



# LGBTQ+ Mentoring Program

PARTICIPANT  
PACK

**PRIDE**  
  
professionals

It is estimated that up to 5.7 per cent of Victoria's population are of a diverse sexual orientation, sex, or gender identity.

- *VIC Public Sector Commission*



Pride Professionals was founded in 2019 to empower LGBTQ+ professionals and support them in reaching their career and personal aspirations and goals.

# The LGBTQ+ Mentoring Program Aims

The **Pride Professionals** LGBTQ+ Mentoring Program is the first of its kind and was created in response to an identified demand to provide formal mentoring for individuals with diverse genders and/or sexualities.

Our programs provide a structured and sustainable mentoring process that supports LGBTQ+ identifying mentees with career guidance and direction, and their personal growth.

## Support Development

To provide a supportive network for personal and professional development. This is achieved through creating opportunities for LGBTQ+ professionals to network with each other and foster an embracing culture for all mentees regardless of their role, seniority, or industry.

## Industry Engagement

To engage industry through program participation and sponsorship, and assist organisations, regardless of their size, to better understand the benefits of inclusion and diversity. We do this through open and honest conversations, the reverse mentoring process, and by demonstrating the commercial, reputational, and most importantly people value of investing in I&D.

# Mentor Spotlight

We have been fortunate to have an incredibly high calibre of mentors since our inaugural program in 2019. Our mentees are in great hands with the amazing and experienced high-level executives and senior leaders who volunteer their time to participate in the program. Many choose to stay involved in the programs and mentor year after year!



**Sam Retallack**

Chief People Officer  
IGO



**Jeanene Williams**

Principal Project Manager  
LGBTIQA+SB  
Mental Health Commission  
of WA



**Willie Rowe**

CEO  
Activate Perth



**Kelly Townson**

General Manager  
Foundation & Community  
Partnerships  
Crown Resorts



**DJ Lim**

Group Financial Controller  
Veriu Group



# How Mentees Benefit

1

Career guidance and support from an LGBTQ+ identifying or LGBTQ+ ally leader.

2

Comprehensive training and one-on-one coaching to support professional development.

3

The opportunity to meet and network with all mentors and other mentees.

4

Development of career goals with an experienced professional that does not have an agenda linked to the mentee's workplace.

5

Being part of a unique, tailored, and extraordinary program for LGBTQ+ identifying professionals working across a range of industries.

# Key Program Information

**The cost per mentee will be \$1,215 + GST.**

Program can be funded by the mentee's organisation, another business, or self-funded.

For those unable to secure funding there will be a limited number of scholarship places available which can be applied for as part of the application process.



Structured and fully facilitated 6-month program.



Applications will open in May, the program commences in July and concludes in December.



