

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 — 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. ❤️