A new year brings a sense of renewal and rebirth. It's an opportunity to reflect on where we've been and where we want to be. A new year is a clean slate to set goals and identify how to achieve those goals. Important to remember is to make your goals realistic and identify what success toward those goals looks like along the way. Achieving small successes will keep you on your path. If you stumble, give yourself grace and begin again.
Also, you don't always need a new year to start fresh. Each day is an opportunity to begin again. Need help sticking to your goals?

- **Make SMART Goals:** Specific, Measurable, Achievable, Relevant, & Time-bound
- **Ask for help** - the Employee Assistance Program (EAP) offers short-term personal counseling to employees on the State Employee Health Plan and you can receive, at no cost, up to eight sessions per issue for everyone in your household.

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### National Mentoring Month

Started in 2002, National Mentoring Month promotes mentoring for youth. Regardless of age or where you are in your career, mentoring can have a significant impact on how women and girls advocate for themselves. Compared to non-mentored employees, mentored employees receive promotions and salary increases at a higher rate, including higher retention and promotion rates among women and minorities (15-38% increase) as reported by Forbes in July 2021.

There is no doubting the value of mentoring and the overall impact it has on both the mentee and mentor. When Kansas WISE first began, one key area of interest reported by women in state employment is the opportunity to provide and receive mentoring. Because of this interest, Kansas WISE established a mentoring subcommittee. Still in the beginning phases, the mentoring subcommittee looks forward to rolling out opportunities in 2022.

Thinking about being a mentor or mentee, but still trying to navigate the process? Consider these resources:

- **Mentoring | The University of Texas at Austin Human Resources**
- **Mentoring for the First Time? 14 Tips to Start Off on the Right Food | Forbes**
- **How to Be a Great Mentee | Forbes**
January 17, 2022 is the day we celebrate Martin Luther King, Jr. and the efforts he extended as a Baptist minister and a civil rights leader for nonviolent resistance against racial segregation. King Jr. was one of many who collaborated to help achieve equality among individuals despite race. But who in Kansas also helped make an impact on the civil rights movement? The answer is 8-year-old Linda Brown.

Linda Brown was a Topeka native and is commonly known for her role in one of America’s most famous court cases, *Brown v. Board of Education*. This case, managed by the National Association for the Advancement of Colored People (NAACP) and Thurgood Marshall, gained nationwide attention and prompted serious questioning about segregation within education. Brown went on to attend an integrated junior high school and eventually study at Washburn University and Kansas State University. Read more about Linda Brown and other famous African American women from Kansas [here](#).

In honor of Martin Luther King Jr. Day, look to your local community for events celebrating his legacy through marches, service opportunities, and virtual gatherings. A few events happening around Kansas include:
Martin Luther King, Jr. March and Proclamation Signing in Topeka - Beginning at the south steps of the Statehouse, the walk will proceed around the perimeter of the grounds and enter the building on the north side. The proclamation signing will take place in the first floor rotunda following the walk. - January 13 at 11:45 am.

Wichita Habitat’s MLK Day of Service - Join Wichita Habitat for Humanity at the Century II Performing Arts & Convention Center Expo Hall as they begin construction on two homes. - January 17 at 8:00 am - [Register here].

Kansas State University Martin Luther King, Jr. Observance Week - Join Kansas State University for a week of virtual and in-person events celebrating Dr. King. - January 22-28 - [More information here].

Celebrating Our Achievements
These six women were among the 2021 graduates of The Heartland Certified Public Manager® (CPM) program at KU’s Public Management Center. The Heartland CPM® program is a competency-based leadership program dedicated to developing exceptional public managers. In this 11-month, 300-hour program, participants work to develop a stronger understanding of themselves, strengthen their leadership skills, bring out the best in others, inspire creativity and innovation, explore public policy, ethics, and performance management and learn to lead through transition.

