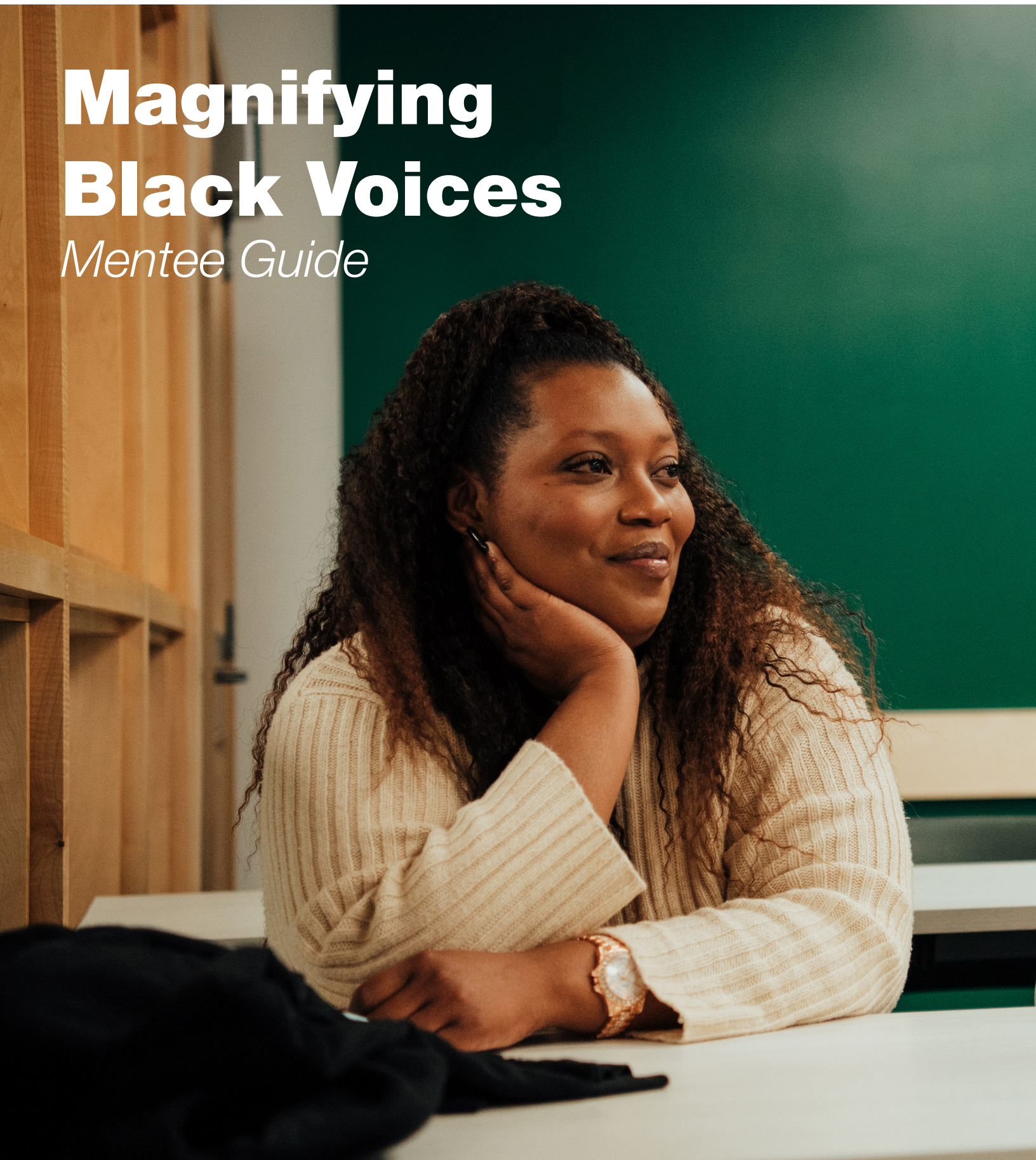


# Magnifying Black Voices

*Mentee Guide*





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# Introduction

**Congratulations on embarking on this exciting mentorship experience tailored for Black students at UNBC. This guide is designed to help you make the most of this unique opportunity.**

The Magnifying Black Voices program was originally launched with funding from UNBC's Ignite & Inspire Investment Fund in 2024. Now a recurring program, it continues to evolve through the support of the Office of Equity and Inclusion and ongoing collaboration across the university community. This initiative is also grounded in UNBC's ongoing commitment to the 2021 Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education.

The 2021 Scarborough Charter focuses on combating anti-Black racism and promoting Black inclusion in Canadian higher education, outlining principles and actions to address systemic issues and enhance the experiences of Black individuals within academic institutions. It emphasizes the need for equity, diversity, and inclusion to create a more supportive and just educational environment. The University of Northern British Columbia was one of 46 universities and colleges that signed this charter on the 28th of November 2021.





