

February 2018

HAPA Rochester Chapter Newsletter

Message from the Rochester HAPA Chapter President



Greetings!

It gives me great pleasure to share with you our first newsletter of 2018. I have been President of the Rochester HAPA Chapter for two years now and I have thoroughly enjoyed working with and meeting so many wonderful people during this time. Your support has been overwhelming and I want to thank all of you for participating in our events during 2017. Very special thanks to so many members of the Xerox Hispanic community who sponsored 53 children from the Sodus migrant community during the 5th Annual Clothing/Toy Drive and Holiday Party for Migrant Workers' Children. Thanks to you this event was a huge success and put smiles in the children's faces during the holiday season.

Last year, we had 2 additional community service projects: collected school supplies for 65 Pre-K kids from the Ibero American Action League Early Childhood Program with the Back to School Supplies Drive.

We also helped our brothers and sisters in Puerto Rico by collecting emergency supplies through the Hurricane Maria Relief Effort. We also held events with other caucus groups such as Asians Coming Together (ACT), The Women's Alliance (TWA) and Young Professionals (YP Nexus).

We heard from our senior leaders during the Roundtable with Steve Hoover and the HAPA/TWA Event with Mike Feldman. Our chapter organized the HAPA National Conference in Rochester for the third straight year. This was another great opportunity for professional development, networking, and learning from our senior leaders. We also organized a professional development webinar on Financial Planning as well as various networking events throughout the year.

In 2018, we need to be well-positioned to take advantage of the many opportunities that will come this year. For that purpose, the Rochester HAPA Board has been busy planning activities for the benefit of all Xerox Hispanics in Monroe County. By the time you read this newsletter, our second Xerox Hispanic Luncheon will have taken place. It was very energizing to meet new people and connect with fellow Xerox Hispanics early in the year. Thanks to all who attended and made this event possible.

In the spring, we're planning events with Xerox Senior Managers, professional development webinars and also social events as the weather gets warmer. I hope you all take time out of your busy schedules to attend these events, benefit from the knowledge shared, and learn more about all the exciting things happening in Xerox. We will also continue sharing job postings to help in your career development as well as events in the Rochester area for your personal enjoyment. We are planning to do events with Hispanic groups in the Rochester community and will continue to look for ways to help in our community through service projects. Please read through this newsletter to learn more about these and other activities and make plans to attend.

I look forward to your participation and ongoing support in the coming months. Together, we'll make 2018 another great year for Xerox and HAPA!

Edith Perez

Follow us:



Looking Back at the 2017 HAPA National Conference



By: Olga Irizarry &

Jazmin Ruiz

Working Together Para Seguir Adelante was the theme of the 2017 HAPA conference at the Strathallan's Century Club in Rochester. The conference provided an opportunity for HAPA members from across the country to come together. It was evident that many HAPA members have made significant moves across Xerox in the past few years, but there are still opportunities to seguir adelante (or move forward and advance). And working together is key to sustaining and building on all that HAPA members have achieved.

As always, this year's conference offered opportunities to learn, network and have fun. The one minor difference - everything we offered in a two-day conference was packed into one day. And it was a success! This would not have been possible without the help of the planning committee.

Our non-stop full day's-worth of activities was kicked off with a energy-boosting breakfast and motivating messages from Liz Vega (HAPA National President) and Andrew Copley (HAPA Corporate Champion). Liz also presented Darren Cassidy with the HAPA Champion Award. This was followed by a message from Beverly Stallings-Johnson, senior leader of Diversity and Inclusion: The importance of diversity and inclusion at Xerox - current and future outlook.

Networking is key to personal and professional advancement. Therefore, this was the focus of the two professional development workshops. **Networking 3.0** was presented by Hannah Morgan, job search and social media strategist. This was a 2-part interactive workshop that emphasized the importance of upgrading your networking skills and tools beyond the standard resume and elevator speech. The final workshop of the day, **Speed Networking**, presented by former XeroxMelissa Joyce-Rosen. This was a fun

and challenging workshop that got everyone out of their seats and provided an opportunity for HAPA members to practice the networking skills they learned earlier on in the day. Nancy Lopez, VP of HR presented a third workshop in which she led an interactive discussion about the **New Xerox Culture** (and she also provided a few laughs).

The conference also included two executive panel sessions moderated by several HAPA members. The first was over lunch and included Hispanic executives Jaime Soley, Nancy Lopez, Rita Cortez and Rodolfo Piedra. The second panel was later in the afternoon and included senior executives Darren Cassidy, Julie Hogan, Rick Schmachtenberg and Flor Colon. Thanks to our moderators for asking very insightful questions that allowed us to get up close and personal with the panelists and gain helpful tips on professional and personal development.

One of the biggest challenges of the conferences was how to top the previous years' final workshop of the day - wine and chocolate tasting in 2015 and the craft beer tasting in 2016. This year Nota Leon, HAPA's renowned tequila expert, led us on an entertaining and educational tasting history of tequila.

The conference ended with the evening with dinner and dancing at the rooftop ballroom, which offered a beautiful view of the city. Dinner included the presentation of HAPA awards to Edith Perez (HAPA Leadership Award) and Maria Nicolay (Adelante Award) and Scholarship awards to three deserving Hispanic students. Dinner ended with a candid interview with Kevin Warren, the 2017 HAPA Conference's keynote. Dinner was followed by traditional dance performances, music and dancing.



HAPA (Hispanic Association for Professional Advancement) is a non-profit organization founded in 1977 in Los Angeles, CA. Its mission is to promote the professional growth, development and career advancement of Hispanics at Xerox in the USA. For more information, please visit us at www.hapa.org

HAPA Rochester Chapter Events

By: Indira Danner

We provide you with resources to keep you up to date and stay competitive in a rapidly evolving Xerox, and have fun at the same time!

