



MENTORING 20/40 PROGRAM

The R I Coalition of Black Women (RICBW) Mentoring 20/40 program addresses the lack of mentoring in career development and leadership for black women (ages 20-40) in Rhode Island. The Institute for Women’s Policy Research report of June 2017 revealed that Black women face inequality on several fronts, including employment and earnings. Strategic career development and potential for upward mobility can be influenced by formal mentoring, particularly when led by experienced Black women in our community. The Mentoring 20/40 program matches experienced Black women leaders with younger Black women seeking advice on leadership and support in career development.

The program pairs mentors and mentees based on a self-evaluation of their personal and professional strengths and areas of desired growth. Both mentees and mentors will receive training prior to entering into the mentorship partnership. Professional advice and guidance based on mutually agreed upon goals, will be provided through regularly scheduled meetings and directed assignments. The program runs for six months and includes some outside social/educational activities. Please see the below time line:

Subject	Timeframe/info.
Application and resume	Due by December 15, 2019
Matching mentors with mentees (internal)	By December 28, 2019
First Meeting & Kick-off orientation event/Mentor and Mentee Training Workshops/ signed contracts of pairs	January 2020
Monthly meetings between mentors/mentees scheduled for mutually convenient times	February -July
Cohort Networking Event	TBD
Mentoring 20/40 graduation celebration	TBD

Frequently asked questions:

What is my commitment?

- ✓ To meet monthly for a minimum of one hour with your mentee/mentor. At least two face-to face interactions are required during the program term. Email, phone, text, Skype, and other secured modes of communication are also encouraged.
- ✓ Complete the mentor and mentee training workshops
- ✓ Attend the kick-off orientation event to meet your assigned mentor/mentee
- ✓ Complete a final program assessment
- ✓ Attend cohort meetups when available
- ✓ Honor your signed agreement for the program

How do I apply?



RHODE ISLAND
**COALITION OF
BLACK WOMEN**

VISION. VOICE. ACTION.

Please complete the Mentoring 20/40 Mentor or Mentee application and submit by **January 15, 2020**

[Submit to ricbwinfo@gmail.com](mailto:ricbwinfo@gmail.com)

THANK YOU!