

 **UR HOUR**

**A Gathering for BIPOC
in Public Media**

Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



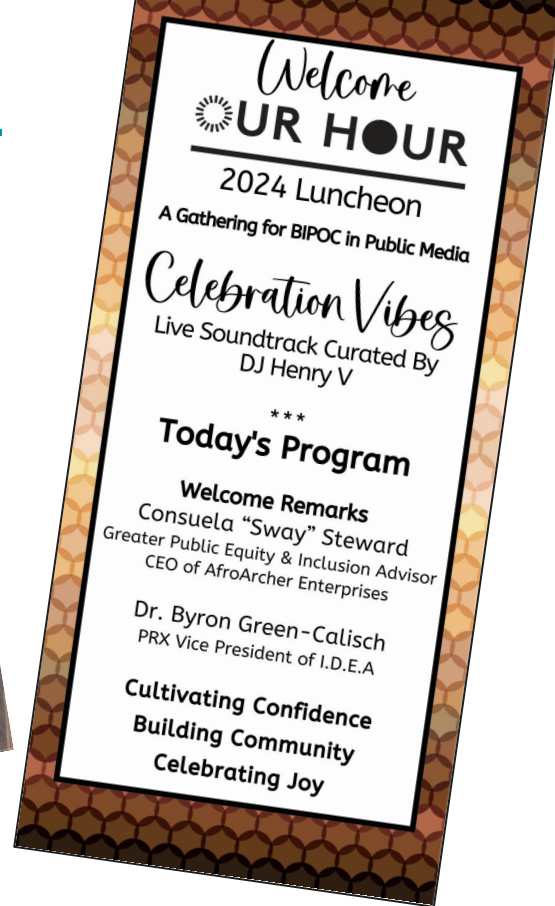
Show love for up-and-coming BIPOC creators and businesses







