

EMPLOYEES OF COLOR MENTORING PROGRAM

OVERVIEW

The Wisconsin Technical College Diversity, Equity, and Inclusion Committee has identified a need for professionals of color to connect with each other across the system. As a result, the Employee of Color Mentoring Program was developed. The program encourages a type of mentorship that is self-sustained by mentors and determined by the goals and expectations of mentees.

This program aims to support the retention of employees of color by:

- Connecting employees to each other
- Supporting employee professional leadership goals
- Creating a system-wide sense of belonging and community
- Positioning mentors to aid in situations where power dynamics and/or marginalization are at play



MENTORING EXPECTATIONS

Mentor/mentee pairs are asked to:

- Make two-way communications on a regular basis, at least once a month
- Outline and define roles, responsibilities, and expectations of both the mentee and mentor
- Take time for both to set, share, and review goals for success of the mentoring relationship

The mentee will:

- Solicit the mentor's opinions and advice
- Take responsibility for their own growth and success

The mentor will:

- Provide guidance, as requested, using personal experiences to offer perspective
- Work to connect mentee when appropriate to the larger WTCS network

MATCHING PROCESS

Signing up to be a mentor or mentee is relatively simple. Simply view the short, informational video and then complete the required information on the Spreadsheet. It is up to mentors to update the spreadsheet regularly with information on availability to take on new mentees or names of confirmed mentees.

ADDITIONAL INFORMATION

The WTCS Diversity, Equity, and Inclusion Committee will review the mentorship spreadsheet once a quarter. The workgroup has committed to sending an engagement survey to the mentees and mentors to determine the impact of the program on an annual basis.

Another suggested outlet for employees of color is to connect with an Affinity Group/Employee Resource Group at their college.

We welcome any and all comments that may help us improve and refine this program.

Visit <https://mywtcs.wtcsystem.edu/priorities-policies/diversity-equity-and-inclusion/> to learn more.

