



## ORPIB Mentorship Program Overview

### **Mission**

To support LGBTQ+ & Allied Entrepreneurs and Business leaders through Meaningful Mentorship, providing guidance through ORPIB Networking and Resources.

### **Vision**

Our vision is a supportive ecosystem of connected LGBTQ+ & Allied Entrepreneurs and Business Owners who share their experiences, skills and connections to promote success for everyone.

### **Program Overview**

Oregon Pride in Business (ORPIB) Mentorship Program strives to support the growth, development, and success of the LGBTQ+ Business Community throughout Oregon and SW Washington.

The program combines monthly 1:1 mentorship sessions and quarterly group connections to foster community and networking.

Both Mentors and Mentees are required to submit an application to be accepted to the program. We match applicants with business mentors in the community to provide expert guidance and insight on areas identified by the mentee. This relationship is a commitment for nine months, requiring clear communication and planning from participants.

### **Eligibility**

Mentees: LGBTQ+ business owners and leaders with an entrepreneurial mindset. ORPIB membership is not required.

Mentors: Experienced LGBTQ+ and Allied leaders in their field and industry. Mentors need to be ORPIB members or a leader within one of ORPIB's Sustaining Sponsors.

### **Expectations**

Upon the review and acceptance of submitted applications, pairs are matched and a formal mentor-mentee relationship is initialized. Each mentee must submit a detailed outline on how they will work towards agreed upon goals with their mentor. The mentee is expected to commit to their own development and take ownership of the development process while being open to feedback and

insights shared by the mentor.

### **Time Commitment**

As stated above, the Mentorship Program is a nine month commitment consisting of monthly 1:1 sessions and quarterly group meet-ups.

- Monthly check-ins will ensure a solid mentor-mentee partnership foundation. These check-in sessions are determined between the mentor and mentee.
- The Quarterly group meet-ups will allow for group networking and meeting others within the larger mentorship program.

### **Mentorship Program Monthly Worksheets**

On a monthly basis, both mentor and mentee are requested to fill out a provided worksheet. This worksheet helps us stay in touch outside of the quarterly calls and keep track of how your mentor/mentee relationships are progressing. These worksheets also serve as a handy tool for you to keep track of the work you are doing with your mentor/mentee and serve as a journal of sorts for you to look back at over the course of this year. We ask that you fill these worksheets out at the end of each month.

*\* Participation in the ORPIB Mentorship Program is solely for the purposes of education. Mentorship Program application is not a guarantee of selection and/or participation in the program.*

For more information about the program, please contact [mentorship@orpib.com](mailto:mentorship@orpib.com) or visit [orpib.com/mentorship](http://orpib.com/mentorship).