and we still fear we're not good enough or we keep moving the end line further away, so we never really reach it. Or perhaps worse, we don't achieve those goals and then feel worthless. We create a construct where we're never able to release our fears and enjoy our successes. We can never win. The challenge is that all of those metrics are external, it doesn't positively serve us to define our worth or manage our fear through external circumstances because nothing is promised forever (we can be fired at a moment's notice) and we've left our worth up to someone else (that person can always change her or his mind.) I've found such freedom in using my own metrics to define myself and my success, rather than adhering to someone else's agenda.

When our baseline is that we should already know or that we should be an expert with everything we do, then failure cannot be a positive opportunity. This fixed mindset results in a narrative where failure is not a chance to learn or grow, rather failure is positioned as proof that we're not good enough, we don't know enough, we're not an expert. We use failure as proof that our greatest insecurities have come to fruition. To avoid those insecurities, it seems safer to not even try because we'd rather not show up at all than show up and fail. We have so much more to offer though and when we live this way we limit our capabilities.

I've explored failure personally and with my coaching clients and one of the most powerful things I've learned is that when we refuse to be vulnerable and let down the veil of know-it-all perfectionism then we've created a reality where it is nearly impossible to grow and failure of a different kind manifests, failure to progress or move forward. It is in our best interest to embrace curiosity as a means to learn and grow. Being curious doesn't mean that we're not good enough or that we don't know enough. Rather it means that we're interested in something we haven't yet had much experience with. When we give ourselves permission to ask questions and be interested in new things, we're setting the stage to develop and achieve even more goals. Some of the most successful and enjoyable people I've met are the ones who value learning and seek out opportunities to gain knowledge from others.

I invite you to empower yourself and experiment with these new intentions to shift from a fixed to a growth mindset and to increase the ways you use your inherent strengths. Join me and embrace failure as an opportunity to learn and grow and start to feel more confident in your own skin today!

1. Create a daily routine that includes reciting positive affirmations that are focused on a growth mindset. Your affirmations may include: "When I fail, I learn and grow." "My effort and attitude determine my success." "I am able to learn anything I want to." "I am open to challenging myself." "I cultivate curiosity and am willing to ask questions." Set reminders for yourself in your phone and calendar to repeat your growth mindset affirmations multiple times throughout the day.
2. Make a list of your top 10 strengths. Try not to overthink this, rather write down the first things that come to your mind that describe you. Some examples include: open-mindedness, gratitude, forgiveness, humor, persistence, spirituality, leadership or citizenship. These are things that come easily for you and that you already embody each day. Once you have your top 10, circle 4 of your favorite or strongest strengths and write down how you're already using them. Now that it's crystal clear that you're good at using these traits, brainstorm the other areas of your life these strengths could be applied. Make a list of specific actions you'll take to use your best strengths in new ways.

With every repetition of your growth mindset affirmations and with every new action using your inherent strengths, work on treating yourself with kindness and continuing to stretch and grow into your most authentic self. Every moment is an opportunity to make a conscious choice that gets us closer to achieving our goals. Let's create an internal environment that supports that growth by being open to the benefits of failure and to the benefits of trying new things with old skills. We each have within us the capability of achieving our goals by resetting our mindset to one that values our experiences and strengths and uses all of those to learn and grow.

This post originally appeared in Rochester Woman Online.

Meg Burton Tudman helps successful women who feel stressed and exhausted (yet still striving for more!) master their mindset for a complete inner and outer transformation, that empowers them to live authentically and actually enjoy the life they've created for themselves. [Click here for your free Reset Your Mindset Toolkit](#) with 7 quick reset strategies, plus a weekly checklist.

Website: <https://www.megburtontudman.com/>

Facebook: <https://www.facebook.com/MegBurtonTudmanCoach/>

YouTube: <https://www.youtube.com/channel/UC0eUJrIMNXy4FQEOXkeVWUw>

Instagram: <https://www.instagram.com/coachingbymeg/>

8 Ways To Build and Project Confidence

By - Sally Ward

Want to be seen as a leader? Confidence is the underpinning. Those who have it are more sought after, more trusted, more promoted, more influential. Appropriate self-assurance is an invaluable personal brand attribute. Here are eight proven ways to build and project confidence.

Define vision and values. Be clear about where you're headed and what is most important. Stand up for what you believe.

Identify strengths and skills. What comes easily to you and makes you exceptional? What do others say you do well? Solicit input from colleagues, friends and family.