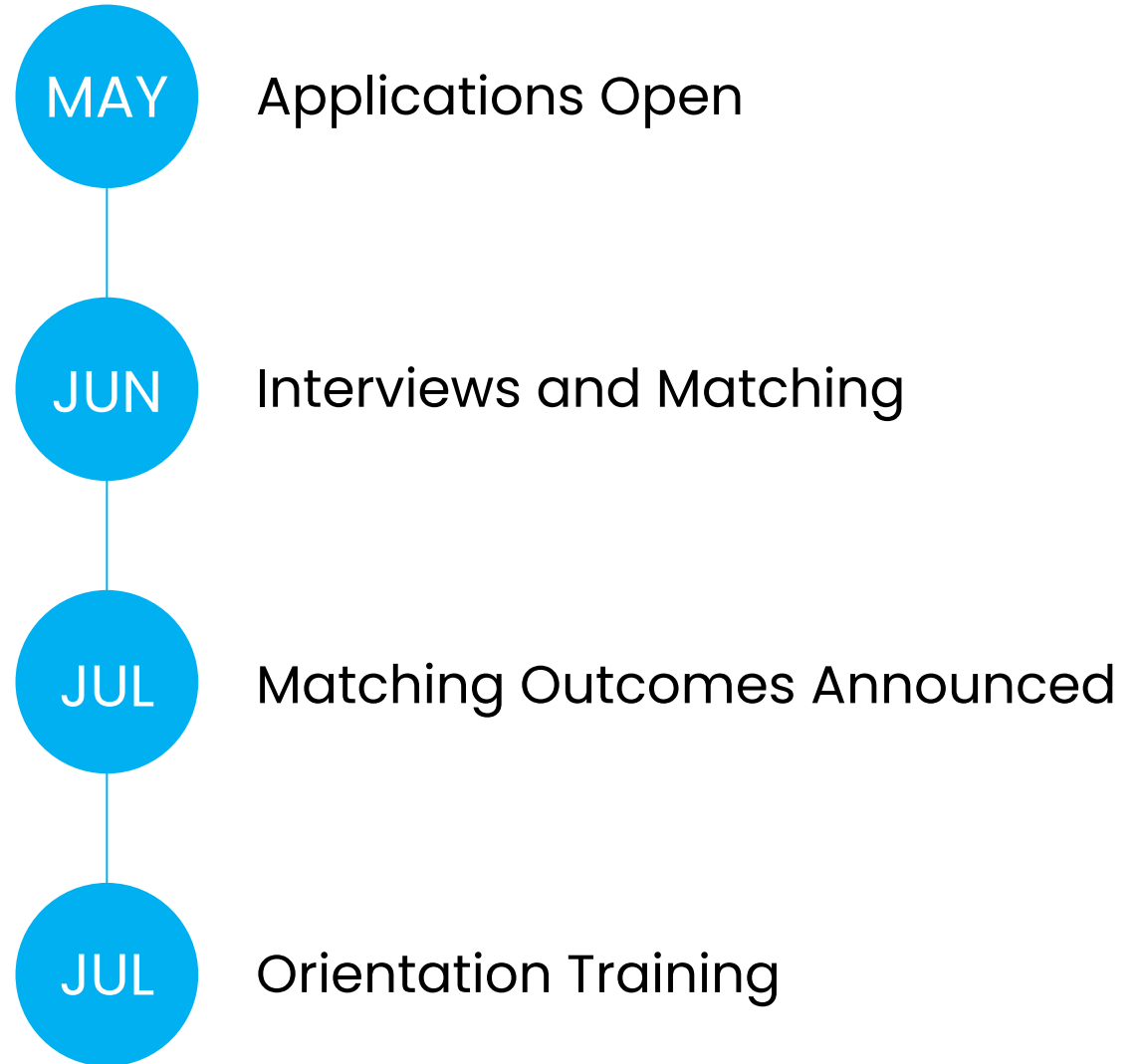
Mentees can select their match preferences, including specific identification/ally, role type, seniority, industry, etc.



Separate mentee and mentor orientation training provided.

# Key Dates

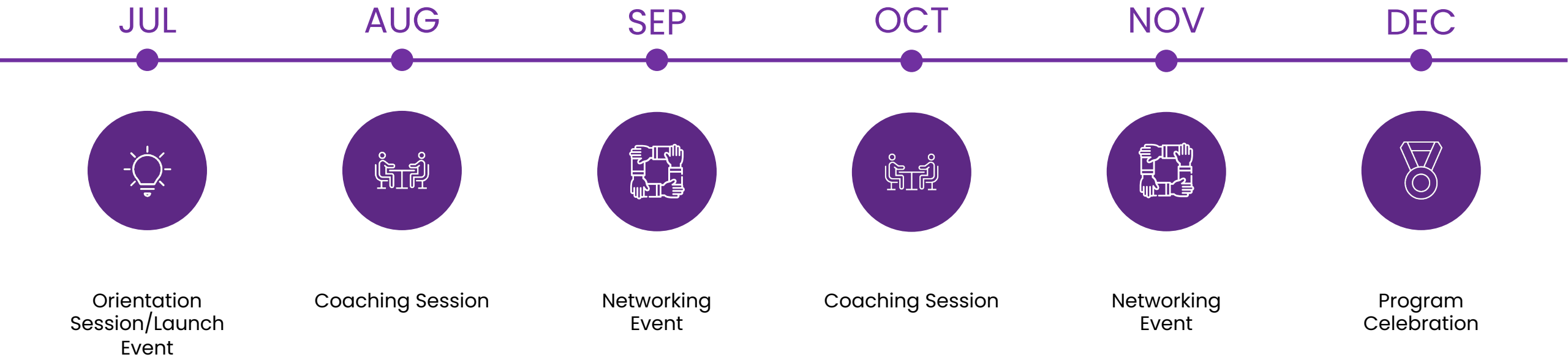
Online applications can be lodged throughout May, with interviews and the matching process finalised ahead of the orientation training in July.





