

Book: Awareness Put Me On
Chapter: That Time I Ugly Cried
Author: Hady Mendez

Moment of Transformation

In a pivotal moment during the Summer of 2020, Hady Mendez encountered a profound awakening to the unique struggles faced by Women of Color (WOC) in the workplace. Prompted by a Juneteenth day of learning, Hady discovered the harsh realities of unequal pay, biased promotion practices, and the challenge of soliciting meaningful feedback as a WOC. This eye-opening experience led to a cascade of emotions as Hady confronted the systemic barriers hindering her career advancement and the broader implications for WOC everywhere.



Pre + Post Transformation

As she navigated her journey as a first-generation college graduate and a Latina working in tech and financial services, Hady grappled with the damaging mindset of remaining silent to appear more agreeable, a common behavior reinforced by cultural expectations. Despite her academic and professional achievements, Hady found herself overlooked and underestimated.

However, through introspection and self-discovery, Hady began to embrace new mindsets, challenging the false narratives and limiting beliefs that held her back. She learned to assert herself, build her personal brand, and advocate for pay equity and transparency. Rejecting the notion that staying quiet and working hard would help her advance, Hady embraced her voice and celebrated her achievements, cultivating resilience and determination to overcome systemic barriers.

As she shares her journey, Hady encourages others to confront doubt and fear, live authentically, and find strength in community support. Through her experiences and insights, Hady empowers WOC to reclaim their narrative, demand recognition for their contributions, and confidently pursue their professional aspirations.

Some of the Calls to Action

- Embrace new mindsets
- Let go of what doesn't serve you
- Learn to self-promote + self-advocate
- Be brave
- Find sponsors
- Shine your light
- Build community

Early Reviews

- ★ *"Your experience was super relatable to me and I imagine for many women. Your honest description of your journey and the obstacles you faced was brave. I really appreciate everything you've been through and think so many young professionals will see themselves in your story."*

★ *“The advice that you gave in the book was wonderful and it will come in handy for the younger generations who will be able to use it earlier in their careers. I love the brag list and will be creating one. I have one I do at work for projects for the year but I want to do a personal one too!! Thanks for sharing your words of wisdom. Looking forward to reading the other stories.”*

★ *“I read your portion of the book! How wonderful that you're giving such solid advice to others! I even highlighted and noted for the future your "brag sheet" advice for my husband, who also has had employment challenges. Although he's not a WOC, he never had the opportunity to go to college, and there are challenges and prejudices associated with not having a degree. Very useful advice for anyone who is not part of the "in" group! ❤️”*

How You Can Help

Would you be open to creating space for Hady to talk about her journey and experiences with your audience? Hady's hope is that the openness and vulnerability in her writing will spark more honest conversations about the experiences of Women of Color at work.

Here are some ways you can learn more about Hady and/or reach her online:

LinkedIn: <https://www.linkedin.com/in/hadymendez>

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

Threads: <https://www.threads.net/@hadyontheweb>

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

Author Bio

Hady Mendez is an Amazon best selling author, Latina speaker and ERG coach based in NYC. She is the founder and CEO of [Boldly Speaking LLC](#), a company that is transforming the professional experiences of women and people of color by empowering underrepresented employees with the skills to self-advocate, self-promote, and ascend into leadership roles within Employee Resource Groups (ERGs) and across organizations.

With a diverse career spanning over 25 years, Hady has served as Head of Equality for a major tech firm, held multiple customer-facing roles in high tech and financial services, served as a leader and advisor across various Employee Resource Groups (ERGs), volunteered as an international champion for incarcerated and formerly incarcerated women, and served as Community School Director at an elementary school in the South Bronx.

Hady's essays have been featured in Business Insider and #WeAllGrow Latina, her story has been spotlighted by LinkedIn Learning, and her thought leadership has been leveraged by organizations like Hack.Diversity, Power To Fly, Lean in Latinas, and many others. Hady was named a Women of ALPFA 2023 “Latinas to Watch” and is a Latinas in Tech Luminarias 2022 Honoree.

In her free time, Hady is an amateur street art photographer and an avid podcast listener.