



Black Human Resources Professionals of Canada Mentorship Program

Program Overview

This program strategically targets Black Human Resources Professionals who are interested in guidance, mentoring, counseling, and confidence building in their careers via relationship building and information exchange.

The emphasis of the program is to create a learning environment by providing opportunities for Black HR Professional mentors and mentees with growth and professional development.

The program requires a two-month commitment with biweekly meetings. program will be virtual but both mentors and mentees are welcome to arrange in person meetings if feasible.

Program Goals and Objectives

- Foster a supportive, committed one-to-one relationship that is driven by the mentee and focuses on the needs of that individual in a confidential environment.
- Encourage individuals to develop to their fullest potential while positively contributing to professional development in a relaxed and informal manner.
- Develop a voluntary support system and peer network connection to assist Black HR Professionals at various stages in their career.

Program Structure

- Mentees apply for the program indicating their needs and preferences.
- Mentors apply for the program indicating their areas of expertise and preferences.
- The BHRPC Volunteer Mentoring Team selects and matches pairs considering mentee needs, mentor expertise, personality, skill set, and preferences.
- Volunteer Coordinator communicates the match to both parties, introduces the pair and schedules the pair for Orientation.

- Volunteer Coordinators are informed of the submission of these applications and will arrange a brief welcome meeting where the coordinator will meet with all pairs as a group to provide support and reconfirm program expectations as well as to share mentorship best practices and suggestions on how to get the mentorship relationship started.
- The mentor and mentee work together to develop a preferred way to communicate during the relationship. The success of mentoring depends upon active participation by both the mentor and the mentee.
- At the end of two months, the volunteer coordinator will check in with each pair and send a program feedback survey to both parties.
- Matched pairs are welcome upon mutual agreement to extend their mentorship relationship beyond the required two months. Any extension will be informal and outside of this formal mentorship program.

Program Benefits

Mentoring can be a powerful development tool as it allows mentees to acquire experience through the eyes of another. Mentoring has numerous benefits:

Mentor Benefits

- Enhances professional and leadership skills.
- Enhances the ability to nurture success in others.
- Increases recognition and visibility to peers within the Human Resources field.
- Exposes the mentor to new ideas/trends in the profession.
- Continues the cycle of support within the Black HR Professionals Community, similar to what he/she may have received at some point in their life.
- An opportunity to get to know other professionals and inspire their growth.
- Increases personal satisfaction of helping another Black HR professional.

Mentee Benefits

- Personal, individualized guidance from a more experienced Black HR Professional
- Eases the transition to new assignments/environments.
- Increased self-confidence through encouragement and networking.
- Career advice and professional development.
- Association with another Black HR Professional with the opportunity to share experiences.

Eligibility

Mentor

- 5 Years of experience in any occupational discipline
- Identify as Black or other minorities
- Not necessarily a BlackHRPC Member

Mentee

- Entry to mid level experience
- Identify as Black
- **Member of BlackHRPC**

Suggested Topics

- Salary/Compensation Negotiation tips
- Developing leadership skills,
- How to navigate difficult conversations
- EDIA/Cultural Intelligence/ Learning pathways
- Workforce and Talent Management
- Learning and development
- Compensation and Benefits
- Labor and Employee Relations
- Organizational development
- People analytics

The above list of topics is not exhaustive, kindly reach out to us at info@blackhrpc.org with your topics of interest as well as your needs be they as a mentor or mentee. We look forward to hearing from you.