Take action. Noted psychologist, Mark Leary, poses chicken-and-egg questions:

"Are confident people more successful? Or do successful people become more self-confident?"

Yes and yes. Nothing increases confidence like taking action. Set a goal, breaking it into bite-sized pieces. Savor the accumulation of many small wins, with each success building upon the last.

Acknowledge accomplishments. List all the things you've achieved in your life that were the result of hard work and effort, not luck. What is the greatest challenge you've overcome? Name the personal qualities that enabled you to prevail.

Take risks. Reach beyond your comfort zone. Seek stretch assignments; offer fresh ideas for consideration; be willing to make and commit to tough decisions.

Polish communication skills. Posture, body language, voice tone and inflection are barometers for how you are perceived. To convey confidence, keep shoulders upright, make direct eye contact, use hand gestures to punctuate, and speak firmly and clearly in a well-modulated tone.

Invest in your appearance. Dress and grooming are critical filters that influence how others see you.

Choose to be positive. Seek to learn from setbacks and disappointments. Replace self-criticism with self-affirmation. ("That didn't go as well as I'd like. I'll do better next time.") The most powerful words in the English language are "I can."

Sally Ward is President of Ward Leadership, an executive coaching and leadership development company. Contact her at www.WardLeadership.com or 585-533-2415. This column is written by members of the Rochester Women's Network (rwn.org). This article originally appeared in the Democrat & Chronicle on December 15, 2015.



4 Reasons Why Giving Back to the Community is Great for Your Career

1. You'll find unique networking opportunities.
2. Your work will open new doors.
3. You have the opportunity to learn new skills outside your day-to-day world.
4. Personal fulfillment and satisfaction are rewards in themselves – but they're also the fuel that drives you to even greater success.

[Source: Your Community Holds the Key to Career Success](#) (Time.com)

Do you want to join the TWA Board? Let us know!

Open Elected Positions

- Secretary
- Treasurer

Open Appointed Positions

- Membership Co-Chair
- Sponsorship Co-Chair
- Conference Chairperson

Contact:

Brenda.Comisar@xerox.com

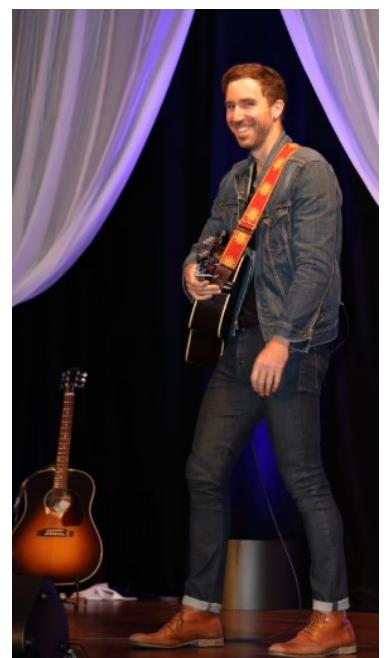
2018 International TWA Conference Photos

Get the full conference recap at the next TWA All Member Meeting: Friday, Dec 7th at 12 PM ET/ 11AM CT.

Niagara Falls, Canada (October 2018)

2018 INTERNATIONAL TWA CONFERENCE

UNLEASH YOUR Power



For more 2018 International TWA Conference Photos, go to:
www.thewomensalliance.net/gallery/conference







Thank You TWA Sponsors!

The support we receive from individuals, organizations, and sponsors plays a significant role in our strength and success. We owe sincere thanks for all who have contributed to TWA.

Platinum		Silver	    	    
Gold	     	Bronze	   	

A RESPECTFUL WORKPLACE

Spend Smarter, Not Harder



With the holiday season almost upon us, it's easy to get caught up in the excitement of seasonal sales. Here are a few tips to help you curb the impulse to splurge, and spend smarter when you do decide to buy!

Don't buy something that wasn't on your list.

If you've had the same TV for 10 years, or your cell phone is on its last legs, and a replacement was already on your to-do list, Black Friday can be a great time to score sweet deals on new electronics. But if your phone is only 6 months old, or you just inherited a lightly-used TV from a family member, don't get swept up in the excitement of holiday sales. Spending \$400 on something that usually costs \$1,000 is still wasting \$400 if it's not something you need!

Stick to your budget.