# Program Timeline

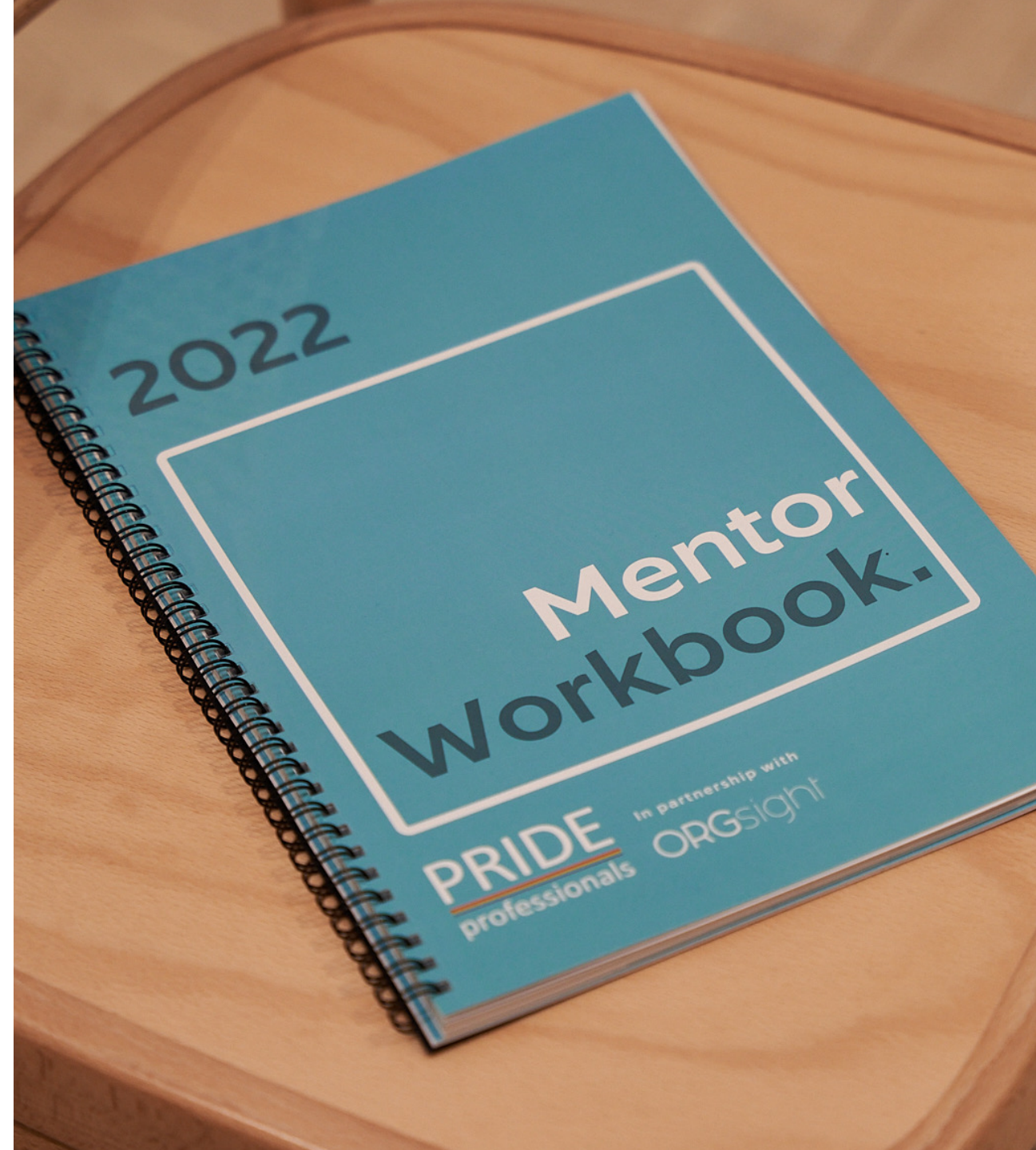
There are 4 networking events during the program joined by participants, sponsors & guests. Mentees also receive two 1-hour coaching sessions, to support them toward achieving their development goals.