Here are some of last year's events:

- Xerox Hispanic Luncheon
- Roundtable with Steve Hoover
- Financial Planning webinar
- HAPA/TWA Event with Mike Feldman @RMSC
- Back to School Supplies Drive
- Summer Networking Event at Hooligans
- Fall Social Event with YP Nexus at Tapas (dance lessons)
- 2017 HAPA National Conference
- Hurricane Maria Relief Effort
- Holiday Clothes/Toy Drive
- Holiday Party for Migrant Working Children


If you missed any of these events, you can still view them on our Xstream Channel: <https://xerox.ravnur.com/employee/group/20571.aspx>

And in 2018... we continue supporting members' personal and professional development. Upcoming events include a Senior Executive Series with various Senior Managers located in Webster, Professional Development webinars, community service projects and networking/social events in the spring and summer. Please refer to page 6 for more information. Any other suggestions for future events are welcome and can be emailed to the Rochester Chapter's Professional Development Committee: Jazmin Ruiz or Olga Irizarry.




2018


HAPA Rochester Chapter Board




Edith Perez
Rochester Chapter
President




Jazmin Ruiz
Professional Development




Indira Dalel-Rodriguez
Professional Development



Evelyn D'Agostino
Communications



Olga Irizarry
Special Events



Greg Sanchez
Treasurer



Email us at: Edith.Perez@xerox.com

HAPA needs leaders and supporters at every level of the organization. We all must do our part to help Hispanics at Xerox achieve their personal and professional development needs through networking, mentoring and other events and programs.



HAPA Rochester Chapter Member Corner

Jazmin Ruiz



Where are you from (your roots): I was born in Germany, but the rest of my family is from Panama. I am the youngest of five children. I grew up in a military family, but I spent most of my life in Texas.

Xerox is for Jazmin...

I moved to Rochester, NY just to work at Xerox two years ago. I am the Regulatory Toxicologist for the Environment Health Safety and Sustainability (EHS&S) organization where I review all the exciting products coming down the pipeline. The best part of my job is the opportunity to learn and collaborate with multiple organizations across the corporation - both technical and business-related.

My organization has supported my personal and professional growth. I am currently on track to complete the LSS Greenbelt certification and the toxicology board exam. They also emphasized the importance of maintaining a healthy work-life balance and their flexibility has allowed for opportunities to give back to the community during work hours through the Xerox Science Consulting Program and other programs in the city.

I joined HAPA and YP NeXus in the first few weeks at Xerox. This is my second year serving on the board for HAPA's Rochester Chapter where I help with planning professional development activities. I also co-chaired the 2017 HAPA National Conference. Last year I served on the YP NeXus National Board as the events lead. Both groups have allowed me to form meaningful connections with people I may have never interacted with before.

Career advancement advice

Be proactive and push yourself to take advantage of opportunities that aren't necessarily within your comfort zone. This can open the door to new opportunities that you wouldn't have expected.

Don't restrict yourself to a defined career path. A lot of the skills that make you successful in your current position can be transferred and applied to a variety of areas.

Jazmin bio -

Previous to Xerox, I worked with the U.S. Environmental Protection Agency in Durham, NC. I received a B.S. in Biology, Masters in Public Health, Ph.D. in Population Health/Environmental Toxicology from University of Texas schools. I currently participate as a member or a volunteer with various organizations inside and outside of Xerox including the Xerox Science Consulting, Rochester Latino Rotary Club, YWCA Empowering Women's Luncheon Committee, the City of Rochester's Pillars of Hope and Grupo Cultural Latinos in Rochester. I enjoy running outdoors and travelling to new places.



Pillars of hope 2018 - sharing vision board with students



Grupo Cultural Latinos En Rochester



Rochester Polar Plunge 2017



St. Michael's Church



Sibling trip to Portugal



Ziplining in Punta cana



THANK YOU!

To our 2017 Annual Clothing/Toy Drive Sponsors
On behalf of the GRAHAPA board, we would like to thank all our Sponsors very much for the funding provided to our Christmas celebration. Your sponsorship helped us accomplish a very successful "GRAHAPA 5th Annual Clothing/Toy Drive" for 65 Kids and families.





Mark Your Calendars

EVENTS



February

Xerox Hispanics Luncheon

March

Senior Executive Series with Dragana Pavlovic

April

Professional Development Webinar (Topic TBD)

May

Spring Networking Event

June/July:

Summer Event

September:

Senior Executive Series
Hispanic Heritage Month

October

Professional Development Webinar (Topic TBD)

November

Fall Networking Event, Clothes/Toy Drive

December

Holiday Party for Migrant Workers' Children

GRAHAPA is looking for new Members

We are committed to create a space in which Hispanic professionals can get together . We are reaching out to you to invite you to be a part of our growing organization. Together we can promote the career advancement of our individual members and highlight the many accomplishments and contributions of our community to the Xerox organization, and the community at large.

If there are any success stories, anniversaries and other notable events about Hispanics at Xerox, please let us know to include in the next newsletter.

Also, please go to the HAPA website for the registration form.

For membership visit

WWW.HAPA.ORG



HISPANIC ASSOCIATION FOR PROFESSIONAL ADVANCEMENT



The Xerox Community Involvement Program

The Xerox Community Involvement Program (XCIP), our company's biggest and longest-running program, marries the voluntary spirit of our people with funding from the Xerox Foundation to make our hometowns and neighborhoods a better place. XCIP provides the means to channel funds to local teams of employees to select and work on specific community projects that they identify in their communities.