Remember the savings account you opened at the beginning of the year, intending to put aside a few bucks every paycheck to cover holiday gifts? Even if you fell behind on the savings account, you can still stick to your spending budget! Get creative with your gift-giving, and have fun with it!

Arrange a gift exchange with your group of friends, where each person gets one other person a super-thoughtful gift, rather than buying gifts for each friend. For the young parents in your family, make your present something they'll really appreciate, like your services as a babysitter or cook for a day. And, for the office gift exchange, get your craft on and DIY something lovely. [Read the full blog post](http://www.xfcu.org) on www.xfcu.org.



Manbassador Corner

Manbassadors are Male Allies helping to advance gender equality and leadership talent in our organizations.

John Curtis is a TWA Board member and Chairperson focused on Manbassadorship. John is the first male in our 33 year history to serve on the Board of Directors, helping lead strategy and programs for engaging Male Allies in supporting gender diversity ("Manbassadors"). Over 40 Manbassadors signed on including Canada, International Operations and Guatemala! We encourage Male Allies / Manbassadors to:

- Act as an ally and advocate for the women of Xerox.
- Foster a culture that demonstrates value for, and encourages the participation of, women.
- Create a business environment that equally accepts and respects voices of all genders.

John represented TWA at the University of Rochester – Simon School of Business Women's Conference in a featured panel – "Men As Allies: How to Build Allies and Champions with Men". 2 of our past TWA Presidents also joined in the day – Patricia Hill, Tricia Bhattacharya—as well as current president Brenda Comisar.

Later in the program, Joanne Lipman spoke as the "Women in Leadership keynote". Lipman is editor-in-chief of USA Today! and author of: ["That's What She Said: What Men Need to Know and Women Need to Tell Them About Working Together"](#). In her book, Lipman makes a bold statement with this important book examining biases favoring men in business.

Do you know someone who would make a great Manbassador? Nominate a friend or colleague. Contact: John.Curtis@xerox.com.



Did you know it's FREE to join TWA as a Manbassador?
— Take a look at the [membership application](#)!



Left to Right at the 2017 TWA Conference: Jim Ramsey, Darren Cassidy, Kamonte McCray, John Curtis and Steve Hoover.

Learn more: www.thewomensalliance.net/membership/

Womens Alliance Chapter Updates

Monroe County Women's Alliance (MCWA)

MCWA President: Lynn Garski



In late October, Lynn Garski became the MCWA President. She has been on the MCWA Leadership Board for the past 5 years. Her goal for the remainder of this year is to carry on our remaining local traditions with the YMCA Drive and the MCWA Year-End Celebration. Due to the limited time left in the 2018 to host events, MCWA collaborated with the XLA and provided 23 of our members with a ticket to attend the Thriving in the Midst of Change through Self-Leadership event. The MCWA Board already started planning for next year and there are many new ideas for events. The MCWA Board is looking for two to three additional board members to join MCWA for 2019. Please contact Lynn Garski if you are interested in joining the MCWA board or helping out with an event.



Chili Cook-off and Bake Sale to benefit Making Strides against Breast Cancer – Thank you to Pat Campbell for hosting this year's event which was held on October 19th at the Building 105 Auditorium. Pat Campbell presents the award to Jason Pino (pictured left). Each year, the Chili Cook-off and Bake sale raises money for the American Cancer Society. The \$5.00 admission fee allows participants to

sample the chili. Additional donations were accepted to vote on the best chili in Rochester!



From Left to Right: Carole Laskey, Geri Knight, Karen Schneider, Pat Campbell

XLA: Thriving in the Midst of Change through Self-Leadership

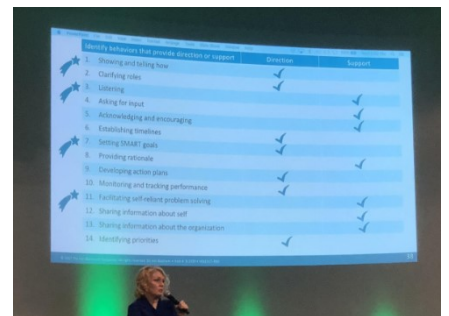
The MCWA purchased and raffled off 23 tickets for the Xerox Leadership Association (XLA) event with Susan Fowler held at the Gil Hatch Center on November 7th. Susan Fowler is a thought-leader & Expert on the Science of Motivation. She is also a keynote speaker and author of six books on leadership. This was a fantastic program on self-leadership. The executive panel shared their thoughts on how to keep energy and momentum going in an evolving company.

