We're excited to be launching the newest iteration of our O&R SIG mentorship program!

The purpose of the program is to provide both psychosocial and career support to our members holding *a full range of intersecting minoritized identities*. Mentees can be anyone who self-identifies as holding a minoritized identity. For mentors, we just ask that you have completed a degree program (e.g., bachelor's, master's, doctorate, advanced medical training).

In our program, you can select to be a mentor, a mentee, or both!

For mentors, some of the benefits include giving back, contributing to mentee development, enhancing the growth of the field, and your own professional and personal development. Research also shows that being a mentor can increase career satisfaction and performance, reduce burnout, stimulate creativity, and enhance professional networks.

For mentees, the program can contribute to building your professional confidence and identity, professional skills, career satisfaction and achievement, and academic productivity. This is done by the mentor providing instruction, guidance, support and encouragement, and also expanding your networking opportunities.

We would just need a couple of agreements from participants:

- A one year commitment from both the mentor and mentee
    - Meet at least once a month for the first three months, and after that you determine how often you meet on your own
    - Attend mentee orientation meeting (date to be determined post-pairing)
    - Attend optional mentor consultation meetings (date TBD post-pairing)
- Review of an orientation guide about the mentorship program, which we'll send out before the program starts
- For the first meeting, the mentor and mentee will agree on mentee goals and how often/how you'll have your future meetings
    - In the orientation guide, we'll also provide some guidance on things that might be helpful to discuss for that first meeting

The first step is matching mentors and mentees on salient aspects like identity, strengths, needs, professional area, and clinical and research interests, based on your matching priorities. The link provided below will take you to a matching survey so we can get more information on you and your matching preferences:

## https://forms.gle/tdheQpHUxvpn8eYV6

Please complete this matching survey by **June 5th, 2023**. We're planning for the first match to be at the end of June.

If you have any questions, you can email oppressionandresilience@gmail.com. Looking forward to providing these mentorship opportunities within our SIG!

Sincerely,
The O&R SIG Mentorship Committee