



Duke University 2017 – 2018 Proposal



What She Needs Is...

The College Edition of Polished Pebbles Bridging Young Women to Success at Duke & Within

The College Edition of Polished Pebbles, will continue to support young women of color at Duke University through a 2nd year cohort! Our incoming Polished Pebbles will find that “What She Needs” to be successful can ALL be found within resources and networks available to her on campus, and within “herself” as well. Students will embark upon the creation of an experience to incubate women of color with the resources, environment and care to ensure that they felt empowered to lead in the skin they're in and to embody their gifts and talents, irregardless of societal expectations or shortcomings. We aim that every participant will continue to:

- Improve their communication skills with a variety of audiences
- Maintain a high sense a self while matriculating as a Duke student
- Explore diverse career opportunities and be more career ready
- Connect with a support network and role models on Duke’s campus and beyond

Target Demographic

Young Women of Color on Duke University’s Campus
30-50 Students

The second year cohort is directly targeted towards incoming freshman. Acclimation to the collegiate level setting is crucial as students are gaining first-time independence. The goal is to assist the university in cultivating personal, interpersonal and community identity. Throughout the 4-5 year self-discovery journey, Polished Pebbles can thoroughly evaluate impact through ongoing:

- One-on-One and Group Setting Advising – Personal & Academic
- Career Development Support
- Enhanced Professional and Social Networks
- Improved Socialization Skills

Introducing Duke University’s Polished Pebbles Alumni Coaches

The inaugural cohort, inclusive of sophomores, juniors and Spring 2017 Alumni can now contribute in providing mentorship to incoming freshman. These students have completed the one-year experience and are efficiently skilled to offer peer-to-peer mentorship, one-on-one advising and/or participate in our first Duke University WOC Alumni Panel – through on-going coaching from Polished Pebbles

Mentors. PPAC will serve as role models to directly support and encourage incoming Polished Pebbles freshman, alongside mentors, in the transition from high school to the collegiate setting. Each Coach will develop individual success action plans which cater their mentees specific needs and follow-up throughout the duration of the program.

PRIMARY OBJECTIVES

Through research, personal interviews, and focus groups with female college students of color, we have identified a hierarchy of needs required for young women to be successful in a college setting. Our work has found What She Needs Is:

1. Maintain a high sense of self
2. Have space available for sharing and expression
3. Participate in skill-based learning for success on campus, career, and life
4. Participate in leadership development activities for herself, and the next generation of girls.



What She Needs Is...

To Develop and Maintain A Strong Sense of Self

Self-discovery is a major milestone for college students. Our participants will be supported in this journey with information, a support network, mentors, and skills to help them successfully transition to campus life, feeling confident in their authentic selves, but safe to explore and expand this identity.

What She Needs Is...

A Space for Sharing and Expressing Herself as a Young Woman of Color (WOC)

- Space to download experiences they are having as WOC on campus with students, faculty, staff, in classes, in activities, and the greater community.
- Opportunities to express themselves in a variety of platforms including: whole group, small group, one-one-one, writing, digital storytelling.
- Connecting with others with similar experiences
- Discussing society's gender norms and the impact on the development and opportunities for WOC & girls of color (GOC)
- Half day retreat/dinner off campus to establish judgement free zone for sharing & bonding
- Connect with resources and individuals on campus that can assist them with services and support to succeed at Duke University.

What She Needs Is...

Skill-Based Learning Objectives for Campus, Career, and Life!

- Workshops focused on developing personal & professional communication skills
- Hands on career readiness skills applicable in any industry
- Recognizing and demonstrating the value their unique diversity brings to the workplace.
- Maintaining and valuing their authenticity
- Identifying and utilizing campus resources to assist in successful graduation from Duke

What She Needs...

Leadership Development for herself, and the next Generation of Girls

- Community service to work with GOC in surrounding middle and high schools
- Learning and interacting with leading WOC in a variety of industries, including Duke University
- Peer mentoring opportunities with Big Sister WOC's
- One-On-One mentoring opportunities with professional WOC, Duke alumni & beyond
- Serving on What She Needs Is (WSN) Advisory Council - helping to lead and drive the content and focus of this group.
- Managing the WSN Blog
- Diffusing the negative impact of competition and empower diverse learners and achievers - through blogging and options for individual appointments.

PROGRAM COMPONENTS

Four on Campus Sessions for 2017-2018 Academic Year

Whole Group Sessions

- Will include the entire cohort engaging in workshop style learning with various topics including the Skill Based Learning topics.
- Guided dialogue about experiences they are having as WOC on campus with students, faculty, staff, in classes, in activities, and the greater community, or current related topic in news.
- Bridging the gap within the College Community
 - Knowing and utilizing the resources available to them through brief presentations made by representatives from those offices.
 - Being aware of the opportunities that exist on campus

One-on-One Sessions – Alumni Extension

Polished Pebbles advisors and PPA will meet with young women individually for 30-45 minute sessions in which they will discuss their goals/vision for their education and professional development. Personal and professional development plans with measurable action planning will be required assignments for young women selected to participate in this program. Additionally, we can review their resumes and social media pages.

Mixer for Duke University's Women of Color

A great networking event to connect women of color on campus including students, PP Alumni, faculty, and staff and partnering business.

