

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.

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

Author Bio

Hady Mendez is a NY-based Amazon best selling author, Latina speaker, and ERG coach. 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 and her thought leadership has been leveraged by organizations such as Hack.Diversity, Power To Fly, Lean in Latinas, and many others. Hady is a Latinas in Tech Luminarias 2022 Honoree, a Women of ALPFA 2023 "Latinas to Watch", and a LinkedIn "Top Coaching & Mentoring Voice".

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

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>