

## **Creating an Open Mentorship Initiative**

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## Description of activities

- Discussing experiences as mentees, mentors, and program organizers;
- Defining what a "good" open mentorship program is;
- Listening example of good open mentorship programs;
- Understanding different approaches to structure mentorships;
- Discussing pain points and mistakes made as program organizers;
- Deciding to write a handbook for **program organizers!**

# 1. Introduction

## Learning paths

- I want to be mentored
- I want to become a mentor
- I want to create or lead an open mentorship program
- I want to support an open mentorship program
- I want to collaborate with an open mentorship program
- History of open mentorship initiatives and programs
- Examples of active open mentorship initiatives and programs

## 2. The open mentorship program of your dreams

- The language of open mentorships
  - Terms
  - Definitions
  - Participants
  - Relationships
- What makes a good open mentorship program?
- Why should you create a new open mentorship program?
  - How to approach existing open mentorship programs
- Categories and variations of open mentorships
  - How to assess your community's needs
  - How to mix and match types of programs

- **Activities and processes**

- Defining core activities and goals
- Selecting mentees and mentors
- Monitoring and assisting mentees and mentors
- Finding and bringing in collaborators
- Processing stipend payments
- Defining and measuring success
- Evaluating mentors and mentees
- Evaluating the program

- Ensuring your program's sustainability
  - Financials
    - Creating, managing, and executing a budget
    - Building financial reserves
    - Ensuring funding goes to the right place
    - Diversifying funding source
    - Impact
    - Growth
      - Aiming for retention

- Promoting your program
  - The voice of your program
  - Collecting and tracking stories
    - Interviews
    - Blog posts
  - Talking to prospect funders
    - Grantmakers
    - Corporate sponsors
    - Individual donors

- Supporting mentors
  - How to train new mentors
  - Approaching this conversation
  - Pairing mentors
    - Co-mentoring
  - Safeguarding mentees



## Getting involved with open mentorship programs

- As a supporter
  - Promotion and advocacy
  - Funding opportunities
- As a mentee
  - Understanding expectations
  - Building a relationship with your mentor
- As a mentor
  - Redirect to DISC Unconference 2023 project — [https://numfocus.github.io/disc-unconference-2023-projects/en/mentoring\\_guide\\_projects.html](https://numfocus.github.io/disc-unconference-2023-projects/en/mentoring_guide_projects.html) — and contribute to that rather than completely re-writing it!
- As a collaborator

## Moving forward

- We need suggestions for a platform to publish our handbook — GitBook, maybe?
- Outreachy and Software Freedom Conservancy are looking for funding for this initiative — we appreciate help with that!
- Anna will keep leading it, and will organize a working group via Discord.
- We'll keep working with other program organizers and open mentorship programs. ❤️