

## HBIC Littermate Cohort – NCEDA 2025 🍇

Welcome to the **HBIC Littermate Cohort – NCEDA 2025**, a space for students who attended the **NCEDA Career Trek 2025** to **keep the momentum going, build connections, and exchange ideas** as they explore careers in **economic development**.

But what does **HBIC** mean?

At HBIC, we **own our success and walk boldly into our power—without waiting for permission**. **HBIC isn't about gender—it's about mindset**. It's about showing up, taking charge, and moving with **audacity, confidence, and purpose**.

### ✅ **HBIC means:**

- Leading **your own career journey**
- Making **bold moves** toward your goals
- Witnessing each other's journey—**sharing only experience, strength, and hope**
- Focusing on being a **starter**—because **nothing happens until someone makes a move**

This group is **your pack—your littermates**. Here, we **keep it real**. We don't pretend to know things we don't. We owe our **epic failures** as much as our **phoenix rises**, because **you can't get found unless you've been lost**.

### 🚀 **Action You Can Take:**

- ✓ Introduce yourself! Drop your name, school, and career interests.
- ✓ Share job postings, internships, and industry insights.
- ✓ Ask questions, seek advice, and give support.
- ✓ **What's one question from NCEDA Career Trek 2025 that didn't get answered to your satisfaction?** Drop it in the group and **let's get it answered**.

This is your space—**let's make it count**.

🔴 **DISCLAIMER:** *This group is an independent initiative and is **not affiliated with, endorsed by, or officially connected to NCEDA in any capacity**. It is managed by **HBIC Advisors LLC** as a space for **NCEDA Career Trek 2025 attendees** to continue networking and exchanging ideas. Any views, discussions, or content shared here are those of the individual participants and **do not represent NCEDA or its official stance**.*

👉 #HBIC 🏆 #EconomicDevelopment #Littermates 🍇 #NCEDA2025 #NextGenLeaders #FutureLeaders #OwnYourSuccess #LeadershipMindset #CareerGrowth

🔥 **Be Your Badass Self!**

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*"Don't try to 'age with grace' – age with mischief, audacity, and a good story to tell."*

## ● HBIC Littermate Cohort – NCEDA 2025 Rules

### ✓ 1. Keep It Real.

This is a space for **authenticity**. No one here has all the answers, and no one expects you to. Own what you know and ask about what you don't.

### 🔥 2. Share Your Experience, Strength & Hope.

No fluff, no pretending—just real talk. **Share what's worked for you, the lessons you've learned, and the struggles you've faced.** Your truth could be the key to someone else's breakthrough.

### 🚀 3. Own Your Epic Failures & Phoenix Rises.

We don't just celebrate wins here—we celebrate **getting back up** after a fall. Share the moments when you **felt lost, messed up, or had to start over**—because that's where the real growth happens.

### 👂 4. Witness Each Other's Journey.

We aren't here to **fix or judge**—we're here to **witness and support**. There's power in simply **seeing and acknowledging** someone's story.

### 🔲 5. Focus on Being a Starter – Not Waiting to Be Ready.

This group is about **action, not perfection**. **Start the conversation. Start the project. Start the bold move.** Even if you're unsure. **Especially** if you're unsure.

### 💡 6. Give As Much As You Get.

Ask for help when you need it—but **also be ready to contribute**. This space thrives when we all show up **for each other**.

### ● 7. No Ego, No Gatekeeping.

Everyone here is figuring it out. **No condescension, no dismissive attitudes, no "I already knew that" energy.** We build each other up, or we don't belong here.

### 👥 8. Respect The Pack.

No hate, no harassment, no toxicity. **Period.** This is a space for **learning, growing, and leveling up together.**

👉 **If you've got a problem with someone's race, religion, gender identity, politics, or otherwise—that's YOUR problem, not the pack's.**

### 🐾 9. You're Not Just A Member—You're A Littermate.

### 💡 10. If You're Lost, Speak Up – Don't Suffer in Silence.

### 🔥 11. Take Action- period.

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