

FAYETTEVILLE STATE UNIVERSITY, SPRING 2022

SWRK 635-44H MANAGEMENT OF HUMAN SERVICE ORGANIZATIONS

*Black & Brown Women's*  
**LEADERSHIP  
AFFIRMATIONS**



**PROFESSORS SHARE WISDOM**

"I knew early on in my career that the information I needed to be successful as a woman of color in leadership would not be given to me. Instead, I had to find it. At 23, I was leading a team of 5 and by 25, I was leading a team of 14. I felt inadequate due to my age, gender, and race. To overcome this generational doubt that has plagued so many women of color before me, I surrounded myself with mentors, paid for additional training, and constantly evaluated my short-term and long-term plans. I no longer ask myself "can I really do this?" Instead, I ask myself "what else do I need to learn or do to reach this goal?" My advice to other women is to treat every interaction like an interview and networking opportunity. The impact of your interactions is sometimes the only thing people will use to determine if you can get the job done. Invest in you. You are what you put into yourself."

**PROFESSOR MICHELLE BATES**



" Leadership can be very rewarding, but one can always learn from those that follow. Over the years, I have learned a lot from my clients who shared their families and various situations. My best rewards came, not from money, but clients who acknowledged I made a difference."

**PROFESSOR  
LYNDELIA WYNN**



"When I was growing up my grandmother used to say, 'tell people what you are going to do. Make sure you do it and then go on about your business. Don't debate it because it might lead to an argument.'" Those pearls of wisdom have stayed with me and influenced my leadership style. In the field of social work, I am constantly receiving requests to do 'something' from supervisors, clients, and colleagues. Oftentimes, those requests are based on misinformation about the role of a social worker and personal agendas. Early on in my career, I found it hard to say "no," to be assertive without being perceived as an aggressive black woman, and to establish boundaries. Over the years, I have learned to channel the grace of my Grandma Maggie by offering an affirmative response. By affirmative, I offer a response that is intentional and clearly communicates what I can specifically do to assist. My support may come as a listening ear, an encouraging word, a referral, a brainstorming session, or a good deed. And sometimes, the answer is an unequivocal 'no.' Most people are respectful of a clear yet firm response that communicates that I'm on your team, I'm professional, and I know what I bring to the table. To sum it up, my advice is to develop the finesse of good communication and self-care."

**DR. D. NATASHA SCOTT**





"An effective leader is someone who inspires. Ms. Burks and Ms. Hines, thank you for being great examples and inspiring those around you every day."

**DR. TAMARA WOODS**

During a recent phone conversation, Dr. Terri Moore-Brown shared these words of wisdom: "Your career is an investment." Dr. Moore-Brown states it is important for women to be proactive mentees and seek diverse mentors, "Get mentors that are at the place where you want to be in the future," she advises. Dr. Moore-Brown appeals to the cohort to be savvy, well-read, relational, financially astute, and hardworking. "You have to work hard, and you have to make yourself an asset to your organization." She recommends women of color to invest in their 401K, read books on political leaders and women of color in leadership, serve on boards, and attend trainings and conferences. "That's where the ideas are exchanged," she advises. "That's where the networking is going on." Dr. Moore-Brown says it is also important to stay abreast of policies and world events. She also shares this tip on women and salary negotiation, "always negotiate." "When you're offered a salary, ask for a little more," she says. Dr. Moore-Brown urges women to do their homework, research salaries, and be able to back up any request. Finally, she says "just go with the punches," explore opportunities, and "do what you love."

**DR. TERRI  
MOORE-  
BROWN**



# RELAX, REFLECT, RELEASE

- **"The Rose That Grew From Concrete"** by Tupac featuring Nikki Giovanni
- **"Free"** by Perri Jones
- **"Mirror"** by Lalah Hathaway
- **"Just Fine"** by Mary J. Blige
- **"Brown Skin Girl"** by Beyonce, Blue Ivy, SAINT JHN, WizKid
- **"Before I Let Go"** by Maze featuring Frankie Beverly or Beyonce
- **"Sisters Are Doin' It For Themselves"** by Eurythmics featuring Aretha Franklin
- **"After The Pain"** by Betty Wright
- **"You Got It"** by Vedo
- **"Brown Skin"** by India.Arie
- **"Good As Hell"** by Lizzo
- **"Respect"** by Aretha Franklin
- **"I Am Not My Hair"** by India.Arie
- **"Just Like God"** by Evvie McKinney
- **"I'm Blessed"** by Charlie Wilson
- **"The Gift"** by Donald Lawrence
- **"For The Love of You"** by The Isley Brothers
- **"Everything Is Everything"** by Lauren Hill
- **"Let Go"** by Lalah Hathaway
- **"Crooked Smile"** by J. Cole
- **"Can You Stand the Rain"** by New Edition
- **"Alright"** by Ledisi
- **"Golden"** by Jill Scott
- **"She's A Bad Mama Jama"** by Carl Carlton
- **"Got To Be Real"** by Cheryl Lynn
- **"Savage" (remix)** by Megan Thee Stallion featuring Beyonce
- **"Keep Ya Head Up"** by Tupac
- **"Level Up"** by Ciara
- **"The Light"** by Common
- **"Encourage Yourself"** by Donald Lawrence and The Tri-City Singers
- **"All Falls Down"** by Kanye West
- **"Upgrade U"** by Beyonce featuring Jay-Z
- **"Afeni"** by Rapsody featuring PJ Morton, or remix featuring D Smoke
- **"Victory"** by Brenda Waters





A sincere thank you to the professors who gave of their time and personal experiences to share words of wisdom. May the words and representation of women of color in leadership in the School of Social Work at Fayetteville State University inspire the 2019-2022 weekend cohort to perpetual greatness. A heartfelt thank you to Dr. Oliver Johnson, who supported the vision and allowed Group 5 to "think outside of the box." A special thanks to my co-facilitator, Yalonda Hines, may success always be your portion; thank you for the valuable lesson you taught and modeled during our time together in the MSW program. This booklet was created as a supplemental aid to the presentation, "Black & Brown Women's Guide to Effective and Authentic Leadership: Wisdom Gleaned from Mandela, Covey, Brown, Haygood, McLean and Others," a requirement of SWRK 635.44H, Spring 2022. All photos obtained via Internet and music are used for educational purposes only.

**BOBBIE M. BURKS, MSW CANDIDATE, c/o 2022**