# Mentor/Mentee Workbooks

Comprehensive resources to support mentors and mentees.

Goal setting and planning processes and worksheets, and skills development activities, tips, tools, and techniques.



# Applying to be a Mentor or Mentee

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Everything you need to know to apply  
as a mentor or mentee in the Pride  
Professionals Mentoring Program!

# Applying to be a Mentor

We are looking for amazing, dedicated, and experienced mentors who want to support an LGBTQ+ mentee in their professional and personal development and help them reach their full potential.

If you have the following characteristics, we encourage you to express your interest and join our mentoring program.

## **CAPACITY**

You have the capacity to attend at least one formal meeting with your mentee every month throughout the duration of the program, the 4 events, as well as the compulsory orientation and training session to be held in July. More importantly you need the ability to be truly present for your mentee.

## **DEDICATION**

You are dedicated to supporting the professional and personal development and being invested in the success of a mentee in the LGBTQ+ community through sharing your knowledge and expertise and building a strong relationship with them.

## **KNOWLEDGE & EXPERIENCE**

You will be a senior or executive level leader with extensive professional experience in your given field and exposure to supporting the development of more junior employees.

## **PERSONAL CHARACTERISTICS**

You will have a number of important personal characteristics, being honest and caring, and having strong interpersonal and listening skills, which will help you make your mentee feel comfortable, build rapport and an ongoing relationship with your mentee.

## **PRACTICAL SUPPORT**

You will have the ability not only to challenge your mentee to grow, but also to provide specific advice and opportunities to further their professional and/or personal development.

# Applying to be a Mentee

If you an LGBTQ+ professional and are interested in furthering your professional, career, and personal development we encourage you to apply.

To ensure the best likelihood of a successful mentoring relationship it is important that mentees have the following characteristics.

## **ENGAGED**

You are motivated to learn from your mentor and others in the program, and display openness and curiosity in your approach to your development. You are self-aware and have a good understanding of where you would like to further your skills and experience.

## **MOTIVATED**

Even with all of the support and training opportunities, you are prepared to take initiative to get the most out of the program and are looking forward to setting goals and taking the necessary steps to accomplish them.

## **REALISTIC EXPECTATIONS**

You hold mature, realistic, and reasonable expectations for your mentor and mentoring relationship, demonstrating an understanding that while your mentor is dedicated to supporting your success they may require you to show some flexibility.

## **CAPACITY**

You have the capacity to attend at least one formal meeting with your mentor every month throughout the duration of the program, the 4 events, as well as the compulsory orientation and training held in July.

## **OPEN TO FEEDBACK**

You are open to receiving the feedback of your mentor, even if it requires that you step outside your comfort zone, and working to apply it in order to accomplish the goals that you set for yourself.

## **PROFESSIONAL & DEPENDABLE**

You bring a highly professional attitude to the program and your relationship with your mentor and other participants, and are prompt, respectful, and reliable in ensuring that you follow through on any commitments you make.

