



Illinois Green Alliance ED&I Mentee

Purpose: An Illinois Green Alliance Mentee is a college/university student in a sustainability-related field who will be paired with a green building professional who can provide guidance on working in the industry.

Illinois Green's EDI mentorship program seeks to advance diversity in the green building industry by pairing mentors and mentees from underrepresented groups. The mentee/mentor relationship aims to provide individuals with a space to talk about the role identity plays in the workplace and create a pipeline of diverse individuals in the industry.

Length of Appointment: An EDI mentee will participate for approximately **eight months** (October 2023-May 2024). A mentee may continue to participate following the completion of the first year, if they choose.

Key Responsibilities: Mentee responsibilities include:

- 1) Attending a mentor/mentee networking event to meet others and find a mentor to partner with.
- 2) Attending two 2-hour trainings around equity, diversity, inclusion, and environmental justice.
- 3) Completing a mentor/mentee agreement document with their assigned mentor that outlines expectations, time commitment, and program goals for each participant.
- 4) Meeting at regular intervals with their mentor (virtually or in person, monthly meetings recommended).
- 5) Attending bi-monthly group meetings with mentor/mentee cohort.

Time Commitment: The estimated time commitment for an EDI Mentee is approximately **4-6 hours per month** throughout the year of engagement. Time may be more or less depending on how frequently a mentee/mentor pair wishes to meet.

Location: A mentee will attend bi-monthly meetings at a location TBD or via Zoom and will meet with their mentor virtually or at a location agreed upon by the pair.

Volunteer Role: Illinois Green Alliance Mentee



Qualifications: A mentee **must be a current member of Illinois Green Alliance**, or willing to join as of the first day of volunteer training. Mentees must also be current students at a college or university located in Illinois.

A mentee should also:

- Have interest in pursuing a career in the green building industry (including, but not limited to, architecture, engineering, construction, real estate, policy, nonprofit).
- Be interested in talking with others about sustainability and sharing information and skills.
- Be comfortable in one-on-one settings.

Support Provided: A mentee will be provided with the following resources and support from Illinois Green Alliance:

- Professional equity-focused mentorship training from Cream City Conservation.
- Example discussion topics/questions.
- Bi-monthly check-ins with Illinois Green staff and volunteer cohort.
- One-on-one check-ins with Illinois Green staff/Auxiliary Board/EDI Committee members as needed.