Professional Mentoring Opportunities

Polished Pebbles students and will have the opportunity to build individual mentoring relationships with women who are members of the Duke University community, alumni, or other professional women preferably in their respective field of study.

Career Development – “Check-Ins with Monique”

With a strong focus on career readiness and skill development, Polished Pebbles will partner with the University’s Career Center during student advisement sessions. Polished Pebbles Alumni will assist in scheduling one-on-one sessions for incoming Pebbles & Monique Turrentine. This time will be utilized to discuss student goal(s)/visions(s) for their education and professional development.

Leadership Summit - Retreat

This will be off-campus dining opportunity to expand the panel of professional women, proposed for the 2017-2018 year, and provide more opportunities to invite more speakers, and identify new content recommended by participants and Duke University Women’s Center staff, etc.

What She Needs Is...Blog

Each session will include a combination of both a skills focused workshop, and opportunities for the group to dialogue about challenges of being a WOC on campus. Full group sessions will occur on one day, followed by one-on-one appointments, while weaving in opportunity to present necessary community resource-office content.

Polished Pebbles staff will oversee blog management in conjunction with appointed student leaders. This platform will provide students with the opportunity to keep conversations going in between session breaks. Blog content will revolve around articles highlighting and supporting skill-based learning objectives, a variety of topics of interest to WOC’s including commercials or announcements from Duke’s campus resources-offices of interest. It will also serve as a means of updating participants on upcoming sessions, etc.

What She Needs Is...Advocacy Project

An advocacy project will provide participants with an opportunity to work as a team to design their own community organized initiative to benefit middle school or high school girls of color.

Formal Program Evaluation Plan

We will continue to capture the program impact through participant feedback, and perhaps feedback from college advisors or other identified faculty/staff members.

PROPOSED ACTIVITIES

Summer 2017

Prior to the first session of the Fall 2017 program, we would like to initiate recruitment efforts in the program in Summer 2017 to generate interest and begin an application process. We would also like to

use this time to build a focus group of potential participants and obtain direct data that will help to guide program and evaluation development.

Recruitment Opportunities

Breakfast - Morning of Convocation - August 26th at Noon

Fall Semester 2017

Session 1: What She Needs Is... Communication, a Support Network, and a Place to Be

September 11th (2017)

- **Being a Great Communicator is essential to Future Success (Group/Workshop Style)**
 - Setting the stage to become Good Communicators
 - Understanding good Communication requires Practice
 - Communication through Self-Expression and Presentation
- **Duke University Resource Presentation: Bridging the Gap within the college Community**
- **Guided Dialogue on the initial Challenges and Opportunities identified on Campus**
- **One-on-one Mentor/Alumni Appointments**

Session 2: What She Needs Is.....A Sense of Significance in the Workplace

November 6th & 7th (2017)

- **Lean In Discussion (Group/Workshop Style)**
 - Understanding the meaning of "Leaning In"
 - Understanding the role of race in "Leaning In"
 - Challenging and Overcoming Gender Norms
- **Duke University Resource Presentation: Bridging the Gap within the College Community**
- **Guided dialogue about experiences they are having as WOC on campus with students, faculty, staff, in classes, in activities, and the greater community, or current related topic in news.**
- **One-on-one Mentor/Alumni Appointments**

Spring Semester 2018

Session 3: What She Needs Is..... A Glimpse of Herself in a Successful Career

January 16th & 17th (2018)

- **Personal Brand & Appearance (Social Media - Group/Workshop Style)**
 - Consistent Messaging - Curriculum
 - Dress for Success - Attire
 - Personal and Professional Mix - Networking
- **Panel Discussion with Local Female Professionals**
 - Local professional women of color will convene to provide personal encounters of their own experiences, as well as what they are seeking in hiring for internships and permanent positions. They will share how they came to develop confidence in viewing

their diversity as an asset to employers in their own professional endeavors – even challenges they may have faced. We will also ask them to expound upon the balance of their work and family lives. Cultural Content Discussion/Presentation

- **Duke University Resource Presentation: Bridging the Gap within the College Community**
- **One-on-one Mentor/Alumni Appointments**

Session 4: What She Needs Is....A Taste of the Real World March 31st (2018)

“Practical Application in Actual Workplaces”

Participants will visit partnering businesses, Ascena Retail Company, for career exploration opportunities and to also learn about specific skills sets that will make them marketable and successful in any industry.

“Advocacy Project”

To further develop their leadership skills and provide a practical application of the values and skills they acquire while in the program, participants will develop an advocacy project that will incorporate a visit to a local middle school or high school. This project will allow students to interact with girls of color and share advice on preparing for success in college. This project will afford participants with an opportunity to evaluate the lessons they have learned as college students and think about the type of advice they would share with their younger selves.

‘A Professional You’ - Makeup Artistry & Headshots

Communication extends beyond verbal and non-verbal occurrences. Communication can also be displayed as a visual tool in the form of a headshot – professional image. In effort to directly support the Duke Polished Pebbles in their professional endeavors and online presence, the Women’s Center catered and evening exclusive to makeup artistry and professional headshots.

(Planning sessions for both the 2nd year cohort and Alumni will occur via Skype in between workshops)