Federally Employed Women Presents:
January is Mentoring Month
“I Am Woman!”

Thursday, January 25, 2018
1:00 p.m. EST/12:00 p.m. CST
11:00 a.m. MST/10:00 a.m. PST

Presented by: Cynthia D. Dunn, Director
Internal Revenue Service (IRS)
Tax Exempt and Government Entities Division (TE/GE)
Equity, Diversity and Inclusion (EDI)

About Me

Cynthia “Cin-dee” D. Dunn, Director, Internal Revenue Service (IRS), Tax Exempt and Government Entities (TE/GE), Equity, Diversity and Inclusion (EDI)
Direct Report to the TE/GE Commissioner’s Office
Highest Ranking Black Female in TE/GE
Longest serving EEO/EDI Director for IRS (2004)
38 Years of Federal Government Service
EEO/EDI/Diversity/Civil Rights Field since 1992
Member of the FEW, Federal Triangle Chapter
Member of IRS Internal Employee Organizations & Chapters (FEW, AIM, ASPIRE, BIG, SAIGE, NextGEN)
Proud Mother and Grandmother
My Federal Government Career

1980 – 1983  United States Department of Agriculture (USDA) (GS-1 to GS-3)
1984 – 1991  Department of Defense (DoD), Department of the Army (GS-3 to GS-5)
1991 – 1998  USDA (GS-5 to GS-12)
2000 – Present Internal Revenue Service (GS-13, GS-14, GS-15, SM IR-01)

“I Am Woman” by Helen Reddy

I am woman, hear me roar
In numbers too big to ignore
And I know too much to go back an’ pretend
Cause I’ve heard it all before
And I’ve been down there on the floor
No one’s ever gonna keep me down again...
Barriers that Prevent Women from being Empowered in the Workforce

- Mobility
- Afraid to Speak Up
- Feeling Intimidated by Others
- Afraid of Change (Pushing Forward)
- Applying for Leadership Positions

What other barriers can you think of that are preventing you from moving up the career ladder?

Strategies to Overcome Barriers

- Mobility: Be open minded (change your thought process)
- Afraid to Speak Up: Gain confidence
- Feeling intimidated by Others: Speak with confidence, Know your facts
- Afraid of Change: Stay current with what is going on within your agency
- Apply for Leadership positions: Preparation, Seek Mentors, Networking!

Don’t Be Afraid to Seek Assistance
Remember: Barriers are only Obstacles...

Three Tips to Empower Yourself in the Workplace

1. Make yourself visible to those who can assist you in your career growth and development:
   - Speak Up!
   - Brag on yourself!
   - Share your significant accomplishments:
     - Created the first IRS Diversity Brochure which is now an IRS publication
     - Created TE/GE’s recruitment brochure
     - Created complaint prevention measures for division
Three Tips to Empower Yourself in the Workplace (Continued)

2. Let others know your worth!
   - Explain what you can bring to the table
   - Why you are the best person for the leadership job
   - Clearly list and define your strengths
     - Great leadership skills (lead a team, EEOD AC)
     - Outstanding organizational skills
     - Outstanding communicator (listens to employees, addresses concerns)

Three Tips to Empower Yourself in the Workplace (Continued)

3. Volunteer for Special Assignments that others don’t want to do!
   - This will give you exposure to showcase yourself (example: Compliance Review in Iowa)
   - This shows that you are a team player (willingness to learn)
   - This will open doors for other opportunities:
     - Acquire additional skills
     - Show that you are dependable and trustworthy
     - Show you are dedicated
"I Am Woman" by Helen Reddy

Oh yes, I am wise
But it’s wisdom born of pain
Yes, I’ve paid the price
But look how much I gained
If I have to, I can do anything

I am strong, I am invincible, I am woman

Job Categories

× Great Workers...WORK!
× Great Managers...MANAGE!
× Great Leaders...LEAD!

Which category are you currently in?

I hope you all desire to be a leader!
Ten Tips on How to Become a Good Leader

- Keep Your Word
- Be Fair and Respectable to All
- Be a Good Communicator
- Be Flexible
- Be Organized
- Delegate
- Set an Example
- Be Consistent
- Give Praise
- Ask for Help

How Can You Acquire Leadership Skills?

- Enroll in your agency’s Leadership Courses (ELMS, FLRP, SLRP, XR, XD)
- Include Leadership Activities in your Career Development Plans (CDP)/Career Learning Plans (CLP) (ask for developmental details, shadowing assignments, identify a Leadership course)
- Lead and Learn 24x7
- Seek Mentoring Programs
- Tuition Assistance Programs (TAP)
Empowering Women in the Workplace to Become Leaders

1. Know Yourself
2. Explore Options
3. Get Ready
4. Take Action

Cin-dee’s Final Thoughts

1. Be True to Yourself
Cin-dee’s Final Thoughts (Continued)

2. Enjoy Your Life to the Fullest!

Cin-dee’s Final Thoughts (Continued)

3. Continue to Climb!
Cin-dee’s Final Thoughts (Continued)

4. The final lyrics of the song
   “I Am Woman”
   You can bend but never break me, ‘cause it only serves to make me
   More determined to achieve my final goal
   And I come back even stronger, Not a novice any longer
   ‘Cause you’ve deepened the conviction in my soul
   Oh yes, I am wise, But it’s wisdom born of pain
   Yes, I’ve paid the price, But look how much I’ve gained
   If I have to, I can do anything
   I am strong, I am invincible
   I AM WOMAN!

Questions?

FEW – Working for the Advancement of Women in Government
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