

Advanced Allyship: Making Space and Finding Voice Through Co-Mentoring



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What We'll Do Today

- Learn about co-mentoring and meet the presenters from the CUE accelerator.
- Establish the importance of mentoring for everyone, and for underrepresented and marginalized groups.
- Learn how co-mentoring aligns with DEI and HR best practices.
- Interactive exercise: Disruption, Inspiration, Support
- Parting thoughts

Co-mentoring is Advanced Allyship!

- **Allyship** Allyship is an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered. Since everyone holds systemic power in some areas and lacks it in others, everyone has areas in which they can practice allyship.
- **Co-mentoring** describes a non-hierarchical mentoring relationship in which all parties involved mutually contribute and benefit from the mentoring relationship.

The Importance of Mentorship

Women and minorities were more likely to say that mentoring was extremely important to their careers; 30% of women said their mentoring relationship was extremely important compared to 23% of men, and 32% of minorities found it extremely important, compared with 27% of the overall sample. Further, minorities were more likely to say they found a mentor on their own at 25% compared to 18% of the overall sample, suggesting their organizations could benefit from establishing tools and forums to help them succeed in finding a mentor.

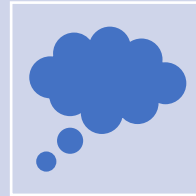
- Heidrick & Struggles' "Creating a Culture of Mentorship" survey

Co-Mentoring Aligns with DEI and HR Best Practices!

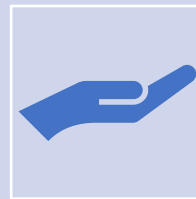




Disruption?



Inspiration?



Support?

Closing Thoughts



Next Steps



**Words of Wisdom
from CUE**