



Illinois Green Alliance ED&I Mentor

Purpose: An Illinois Green Alliance Mentor is an industry professional who will be paired with a college student interested in a sustainability-focused career in a one-on-one mentor/mentee relationship.

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

Key Responsibilities: Mentor responsibilities include:

- 1) Attending a mentor/mentee networking event to meet others and find a mentee 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 mentee that outlines expectations, time commitment, and program goals for each participant.
- 4) Meeting at regular intervals with their mentee (virtually or in person, monthly meetings recommended).
- 5) Attends bi-monthly group meetings with mentor/mentee cohort.

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

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

Volunteer Role: Illinois Green Alliance Mentor



Qualifications: A mentor **must be a current member of Illinois Green Alliance**, or willing to join as of the first day of volunteer training.

A mentor should also:

- Work in the green building industry.
- Be interested in talking with others about sustainable buildings and sharing information and skills.
- Be comfortable in one-on-one settings.

Support Provided: A mentor 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.