Our Hour Luncheon Pics



See You in 2025 July 7 - 10 in Philly



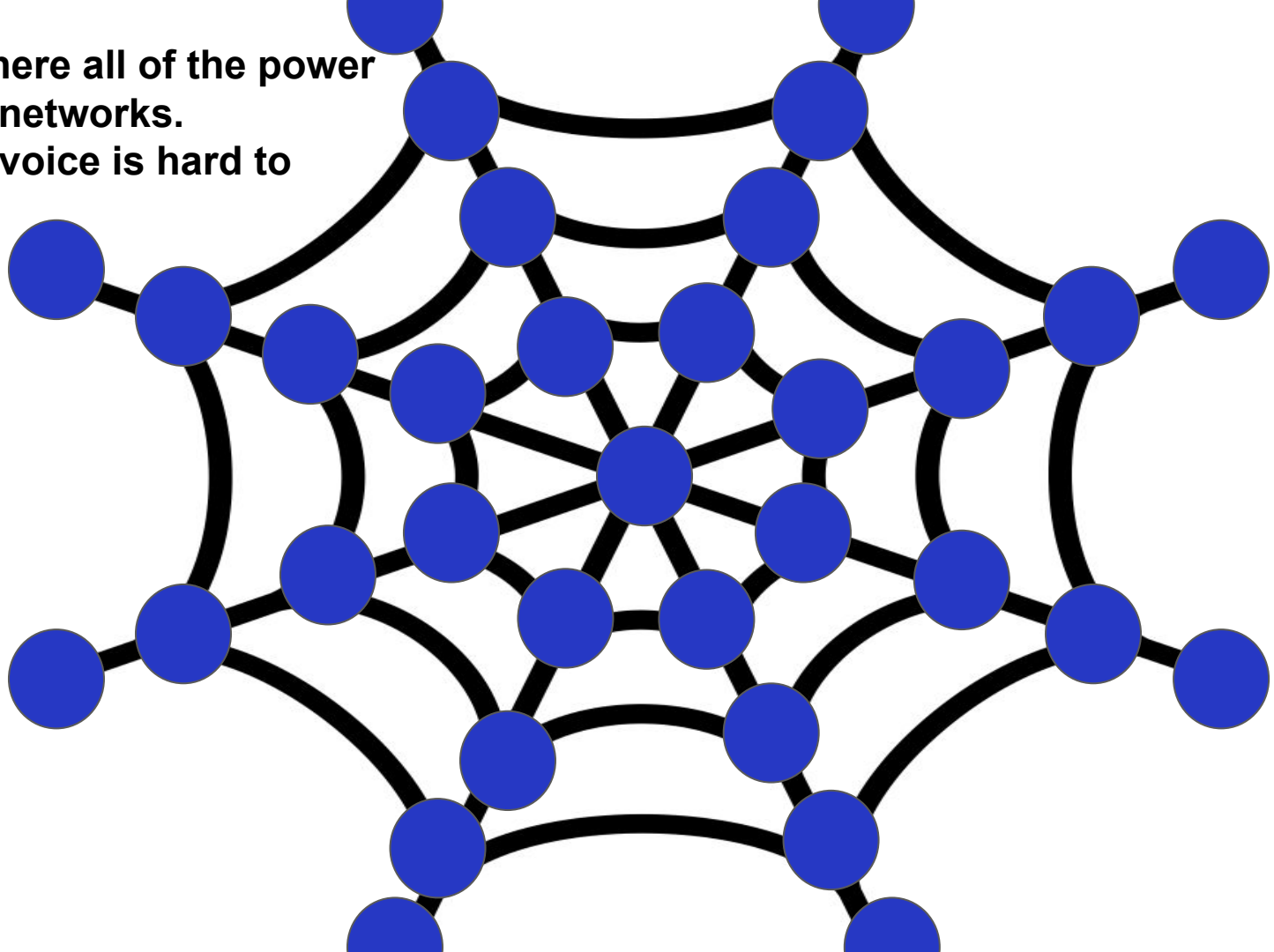


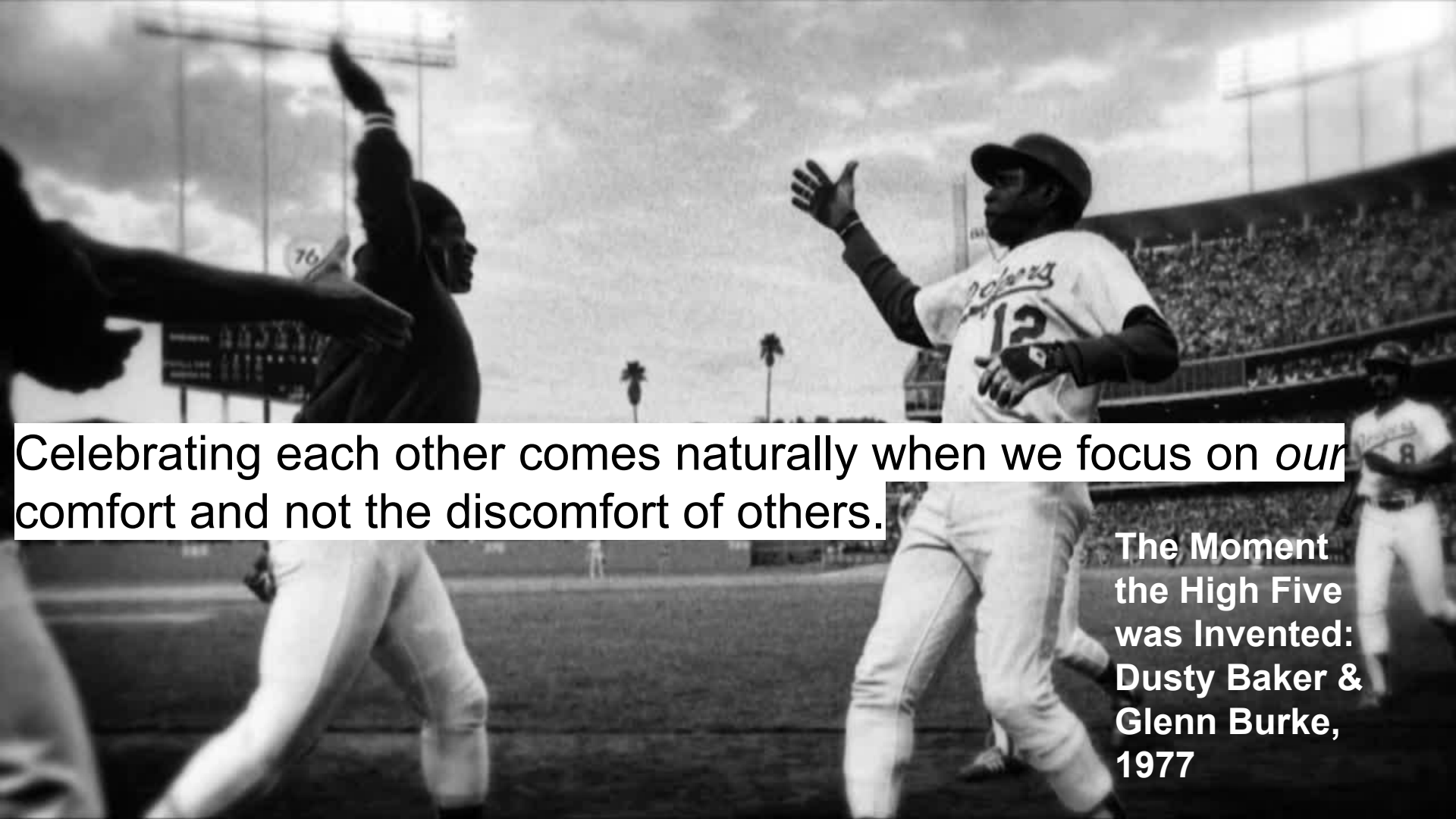
“There is no power here!” - Dr. George Fraser

**OUR
HOUR**

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**This is where all of the power
is: in our networks.
A unified voice is hard to
ignore.**





Celebrating each other comes naturally when we focus on *our* comfort and not the discomfort of others.

