

MENTORING CIRCLES FOR MBAS OF COLOR

In partnership with the Office of Diversity & Inclusion

WE ARE EXCITED TO ANNOUNCE THE LAUNCH OF MENTORING CIRCLES.

Co-created with FT2022 MBA students Christopher Elliott and Christine Pham.

The objectives of the Mentoring Circles are three-fold:

- 1 | Connect current Foster MBA students of color to the greater community of professionals of color.
- 2 | Create safe spaces for students of color to discuss unique challenges and opportunities associated with career development for under-represented minorities.
- 3 | Strengthen the community of professionals of color within and beyond Foster.

What the mentoring circle will look like:

- Each circle will be comprised of 7-8 total individuals: 2 Mentors of color, 4-5 Mentees and 1 facilitator (Foster staff).
 - » A diversity of identities, perspectives, and lived experiences within each circle is expected.
 - » Circle membership is stable over time (i.e., you'll meet with the same people every month).
- Four 75-minute Monthly Meetings (Wednesday or Thursday 5:00-6:15pm) from November to May.
- Peer to peer learning AND mentoring support (While 1:1 mentoring falls outside the scope of the Circles, you can inquire about this with your mentor individually).
- Emphasis on building a safe and inclusive space for open and honest dialogue.

A key goal is to provide a welcoming and inclusive space to discuss topics around what it means to be an MBA of color, and to provide guidance on navigating your professional career. This is an opportunity to find ways to deeply explore identity at Foster and the workplace, and to engage with peers and professionals as, together, we unpack the dynamic intersections of our identities, and how they play out in our personal and professional worlds. The program is not intended for recruitment purposes.



Mentors and Mentees meet once a month to discuss group-driven topics, such as:

- Can I be taken seriously at work while showing up authentically? Is it safe for me to show up authentically at work?
- As a minoritized individual, how do I deal with problematic behavior when it arises? How do I effectively credit people for their ideas?
- How do I support other minorities in the workplace?
- How do I advocate for justice and equity without being perceived as the "diversity police?"
- Is my identity a disadvantage? How do I navigate situations when others see my identity as an advantage or disadvantage?
- How do I address tokenism when it surfaces?
- What do I do if I feel I am being targeted at work? What/who are my resources?

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Time Commitment:

Mentees *must commit* to attending all monthly meetings with their student group and mentor (January through May). Missing meetings reduces connection and momentum so think carefully about making the decision before applying for the program. You can anticipate meetings on Fridays.

Interested in Participating?

- Sign-up on google doc distributed by diversity and business club.
- Kick-off at Bamboo Sushi on October 24th, 5:00pm-6:30pm
- Indicate whether you will be available for monthly meetings on Wednesday or Thursday at 5pm.
- Designate a student lead.
- Questions, contact Colette Vogel (colettev@uw.edu)

NOTE: While Mentoring Circles and programming are geared towards MBA students of color, they are open to all full time MBAs, especially those interested in supporting and increasing a racially diverse graduate student population.