

# Mentorship & Sponsorship Committee

<p><b>Mandate</b></p>	<ul style="list-style-type: none"> <li>Connecting mentors and mentees within and across Canadian businesses &amp; institutions. We will increase development capacity for Black Canadians by retaining knowledgeable mentors, coaches, and sponsors across all sectors to help Black Canadians progress their careers or businesses, including ascension and succeeding in management positions, C-Suites and Boards.</li> </ul>
<p><b>Vision</b></p>	<ul style="list-style-type: none"> <li>Within 5 years, a developed and self-propelling BlackNorth Mentorship, Coaching &amp; Sponsorship Program supporting Black Canadians. This program will be forged through sustained direct pairing of mentors &amp; mentees; or through partnerships with organizations that desire specific mentorship support as part of their diversity and inclusion mandates.</li> </ul>
<p><b>Path forward</b></p>	<ul style="list-style-type: none"> <li>Forge partnerships with identified organizations to assist with their internal mentorship and sponsorship programs. Discussions ongoing with Canadian businesses &amp; institutions.</li> <li>Develop / enlist software capabilities to facilitate mentor-mentee matching program and track KPIs (e.g., total # of matches in 6 months, frequency of meetings).</li> <li>Design and develop virtual focus groups, workshops and townhalls to perform needs assessment to identify key issues, to inform programming.</li> <li>Connect with CEO pledge organizations as priority employee development base.</li> </ul>
<p><b>Resources needed</b></p>	<ul style="list-style-type: none"> <li>Volunteers: Coordinator to manage BNI committee interactions and to oversee pledge organizations' communications. Support in developing surveys to track needs / progress.</li> <li>Technology: Develop online dashboard to connect mentors &amp; mentees, &amp; track pairings.</li> <li>Media: Managing press releases for key milestones &amp; reporting including program launch, CEO pledge buy-in / commitments, major KPIs (e.g., 100 matches, 300 matches, etc.).</li> <li>Budget: Mentor accreditation and develop events for recognizing mentor contribution.</li> </ul>

## Potential interdependencies

Interdependencies are based on five program focus areas:

1. Mentorship, Coaching & Sponsorship: Education, Economic & Empowerment, Sports & Entertainment, At-Risk Youth
2. Talent and Leadership: Economic & Empowerment, Sports & Entertainment, Representation in Arts, Media & Culture
3. Research and Training: Education, Leadership
4. Youth Engagement: Justice, At-Risk Youth, Youth
5. Small Business & Entrepreneurship: Economic & Empowerment