**The Moment
the High Five
was Invented:
Dusty Baker &
Glenn Burke,
1977**

“For some of us, confidence is a revolutionary choice, and it would be our greatest shame to see our best ideas go unrealized and our brightest dreams go unreached all because we lacked the engine of confidence.
That’s not a risk I’m willing to take.”

Brittany Packnett Cunningham
Activist, Educator and Writer





“Permission births confidence, community nurtures it and curiosity affirms it.”



“Confidence needs permission to exist

and Community is the safest place to try Confidence on.”

“In community, I can find my confidence and your curiosity can affirm it...



Curiosity invites people to be in charge of their own learning.”



Cultivating Confidence ... Reaping The Rewards
In Action - [Regina Hall Acceptance Speech \(start at 8:42\)](#)

Are YOU Cultivating Confidence?

- Who was the last person you congratulated, elevated, or said *"I'm proud of you"* to?
- How are you speaking about your fellow BIPOC colleagues when they are not in spaces you occupy? Are you bringing them with you?
- Who do you owe a debt of thanks and appreciation to?
- If you're not *getting* your flowers, maybe you're not *giving* them.
- What's getting in the way of honoring deserving/unsung heroes in public media?



Tips on Cultivating Confidence In Ourselves and In Our Community:

Sometimes it feels easier to not ask for or take credit on projects due to the work being overly and unfairly scrutinized in the past. Pay attention to how people of different demographics are praised/criticized.

Support from one another must be authentic and genuine. We can easily elevate one another's work and accomplishments in meetings, on LinkedIn, and within our professional networks.

When we start to doubt our abilities, impostor syndrome is creeping in. This is when we need to double down in owning our talents and remind ourselves we're exactly where we're supposed to be. See more about Imposter Syndrome topic discussed at a previous Our Hour [here](#).

When we *ARE* confident in our abilities, sometimes our confidence is negatively perceived by our colleagues. Ex: A black woman gives direction and it is taken as aggressive vs a white woman gives direction and it is received positively. When this happens: Call it out the implicit biases/micro/macroaggressions at play and Do Not Shrink Yourself for the comfort of others.

Adopt an attitude of: "I know what I am doing." "How they feel is not my problem." "I have earned my place here." Do not forget to advocate for yourself!

We need to examine the examples of leadership we have witnessed and adopted, redefine what good leadership looks/acts like, and be authentic to ourselves/what feels natural in how we lead.

Tips on Cultivating Confidence In Ourselves and In Our Community:

Recognizing individuals for the contributions they made to reach a team goal should be shared. Everyone should get a turn in being recognized. Let's become more comfortable with being recognized and credited appropriately for our work and contributions to the team/organization.

Acknowledge "invisible" roles and work that we do in our organizations (administrative assistants, membership coordinators, IT, etc) by reminding people that these roles directly impact an organization's ability to succeed. You Are Valuable! If you lead people in these roles, lift them up regularly and adjust their wages accordingly.

We need to Project AND Protect our confidence At All Costs! People who feel threatened will try to strip us of our confidence (usually behind the scenes). Connect with colleagues who value you/your contributions and who will back you up when your work and talents are being questioned.

Collect receipts when our confidence is caught in the crosshairs of the people who feel threatened by it. See more about navigating workplace issues discussed at a previous Our Hour [here](#)

Self-affirmations work! What is an affirmation you can go to when you want to reclaim your narrative and become your most comfortable/confident self?

Find ways to self-reflect and consider seeking therapy if you feel overwhelmed. Interrupt our programming of whose affirming words we value and why. Think to yourself: Who are the people I am concerned about what they think about me and who are the people that I am not concerned about? Why is that? We have been conditioned to value certain people's praise over others.

Resources

[Power Networking Conference](#)

[The Story of the How the High Five Was Invented](#)

How to Build Your Confidence – And Spark It in Others: Brittany Packnett Cunningham - [TEDTalk](#) & [Transcript](#)

[Shohei Ohtani celebrates with Team Japan](#) after striking out Mike Trout to win the World Baseball Classic (2023)

[3 Black women create an Olympic first in gymnastics](#)

[Regina Hall's Acceptance Speech](#) at Essence's Black Women in Hollywood Event (2019)

[Oigo](#) - A newsletter about Latino/a, Latine, Latinx content, audiences and engagement in public media by Ernesto Aguilar

