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I've always felt valued by my CUPA-HR friends. We are so very diverse, and that's been what's good about us. It's a safe place. As my career has evolved, I've developed a sense of concern for women in leadership roles. For my own experiences, I've turned to CUPA-HR colleagues for advice and counsel. I can say things to them that I can't always share with my university colleagues. I've found that as I have moved into higher level roles, including trying to be a role model for others, it's even harder to show vulnerability, frustration, and sometimes disappointment. But I can do it with my CUPA-HR colleagues. Not all of them are in similar situations, but we are all open and accepting of each other's situations and challenges.