Panel participants included Johanna Viglucchi Bartlett, Mike Heacock, and Tracey Koziol.



Susan Acker

Focus on Your Future – On November 13th, Susan Acker from Merrill Lynch provided information to members at Monroe's in Pittsford, NY on Leveraging LinkedIn® to explore possibilities and handling the household budget and expenses. Susan is the First Vice President and Wealth Management Advisor at Merrill Lynch Wealth Management in Rochester, New York. Participants learned about planning for retirement and how to make themselves more marketable via LinkedIn. Thank you to Pat Campbell for hosting this event as well!



Upcoming Events—Monroe County

MCWA Year-End Celebration and Networking Event

will be held on Monday, December 3rd at 5:30Pm at 1778 Bistro, located on 1778 Penfield Road (Route 441) in Penfield / Corner of Liberty and Penfield Road (bistro1778.com.) Please RSVP via the Outlook invite for the event. There is a \$5 per member donation to go to the YMCA Toiletry Drive or \$10 for non-member. Any questions, please [email Lynn Garski](mailto:Lynn Garski). This event is a guaranteed good time and will get everyone in the community involvement spirit!



India Chapter

Xerox Named a “100 Best Company for Women in India”

A proud moment for Xerox India as they have been recognized as “100 Best Company for Women in India (BCWI).”



From Left to right: Subha Barry, President of Working Mother, Sunitha D'Costa, Xerox India, Chennai based Employee, and Saundariya Rajesh, Founder, and President of the AVTAR Group.

Xerox India participated in the BCWI Study this year, which was organized by India's workplace inclusion expert, AVTAR, along with Working Mother, a gender-parity champion in the United States. The survey focused on an organization's practices, programs, and policies to ensure gender inclusion in the workplace.

Xerox India was recognized for its culture, management accountability, focus on the voice of the employee, and providing a safe working environment for women. A key highlight was also their engagement with women through the Asia Pacific chapter of The Women's Alliance.

Sunitha D'Costa, a Chennai-based employee, represented Xerox India during the award ceremony in Chennai as

on 30th October 2018. Sunitha received recognition by Subha Barry, President of Working Mother, and Saundariya Rajesh, Founder, and President of the AVTAR Group.

TWA Senior Leader Connect Session, APAC

The Women's Alliance (TWA), Asia Pacific Chapter organized a senior leader connect session in the 3rd Quarter of the year 2018 with the theme “Growth Mindset” for its members. The session was hosted in Xerox India, Gurgaon Office and was attended by the Teams across APAC Region either face-to-face or virtually.

Lisa Oliver, VP for HR International Operations as a key guest of the session did an interactive session with members on “How to become a High Performer”. She also shared powerful stories from lives of Walt Disney, Alex Zanardi, and Sylvester Stallone. Members particularly benefited from the underlying message around being conscious and shifting mindsets to growth mindsets. In addition, the session included life stories sharing by TWA members in continuation of series on #yourhealthmatters. The members shared their Personal Health Pledges and ways to keep up with their commitments. TWA, APAC Chapter truly believes in empowering all its members and helping them enrich their lives.

TWA, APAC Chapter Gurgaon Team Group Photo with Lisa Oliver, VP for HR International Operations



TWA Canada



Onnolee Boyce
Canadian President

What a Q3!!! I am delighted to have been the hosting country for the 2018 International TWA Conference in Niagara Falls in mid-October with MJ Bulmer, TWA Vice President in Canada, and Maria Liuzzo from TWA in the UK as this year's Conference Co-Chairs. When I reflect back to earlier in the year, we put up our hands to host the Conference in Canada, knowing we were in the middle of an organizational transformation and knowing it

would be heavy lifting to successfully execute. Over the course of the past 8 months, I have seen the true power of teamwork, a never-give-up attitude and leadership as a result of resilience. There was no curve ball the team couldn't handle. There was no obstacle too big to overcome. It shined through time and time again. I am very proud of the Conference Planning Committee which included members of our GTA Board and the Saint John Board as well as many members of the US Global Board. A big shout out to all of you! Thank you for your creativity, dedication and contribution to making this year's Conference sparkle. We often talk about how we have the best people at Xerox. We most certainly do!