# The Application Process

## Mentees

- After applications close, mentees will be invited to attend a face-to-face/virtual interview, which will allow us to get to know you a bit better and kick start the development planning process.
- Those who are successfully matched with an available mentor will be notified and invited to pay the program fees and introduced to their mentor via email prior to the orientation event.

## Mentors

- Mentors from previous programs will be asked to complete an abridged intake form to gather information regarding their matching preferences and update current details.
- New mentors will be asked to complete the full application form and invited for a brief face-to-face/virtual chat so that we can get to know you and ensure we find the best mentee match for you.
- Those who are successfully matched with a mentee will be introduced to them via email.

# Past Program Testimonials

"AngloGold Ashanti was proud to sponsor the 2019 pilot of the Pride Professionals LGBT+ Mentoring Program. The timing coincided perfectly with the launch of our Diversity & Inclusion work, and we were fortunate that one of our D&I Committee members was accepted onto the mentoring program. Through her involvement in the program, we were able to take positive steps forward in building awareness within AngloGold and generate some great ideas for everyone in the business to show their support for our LGBT+ colleagues."

"The LGBTQ+ Mentoring program had a profound impact on both my mentee and me. Being specifically designed for people in the LGBTQ+ community, the program provided opportunities to talk openly in a safe environment. I loved giving back to my community and being part of my mentee realising his potential".

"I'm so grateful for having the pleasure to take part in the Pride Professionals mentoring program. Everyone who was involved, was so friendly, inclusive and supportive. The pairing with my mentor was spot on, and I received great advice on my career and worked towards my own professional development".

"I have found the Pride Professionals mentoring program to be a very rewarding experience. The effort taken to match mentors and mentees was very evident and I felt an immediate connection. A very well managed and supported initiative".

"The program filled a void in the corporate and professional LGBTQ+ space. This program has been a wonderful experience to bring together some fantastic professionals with one common vision of creating safe and inclusive workplaces. I hope this program is supported by industry to continue to build the strong network needed in the LGBTQ+ space."

# Some of Our Previous Program Sponsors





# Program Partner

## COACHING & MENTORING

Individual short and long-term coaching programs and in-house and industry-wide mentoring programs.

## INCLUSION & DIVERSITY

Policy, process, and strategy development, targeted mentoring and development programs, and training.

## TEAM DEVELOPMENT

Team communication and collaboration, alignment, culture, purpose, goal setting, and conflict resolution.

## LEADERSHIP DEVELOPMENT

Tailored individual and group development programs for executive, senior, middle, and emerging leaders.

## STAKEHOLDER ENGAGEMENT

Focused stakeholder and community engagement and consultation using interviews, focus groups, and surveys.

## BESPOKE ASSESSMENT

Change, culture, 360-degree feedback, personality, career management, employee and stakeholder engagement.

## WORKSHOPS & TRAINING

Communication, decision making, change management, psychological safety, well-being, difficult conversations, and EQ.

## ORGANISATIONAL DEVELOPMENT

Organisational strategy and design, restructuring, culture, employee experience, HR strategy, and change.

ORGsight

[info@orgsight.com](mailto:info@orgsight.com) | [www.orgsight.com](http://www.orgsight.com)

# How can you get involved?

If you, or someone you know is an identifying professional or ally, and would like to support the development of others by **mentoring**, contact us or apply via the QR code.

Pride Professionals exists in order to nurture and develop the talents of our **mentees**.

If you are or know of an amazing LGBTQ+ professional who would benefit from being in our program, get in touch or if you are ready to apply scan the QR code.



[Click to Apply](#)

Contact us for more information  
about becoming a mentor,  
mentee, or sponsor of the Pride  
Professionals Mentoring Program!

E: [admin@prideprofessionals.com.au](mailto:admin@prideprofessionals.com.au)

W: [www.prideprofessionals.com.au](http://www.prideprofessionals.com.au)

