Initial Thoughts of Sub-Committee Chairs
On Process and Goals for Mentoring Sub-Committee

1. **Goals of program**
   a. Improved practice of rookies or improved acceptance of experienced neutrals in under-represented groups?
   b. Showing the ropes vs. promotion of mentee by mentor to business sources
   c. Concern that cross-racial/nationality or cross-gender teams will further marginalize under-represented neutrals as "rookies" or in need of special attention
   d. Raising awareness of effect implicit bias has on neutral selection
      i. Educational seminars with reduction of bias MCLE credits
      ii. Soliciting views of corporate participants on intentional use of under-represented neutrals (over-correction for implicit biases)
   e. Promoting mentees through marketing channels
   f. Promoting program through marketing channels
2. **Identifying and recruiting mentors**
   a. Mentor qualifications
      i. Specialties : means of matching mentor/mentee
      ii. Degree of activity (minimum # of monthly retentions)
   b. Mentor recruitment
      i. Develop list of program benefits to mentors
      ii. Develop materials for mentors to provide to clients seeking approval for mentee monitoring
3. **Identifying and recruiting corporate partners to encourage use of mentorship program**
   a. Develop list of program benefits to clients
      i. Second set of eyes/ears
      ii. Second point of view
   b. Seek input on program details from potential corporate partners
4. **Identifying and recruiting mentees**
   a. Degree of activity (maximum # of monthly retentions)
   b. Matching process
      i. Cross-racial/nationality and cross-gender mentoring?
      ii. Speciality matching?
      iii. All mentees have access to all mentors or assign mentor-mentee teams for given period of time
5. **Tracking Results**
   a. Record keeping
   b. Tracking improvement in retention numbers for mentees
   c. Feedback from clients concerning experience with mentor-mentee teams
   d. Feedback from mentees to mentors and mentors to mentees