7th Annual Dress for Success Campaign

This month, we have our 7th Annual Dress for Success campaign running as part of the overall Canadian WeCan campaign in support of the United Way. We have large donation boxes located in each office where you can bring in gently used business clothes and new toiletry items for both women and men. Your donations are used for those who are trying to get back into the workforce and require business clothes and support to do so. Giving back is a fundamental value of TWA so let's show our local communities how much we care!! Please contact [Samantha Mah](#), Charity Chair, should you have any questions.

We kindly ask that all donations be dry-cleaned or laundered and donated neatly folded in large reusable bags or boxes. Please do not donate clothing in grocery or garbage bags or on hangers.

November 12th –
December 12th 2018

Please Give Your
Clothes to the
Following People

York Mills:
Samantha Mah
samantha.mah@xerox.com

Viscount:
Meaghan Taylor
Meaghan.Taylor@xerox.com

XRCC:
Jenn Belelie
Jenn.Belelie@xerox.com



TWA Saint John Chapter Update



**Chapter President
– Mary Stevenson**

We had 8 members attend the Conference in Niagara and we all had a great time! We came back re-energized and shared our experiences with co-workers and other TWA Members.

Oct 2nd, we had a TWA Day of Sharing at the Women's Coverdale Center. There were 3 members volunteer that day. We prepped meals, wrapped gifts, and painted an office all in one day!

We also recently had a movie night to go see "A Star is Born". This was on November 6th. We had 16 members attend with one cancellation. It was an enjoyable night out!

As we head into Q4, we have a few events coming up:

- Bobby's Hospice will be the Charity of the Quarter. We are doing fundraising for household items and specific food items. We are accepting donations in the donation bin outside the elevator on each floor. Contact me for more information.
- It's Election Time, so we are calling for nominations as we have 5 openings on the Executive Committee for 2019. If you are interested in being a part of a great team, please reach out to [Lynaya Astephen](#), our Governance Focal or myself.



Back Row L-R: Ryan Crozer, Catherine Flett, Mary Stevenson, Jennifer Hammond | Front: Michelle Dalton, Nina Holec, Lisa Gautreau, Deborah Stillwell



Save the Date! December 7th— Annual Christmas Party



The TWA Annual Christmas Party will be on December 7th at Dufferin Hall, Saint John, NB. We will have a Meet & Greet from 6pm to 7pm. Dinner will start at 7pm. We will have door prizes and games. We're still working on those details. Also, we will continue to fundraise for Bobby's Hospice at the event. Questions? Contact: Mary.Stevenson@xerox.com.

Chicagoland Chapter Update

TWA Chicago arranged a roundtable discussion.



Pictured: Mike Feldman, Kelli Morgan, Helen Schuetz, Emily Reynolds, Bala Sathyanarayanan, Richard Armour, Tony Kennedy, Darren Spaur and Luke Schweitzer.



*"Never get so busy making a living
that you forget to make a life." –*

Dolly Parton



TWA UK & Ireland Chapter Update

I'm Sharon Allsopp, TWA UK & Ireland President. I am excited to share that TWA UK & Ireland held it's first-ever event!

On October 24th, the TWA UK & Ireland Chapter held their first-ever WebEx event. The date of the event coincided with the UK visit of Mary McHugh, Senior Vice-President & Chief Delivery Officer and Joanne Collins-Smee, Chief Commercial Officer. This was great news for the event as both agreed to be key-note speakers. In addition, Herve Tessler, President, International Operations kicked-off the Event.

These inspirational leaders shared their personal experiences regarding:

- Career planning
- Partnership at home and work
- Career defining moments
- Securing a sponsor
- Work life balance

This was followed by a Q&A session led by the TWA UK & Ireland Exec Sponsor & VP HR International Operations, Lisa Oliver. Immediately after the event, networking sessions took place across the UK & Ireland. The event was hailed a great success and we received some excellent feedback including TWA male advocate Mike Feldman. I would like to thank our fantastic speakers, the TWA US Chapter for their support and of course the TWA UK & Ireland Board.



Networking in the Waterside Café, Uxbridge

Some of the TWA UK & Ireland Board; Jenny Winch, Jennifer Newell, Andrea Davis, Sharon Allsopp, Savannah Kibreab, Emma Wright & Maria Liuzzo



Webinars are a benefit of your membership; and they can be used as a tool to help us grow our overall membership. Please share information on TWA Webinars with anyone who may be interested in becoming a new member. These webinars are informative, interactive and fun! Have an idea for a webinar, email:

Michelle.Dalton@xerox.com or Maria.Liuzzo@xerox.com.

