



Powering Inclusion Through Allyship, Mentoring & Sponsorship



MENTor Allyship Program



Leveraging allyship through mentoring to advance a more inclusive, equitable, and productive outdoor industry.

Allyship Literacy • Mentoring fluency • Gender & Intersectional Identities intelligence
• Effective collaboration with colleagues who identify as women
• Transferable allyship skills to racial and ethnic minorities

www.camberoutdoors.org

Phase 1

MENTor Allyship Labs (two part workshop | 3 hours total)

Rising Athenas. Male Allies. and the Power of Inclusive Mentorship at Work:

- Provides the fundamentals of excellent allyship, mentorship and sponsorship based on our research and organizational best practices.
- Makes the business case for engagement of individuals who identify as men in diversity, equity and inclusion.
- Explores the challenges of cross-gender professional relationships, as well as strategies for overcoming anxiety and reluctance about transparent and collegial friendships across gender to advance gender equity.
- Explains -using evidence-based best practices- the “how to” for men, women, and organizational leaders who want to be intentional and inclusive leaders, leveraging deliberate allyship to create and sustain a more inclusive workforce to attract and retain a diverse workforce.
- Practices -through a variety of developmental exercises- allyship skills through topics such as developing awareness of the challenges faced by individuals identifying as men, everyday interactions at work, professional relationships at work, disrupting status quo bias and interventions, advocacy, mentorship as a unique developmental relationship, why mentoring matters, and some of the obstacles to mentoring.

Pre-readings:

Session 1:

[How Men Can Become Better Allies to Women](#)

[Men Can Improve How They Mentor Women. Here's How.](#)

Session 2:

[Male Allyship Is About Paying Attention](#)

[How Men Can Confront Other Men About Sexist Behavior](#)

Key Resource: [Good Guys: How Men Can Be Better Allies for Women in the Workplace \(2020\). Harvard Business Review Press.](#)

Phase 2

MENtoring Journey (three months)

Mentor Skill-Development Webinar: *What Excellent Mentors Do* (60 minutes):

This practical, interactive webinar for mentors will:

- Review some of the best practices from the earlier allyship/mentorship sessions.
- Provide rules of engagement for developing high-impact mentoring relationships. Topics include the interpersonal habits and behavior strategies of excellent mentors, including techniques for forming, solidifying, and maximizing the value of effective mentoring relationships.
- Be skill-focused with clear illustrations, discussion, and interaction with the presenters. Specific topics include forming relationships with care, clarifying expectations, expressing hopes and discerning a mentee's career aspirations, listening generously, demonstrating cultural/gender humility, sponsoring, challenging, affirming, welcoming reciprocity and mutual learning, providing insider information, sharing social capital, casting audacious visions for mentees, honoring work-life obligations, and welcoming increasing friendship/collegiality as a mentorship evolves.
- Why MENtors are crucial in advancing equity in the workplace when engaged in a DEI led mentoring journey
- Introduce the mentoring program document created by Camber.

Mentee Skill-Development Webinar: *What Successful Mentees Do* (60 minutes):

This practical webinar for the MENtor Allyship program mentees will cover:

- The mindset and behaviors of successful mentees
- How to maximize mentoring and sponsoring relationships with mentor
- How to construct a mentoring constellation or network of developmental relationships.
- Evidence regarding what effective mentees actually do behaviorally in mentorships.
- Mentees' sharing of their biggest concerns and anxieties, as well as their primary sources of excitement about being selected as a mentee.
- Problematic mentor relationships and how to address them, leveraging assistance from the program administrator(s) as needed.
- How to maximize time with mentors to bolster one's personal career aspirations How to become mindful of cultural differences
- Why mentees are crucial in advancing equity in the workplace when engaged in a DEI led mentoring journey
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Follow-up Consultation Sessions with Mentors (30 minutes x2):

- Trainers will host 30 minute consultation/office hours sessions with the program mentors in mid Sept and mid Oct.
- They will address any concerns, and offer consultation in relation to any areas the senior leaders may be struggling with.
- This session will also serve as an opportunity to share some additional mentoring best-practices and to allow mentors to share some of the lessons they have learned about mentoring, some key successes, and personal benefits to serving as a mentor.
- It would also offer the opportunity for troubleshooting difficult mentoring dilemmas and consultation with both peers and the facilitators.

Mentoring Program Summation & Next Steps Event with Mentors and Mentees (60 minutes):

This session will be part celebration, part re-tooling and equipping for next steps (for mentors and mentees), part consideration of survey results (lessons learned), and part opportunity for mentoring dyads to thank one another and redefine their relationship moving forward. The intent is to bolster motivation,

celebrate mentoring wins, add some additional mentoring tools to their toolkit, plan for continued career momentum, and most importantly review how this MENToring journey positions them to be DEI Ambassadors. This interactive session will integrate several elements including:

- Appreciation and congratulations from Camber program organizers
- Sharing of select aggregated survey findings with several illustrative (positive, affirming) quotes regarding what mentors and mentees most appreciated and what they learned.
- Presentations by 1 or 2 pairs who had a particularly positive experience in the program offer a short summary of what they most appreciated about the experience with their mentor/mentee.
- Sponsorship – What does world-class sponsorship look like? How can sponsorship tie into mentoring? How can mentors now begin to sponsor their mentees?
- Becoming a *mentor-of-the-moment*. How can I influence my organization in a way that shifts the culture to one where mentoring is ubiquitous even without being formally paired.

Recommended pre-readings:

Sessions 1/2:

- [Mentor Her Even During a Pandemic](#)
- [Mentoring Someone with Imposter Syndrome](#)
- [Men Can Improve How They Mentor Women](#)

Key Resource: [Athena Rising: How and Why Men Should Mentor Women \(2016\)](#). Harvard Business Review Press.

Transformational Vision for Camber Mentoring & Sponsorship:

MENTor Allyship Pilot Program 2021

- Cohort of 25-30 Executive-Level Participants
- 2 Training Sessions
- Led by Gender-in-the-Workplace Experts David G. Smith, PhD and W. Brad Johnson, PhD
- Based on Field-Leading Research
- 3-Month Mentoring Pilot