# The Value

## Mentorship Benefits

**Guidance and Support:** Mentorship provides invaluable guidance and support, helping mentees navigate academic challenges, set goals, and make informed decisions about their educational and potentially career journey.

**Skill Development:** Mentorship supports in gaining essential skills and knowledge through a mentor's experience and expertise, building academic and personal growth. This transfer of skills contributes to a well-rounded education.

### **What Constitutes a Mentorship?**

**Building an Impactful Relationship:** Mentorship is about creating a friendly and trustworthy connection between you and your mentor. The ability to talk openly and respectfully allows for honest and expansive dialogue.

**Working Towards Goals:** Mentorship is focused on reaching specific goals you set for yourself. Your mentor helps you achieve these goals and develop in different areas.

## Relationship Building

Establish a relationship built on trust. Creating a successful mentoring connection involves determining the shared objectives of both you and your mentor, building trust, outlining an action plan, and maintaining regular meetings. The first few encounters play a crucial role in laying a solid groundwork for the relationship.

## What are your Commitments?

- **Clearly define your objectives for the mentorship.** Identify what you aim to achieve and communicate these goals to your mentor.
- **Be open to discussing wins and losses.** What got you to the wins and losses and what you learn from them. Also, be open to feedback.
- **Implement the advice and suggestions provided by your mentor.** Demonstrate a commitment to applying what you've learned to enhance your skills and reach your goals.
- **Be open to new perspectives and ideas.** A mentee who is receptive to diverse viewpoints can gain a broader understanding and make the most of the mentoring experience.
- **Commit to the mentoring relationship** by attending meetings regularly, actively participating, and demonstrating a genuine interest in your own growth and development.

## What are your Responsibilities?

- Attend all scheduled meetings and at least 80% of planned community engagement events on time.
- Maintain the privacy and confidentiality of conversations and stories.
- Provide feedback about mentorship program to project team once every two months.
- Maintain respectable and professional communications throughout the process

## Relationship Building - Setting Goals



### Developing Goals Together

**Collaboration:** Mentor and mentee jointly identify specific, achievable goals aligned with the mentee's aspirations.

**Clarity:** Clearly define the purpose and expected outcomes, ensuring shared understanding.



### Action Plan

**Strategic Steps:** Create a step-by-step action plan outlining tasks and milestones toward goal achievement.

**Responsibilities:** Clarify mentor and mentee roles, establishing who is responsible for each task.



### Standards for Success

**Measurable Criteria:** Define measurable criteria to assess progress and success.

**Regular Assessments:** Schedule periodic assessments to track achievements and adjust the plan as needed.



**Note:** Continuous communication and flexibility are key to fostering a dynamic, goal-oriented relationship.

# Developing Goals Together

## Collaboration

Mentors and mentees work together to identify meaningful and realistic goals that reflect the mentee's interests, values, and long-term aspirations. This co-creation process builds ownership and sets the foundation for a productive mentorship experience.

## Clarity

Establish a clear purpose for the mentorship relationship by discussing expectations, priorities, and shared outcomes. A mutual understanding of the "why" behind your work helps guide decision-making and keeps both parties aligned.

## Action Plan

### Strategic Steps

Map out a structured plan that outlines key tasks, timelines, and milestones. This roadmap should serve as a flexible guide to help track progress and maintain focus without being overly rigid.

## Responsibilities

**Clarify mentor and mentee roles, establishing who is responsible for each task.**

## Standards for Success

### Measurable Criteria

Define measurable criteria to assess progress and success.

## Regular Assessments

**Schedule periodic assessments to track achievements and adjust the plan as needed.**

These assessments support continuous learning and ensure the mentorship stays relevant and responsive.

**Note: The project team will conduct overall check-ins with all mentors and mentees every two months to support ongoing development and gather feedback.**



# Frequently Asked Questions

## How can I initiate communication with my mentor?

Begin with a polite email introducing yourself, expressing gratitude for the mentorship, and suggesting a suitable time for an initial meeting.

## Where should I meet my mentor?

Suggest a location that is convenient for both you and your mentor. Options include meeting at the mentor's workplace, a coffee shop, virtually via video calls, or any other mutually agreed-upon venue. Public locations are recommended.

## How often should I communicate with my mentor?

Regular check-ins are beneficial. A minimum of two meetings per month and additional communication as needed. However, tailor the frequency based on your mentor's availability and preferences.

## How long will the mentorship program last?

This mentorship program now runs for the duration of the academic year, from September to April. At the end of every round, mentees will be required to submit new applications for future mentorship opportunities.

## How do I navigate a potential conflict in the mentorship?

Address conflicts calmly and professionally. Communicate openly about your concerns, listen to your mentor's perspective, and work together to find a resolution that benefits both parties.

If conflict is not resolved after this, contact the Office of Equity and Inclusion for next steps.

## How can I express gratitude to my mentor?

A sincere thank-you email or a handwritten note expressing appreciation for their time, guidance, and support is a thoughtful gesture.

## Office of Equity and Inclusion

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