Check out what is coming up as well as our past webinars recordings and materials at the TWA website. Click on [Resources](#), then [Webinars](#).

Recent Webinars

Here are the Links to the 2018 Webinars (May require S3 Login)

[Jan 24 Shot of Fun](#) Sandy Sloan/Solutions by Sloan Winner of the Rochester Women's Network Up & Coming Award

[Feb 14 3 Horizons: A reflection on your personal and professional growth strategy](#) Bala Sathyanarayanan

[March 15 - "The Power of LinkedIn: Are you Linking In to Link up?"](#) Lois Ritarossi (Gimbel & Associates)

[March 15 - "The Power of LinkedIn: Are you Linking In to Link up?" Slides](#) Lois Ritarossi (Gimbel & Associates) -Power Point PPS

[April 19-Working Smarter – Why You Should Use OneNote](#) Kelli Morgan, Program & Information Systems, CES NAO Delivery

[May 17 -Identity Theft](#) Sandy Duarte, Investigator, Xceed Financial Credit Union

[June 7- Unconscious Bias in a Global workplace](#) Beverly Stallings-Johnson, Xerox Global Diversity & Inclusion

[July 19th – "Unleash Your Power" 2018 International TWA Conference overview](#) MJ Bulmer and Maria Liuzzo 2018 Conference Co-Chairs

[August 23 - Discovering Your Purpose](#) Erica Cummings, VP Morgan Stanley

[Sept 7 - An Update of the 30th Annual TWA International Conference](#) MJ Bulmer and Maria Liuzzo

[Sept 27 - The Importance of Networking](#) Dr. Donna Arias & Melanie Losey

Stay tuned for news on more exciting webinars in the coming months. We send them right to your calendar!

Do you want to featured as a speaker? Contact the Webinar Co-Chairs: Michelle.Dalton@xerox.com or Maria.Liuzzo@xerox.com.



Michelle Dalton
TWA Webinars Co-Chair



Maria Liuzzo
TWA Webinars Co-Chair

Just For Fun: Inspiring Quotes

"It's possible to climb to the top without stomping on other people."

~ Taylor Swift

"If they don't give you a seat at the table, bring a folding chair."

Shirley Chisholm, American politician, educator, and author. In 1968, she became the first black woman elected to the US Congress.

"The most common way people give up their power is by thinking they don't have any."

~ Alice Walker

"No one can make you feel inferior without your consent."
~ Eleanor Roosevelt

"The most effective way to do it, is to do it." ~ Amelia Earhart

"The power you have is to be the best version of yourself you can be, so you can create a better world." ~ Ashley Rickards

"I never dreamed about success. I worked for it."
~ Estée Lauder

"I can't think of any better representation of beauty than someone who is unafraid to be herself." ~ Emma Stone

"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent."
~ Madeleine Albright

"If you obey all the rules, you miss all the fun." ~ Katharine Hepburn

"Courage is like a muscle. We strengthen it by use."
~ Ruth Gordo

"Do you want to meet the love of your life? Look in the mirror." ~ Byron Katie

"The question isn't who's going to let me; it's who is going to stop me."
~ Ayn Rand



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Stay Connected with TWA!

If you want to read interesting articles on women empowerment, learn more about TWA, find regional and national event information, or connect with other members online – follow us on social media. It's simple, fun, interactive and engaging! Join the conversation on your favorite social media platform!



Follow us: [TheWomensAllianceCaucus](https://www.facebook.com/TheWomensAllianceCaucus)



Connect with us: [The Women's Alliance \(TWA\)](https://www.linkedin.com/company/The%20Women's%20Alliance%20(TWA))



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Teddi Castle
TWA Chairperson for Social Media
Email: Tedisa.Castle@xerox.com

Save the Date!

The Next "All Member Meeting" will be
Friday, Dec 7th at
12 PM ET/ 11AM CT



Check your calendar for the official meeting invite! Questions?
Contact Kelli.Morgan@xerox.com

My name is Stefania Palozzi and I am the Communications Chairperson on the TWA Board. It has been my pleasure to pull together this newsletter. I hope you like it!

Thank you to all of the Board members and friends of TWA who contributed content for our readers. If you have any questions about TWA, please email me at TheWomensAlliance@xerox.com. Thank you!



The Women's Alliance is a Xerox recognized independent employee group that exists to aid in achieving company diversity and inclusion objectives.

