



Mentoring 101





As we gather:

- Introduce yourselves to others at the table
 - name, state, and role in our union
- Share: why do you think mentoring is important for union leaders & activists?

Workshop Objectives

- Understand the importance of developing and mentoring others
- Learn best practices for mentoring new and current activists/leaders
- Develop a plan to mentor one activist/leader in your local or council

AFSCME Code of Conduct

- AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristics prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings. AFSCME expects everyone who participates in any of its activities, events or meetings to abide by this standard of conduct.
- There will be no retaliation or other adverse action taken against an individual who makes a complaint. Complaints should be sent to the AFSCME Human Resources Department at reportharassment@afscme.org



Community Agreements

- Step up, step back



- Be present together



- Learn from each other



Union Journey Timeline

- Take about 7 minutes to draw a timeline of events that occurred in your life to help you become more actively involved and effective in your union work.
- Pencil in any of the people who helped you along the way to become the leader you are.

Who Was Your Mentor?

- What were the characteristics of your mentor(s)?
- What did they DO to help you become a more active and effective union activist and leader?
- What actions did that mentor take to help you gain new skills/take on new roles?

One Model for Effective Mentoring

- Invest
- Bridge the Gap
- Share Power

Invest in mentorship

- What do we mean by investing in a mentorship?



Invest!

- Creating time to cultivate the relationship
- Provide frequent times and spaces to connect with one another
- Build trust within the relationship
- Creating a safe space to talk freely about hot button issues
- Be open to being vulnerable with your mentee
- Create a safe space for them to express experiences within the mentorship, within the organization, etc.



Bridge the GAP!



Bridge the GAP!

- Utilize a developmental model: not just about teaching skills; also includes coaching and being able to be vulnerable
- Establishing a partnership between the parties-making it clear that this is a two-way learning experience. This will break down any pre-conceived barriers of a top-down relationship.
- Create opportunities to share and learn experiences from one another about professional growth and goals.
- Be inclusive and intentional about recruiting and mentoring people who don't look, think and act like us!



Share Power!

What does sharing power mean to you?

Share Power!



Who Can We Mentor?



Who should you be mentoring?



How can you invest, bridge the gap, & share power with them?



What's one new idea you learned today that you want to do differently when you get back home?

Things to Remember!



Be authentic



Be intentional



Every mentor/mentee relationship is different



The 3 main points:

INVEST!
BRIDGETHE GAP!
SHAREPOWER!



Summary:

-Be Intentional

-Not all mentorships look the same

-Remember: Invest, Bridge the Gap, Share Power