

# Mentorship programme

**We are currently seeking leadership mentors for the Black & Green Ambassadors – to provide mentorship for a 12-month period for four Ambassadors in Year Two.**

## About the Black & Green Ambassadors programme



The **vision** at the heart of this programme is a world in which all people are equally leading, delivering and benefitting from environmentally and socially just communities.



Our **mission** is to connect, empower and celebrate diverse leadership and community action on environmental issues in Bristol and beyond; challenging perceptions, creating new opportunities and working towards ensuring the environmental movement is inclusive and representative of all communities.



We **commit** to investing in leaders in Bristol – the Black & Green Ambassadors - who will work with and between diverse communities, businesses, other organisations and individuals to explore, amplify and enable solutions leading to an environmentally and socially just future for all.

## Year Two activities

During the second year of this 3-year programme, four new Ambassadors will develop and lead a range of activities, including research, workshops and projects, regular radio shows and public engagement activities, that will build on from the work of the previous Ambassadors.

Their work will showcase grassroots approaches to environmental sustainability, celebrate best inclusive practice and stimulate debate with diverse voices, in addition to Ambassadors participating in key city-region forums and undertaking speaking opportunities at relevant events locally, regionally and nationally.



*Figure 1. Black & Green Ambassadors 2021-22 from left to right: Ella Scotland-Waters, Ruth Nortey, Miss Divine, Rosina Al-Shaater.*

This programme of activities will enable Ambassadors to frame questions and gather the evidence needed to advocate for change as well as identifying tangible solutions – helping to develop leadership skills and experience in Ambassadors that is fit to navigate the changing globalised and connected world, facilitate ethical and creative responses to the environmental and social challenges, and encourage leadership in others.

Once the year-long post is completed (Sep 2022) we aim to support ‘graduating’ Ambassadors through continued mentorship and collaboration.

### Leadership mentoring

Leadership mentoring will support Ambassadors during this intense period of activity and in the first two months of them ‘graduating’ from the programme. It will help Ambassadors to plan their leadership development pathway and navigate the range of opportunities and engagements in Bristol and beyond in order to support their professional and personal development objectives whilst delivering against the core mission of the programme.

#### How it will work

Through a mix of meetings (in-person where possible) and ongoing communications, leadership mentoring will provide a safe space for Ambassadors to shape their personal and professional goals, work through challenges and build on their leadership skills and confidence with the support, advice and opportunities provided by their mentor.

At the first formal session, Ambassadors will bring a draft personal and professional development plan to discuss with mentors, using this opportunity to reflect on and refine

#### Mutual benefits

Our aim is that the mentoring relationship will provide mutual benefits to both Ambassadors and mentor, where the exchange of knowledge and understanding of both sides will lead to greater awareness, insights, and action for both individuals, informing their work and leadership journey and directly contributing to the mission of the programme and long-lasting change.

#### Estimated time commitment

Mentorship will require a **12-month commitment**, beginning late Jan/early Feb 2022.

<p>objectives set and identify priority needs or areas where the programme can support.</p> <p>Although Ambassadors and mentors will be able to shape the sessions to meet their individual needs, we propose that each mentorship session will focus on how Ambassadors activities and opportunities will help them to achieve objectives set and enhance leadership skills. Ambassadors can also propose topics of discussion that suit their specific development needs or bring scenarios to the meetings to discuss with the support and advice of mentors.</p> <p>Ambassadors will be invited to write reflections in their personal diaries after each session, in addition to making relevant notes and updates to their professional development plans.</p>	<ul style="list-style-type: none"> <li>• First formal mentoring session (120 mins) within two weeks of initial meeting, focused on shaping development plans and agreeing goals (Feb 2021).</li> <li>• Suggested bi-monthly sessions (60 mins) (Mar, May, Jul, Sep, Nov)</li> <li>• A final session (60 mins) in Jan 2023 with 'graduated' Ambassador.</li> <li>• Availability for contact via e-mail or online phone calls in between each meeting (estimated 30 mins in between each meeting) up until Jan 2023.</li> </ul> <p>Additionally, we will ask all mentors to complete a survey and provide a testimonial towards the end of the mentoring period (Sep/Oct 2022)</p> <p><b>Total estimated time commitment: 11 hours over 12 months</b></p>
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## About you

You will:

- Demonstrate a strong commitment to empowering diverse leadership and working towards ensuring the environmental movement is inclusive and representative of all communities
- Currently be, or have previously been, in a senior leadership position (either within an organisation or in a community-based or voluntary capacity)
- Have knowledge and understanding of the opportunities and challenges that may be faced by developing leaders from a Black, Asian or Minority Ethnic background and/or have lived experience of developing your own leadership

journey within the environmental sector as an individual from a Black, Asian or Minority Ethnic background

- Have access to professional and/or community networks and a willingness to support Ambassadors to make relevant and helpful connections and opportunities which will support their professional development
- Have experience of empowering leadership either through line management, formal mentoring or more informal approaches

## Mentor match-making process



Please complete [this online form](#) to share a bit about you, your contact details, what **your motivation is for becoming a mentor** and **what you personally feel you could offer Ambassadors** in terms of supporting their **leadership development** through a mentor relationship with you. Please also include or upload a CV or summary of relevant experience.



We will **share submissions from a range of prospective mentors with Ambassadors and support them to identify matches** based on how mentors may be able to support their individual needs, interests and objectives.



Based on these matches we will invite both the Ambassador and **up to two potential mentors** to meet for an informal 30-minute conversation, enabling each prospective mentor and mentee to get to know each other. This conversation will be followed by a phone call from the programme team to both Ambassador and prospective mentors to determine whether there is interest from both sides to proceed with the mentorship, and where two meetings have taken place to ask Ambassadors to indicate their preference for a mentor (by mid-January 2022).



There is no guarantee that Ambassadors will take forward mentoring relationships with individuals who submit interest this year, and we are likely to have more prospective mentors than Ambassadors. However, we will ask you for permission to keep a record of your interest in mentoring for future Ambassadors in Years Three of the programme (from Oct 2022)

## Next steps

Fill out [this online form](#), including or uploading your CV or summary of relevant experience.

**Deadline: 5pm on Tuesday 4<sup>th</sup> January 2022**

## Further information

### **Ambassadors skills-training and informal mentorship**

Ambassadors professional development, knowledge and skills-building will also be supported throughout the year in the areas of interest or sectors/industries most relevant to their individual goals or interests. This might include one-to-one meetings and more informal mentoring relationships, observations or training sessions, which will also enable networking and helping Ambassadors to build their knowledge of activity and leadership in Bristol.

### **Remuneration**

We want to ensure that this opportunity remains open and accessible to all those who meet the criteria and would therefore consider any requests for remuneration for the estimated hours required to fulfil the roles and responsibilities of a mentorship position.