Pictured, from left to right: Tammy Tompkins and Erica Hunter from DCF, Mary McAferty from OITS, Laura Hiatt from Treasurer’s Office, Kami Cusick from DofA and Laura Bohnenkemper from KBI.

Have you, your colleagues, or your department been nominated for or won an award? Do you want your colleagues to be recognized for their achievements? We want to hear about it!

Please submit awards or achievements to KansasWISE@ks.gov for inclusion.
Kansas WISE Event

Please join the Personal Development, Self-Care & Wellness Subcommittee as they present:

**Combating Burnout for the Modern Working Woman: "Giving Yourself Permission"**

Join us in learning how to work through different stages of burnout: emotional exhaustion, depersonalization, and reduced personal accomplishment. Open and free to all State of Kansas employees.

- **What:** Combating Burnout for the Modern Working Woman: "Giving Yourself Permission"
- **When:** Tuesday, January 11, 10:30-11:30 am
- **Where:** Zoom - [Register here](#)

*We understand people are busy and schedules may prevent you from attending Kansas WISE events. Other information and opportunities are forthcoming so stay tuned!*

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**Online Events and Resources**

Check out these free online opportunities (Unless otherwise noted, all events are 1 hour):

- **EAP Webinar: After the Holidays: Managing that Debt:** Holiday debt causing you stress? Join the EAP for a workshop on how to get out of debt and prevent it from happening again during the next holiday season. - January 12 at 1:00 pm - [Register here](#).

- **HealthQuest Wellness Webinar:** Tune in for the HealthQuest Health Coaching team's first monthly webinar of 2022 to meet your coaches, learn their specialty
areas, and hear how they can help you meet your health goals. They'll also walk you through the process to schedule one-on-one coaching appointments. HealthQuest members earn 1 HealthQuest credit for attending the webinar, and members earn additional credits for meeting with a coach. - January 13 at 11:00 am - [Register here](#).

- **Katz Institute of Women's Health: New Year, New You Part 1: A Panel Discussion:** Drop in for a panel of the Katz Institute's network of expert clinicians where they'll cover topics from immune support and eating well to feel well to building resiliency through healthy habits. - January 13 at 6:00 pm - [Register here](#).

- **Ama La Vida Coaching: New Year, Fresh Start: How to Clear Away 2021 and Create Abundance in 2022:** Featuring life coach Cindy Paine, join Ama La Vida Coaching for a workshop on letting go of disappointments, creating an actionable 2022 vision board to achieve your dreams, and understanding and using the clear-connect-method to help you reach your goals. - January 20 at 1:00 pm - [Register here](#).

- **Katz Institute of Women's Health: New Year, New You Part 2: A Panel Discussion:** Join the Katz Institute's expert clinicians for a second panel discussion covering inflammation, metabolism, and when headaches are more than pain. - January 25 at 6:00 pm - [Register here](#).

- **EAP Webinar: Resiliency: Bouncing Back After a Setback:** There are certain individuals who, regardless of the hardships they encounter, adapt and thrive to lead successful lives. What these people have in common is resilience. Join the EAC as they examine the characteristics of resilience and discover ways to introduce greater resilience into our lives. - January 26 at 1:00 pm - [Register here](#).

- **EAP Webinar: Healthy Lifestyle: Changing the Way You think About Diet and Exercise:** This workshop provides an overview of safe and effective strategies to improve overall fitness through manageable changes in diet and exercise. Of course, before beginning any changes in diet and exercise, it is best to first consult with your doctor. - February 9 at 1:00 pm - [Register here](#).

**Did You Know?**

People employed by State of Kansas might be eligible for the Public Service Loan Forgiveness (PSLF) Program for their student loans. The PSLF Program forgives the remaining balance on Direct Loans after 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. Learn more [here](#).

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Subscribe or manage your subscription settings [here](#).

Questions and feedback can be sent to [KansasWISE@ks.gov](mailto:KansasWISE@ks.gov)