

Thank you for using our mental healthcare provider Mentorship Program. The concept was born out of the Central Maricopa Community Advisory Board, a collaborative of 15 community-based and non-profit organizations in the Valley. This program intends to elevate diverse providers, for the purposes of increasing the number of licensed mental health providers locally from eligible communities. **Our goal is to create a replicable model that is culturally reflexive, and appropriate for highly diverse Phoenix-based communities and beyond.**

Step One:

Mentor/mentee pairs must be recruited from eligible communities. A screening survey should measure the following:

- From which of the following eligible communities do you identify? Please select all of the personal identities you believe would be relevant to your mentorship pairing:
 - African American/Black
 - American Indian/Native American/Indigenous
 - Asian/Asian American
 - Hispanic/Latine
 - Immigrant/First generation American
 - LGBTQ+
 - Gender expansive
 - First generation college graduate
 - Another identity or identities not listed here:
- Which of the above listed identities do you believe is most central to your practice? That is, if only one characteristic could be matched, which would that be?
- From which discipline is your practice?
 - Counseling
 - Psychology
 - Social work
 - Another discipline not listed here:
- Which of the following goals do you hope to facilitate or complete? Please select all items that interest you:
 - Community building and professional scope exposure
 - Culturally relevant goals or problem solving
 - Licensure
 - Practice advice (in general, not supervision)

- Role modeling
- Testing success
- Which of the above listed goals do you believe is most central to your practice? That is, if only one goal could be met, which would that be?

Match applicants to one another using the survey criteria.

Step Two:

Schedule and facilitate an **orientation session** for ALL pairs. Meet for 45 minutes online. Use the available orientation materials (handout and slide show) for guidance. The tools may be edited. During the session, allow pairs to break out for 10 minutes to get to know one another with a relevant icebreaker question. All pairs should leave with one to three goals developed by the end of the orientation session. Go over mentor/mentee commitments and troubleshooting.

Step Three:

Check in with pairs separately every two months throughout the program. Two months from the program's end, remind participants of the deadline. Schedule the follow up celebration session.

Step Four:

Facilitate a closing session with discussion, connection, and opportunities for verbal (and written) program feedback for evaluative purposes. You may need to follow up with pairs online if they can't attend the scheduled session. Our pilot participants have indicated this closure will be important. Honor final participants with a slide promoting themselves or their businesses and a certificate.



Our voice matters - we can work together

Mi voz es importante - podemos trabajar juntos