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COLLECTIVE



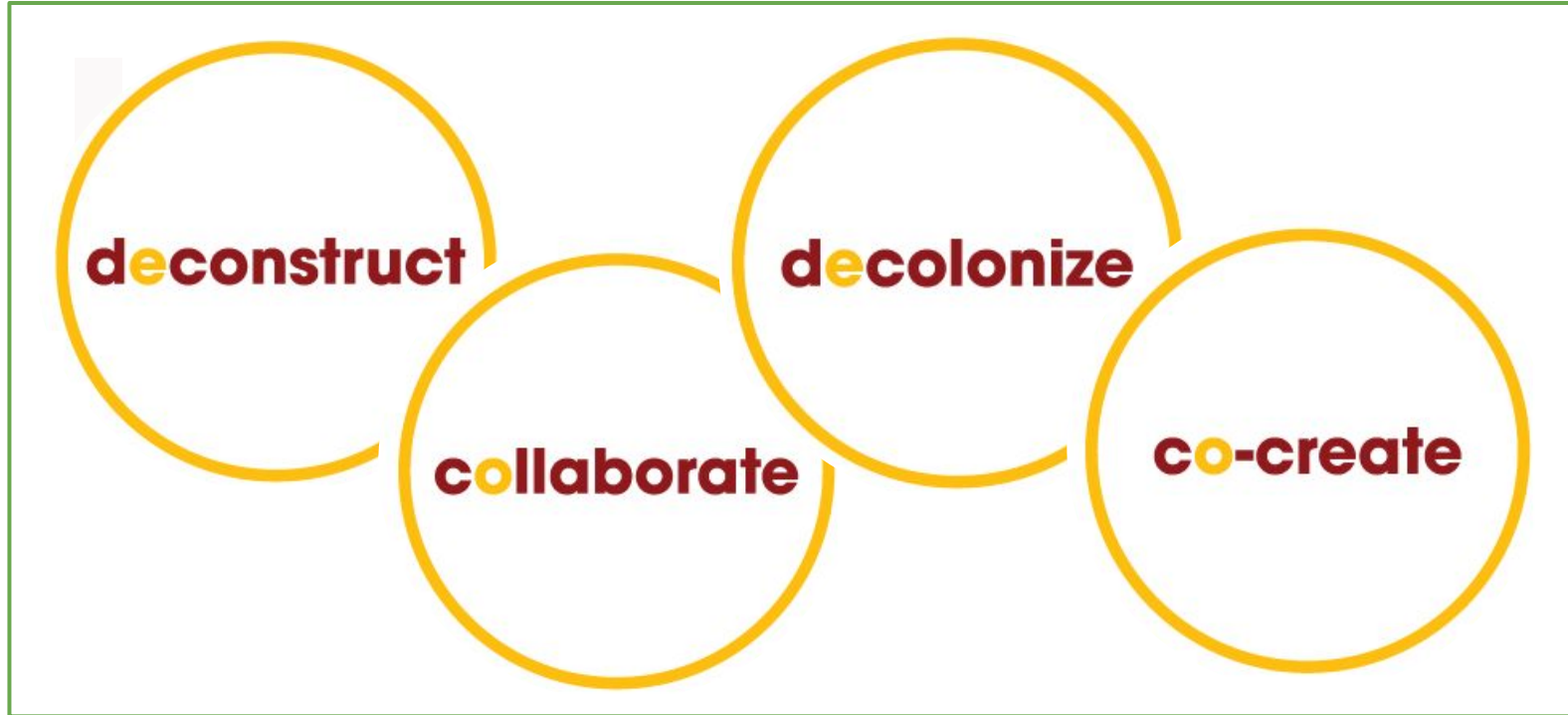
Through modeling that another way is possible, we transform, support, and create systems and structures that are built around racial equity.

# Our Vision

People, organizations, and systems transform their priorities, relationships, practices, and perspectives so that they are able to continually adapt and become equitable and responsive for all of their constituents and stakeholders.



# Our Philosophy



# Demystifying Mentorship & Mentoring with Purpose



Supports participants in their leadership journey while decentering Whiteness, Colonization and Patriarch and learn how to utilize mentors for their personal and professional growth.



# Learning Objectives

- ❑ Participants will learn to challenge traditional mentoring approaches, decentering Whiteness and Patriarchy, highlighting mentorship for women of color and other marginalized groups.
- ❑ Participants will develop practical strategies to engage and sustain mentors.
- ❑ Cohort will establish a supportive community of mentors internally and externally. [What do you need?](#)



**d**econstruct



# WISCONSIN FIRST NATIONS

## American Indian Studies in Wisconsin



<https://wisconsinfirstnations.org/map/>

### MAP KEY





 Treaty Lands (1800)



 Tribal Lands (present day)

\* Brothertown is not state or federally recognized.



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# Who am I?

Reflect on your identities as a place of strength and resilience. Who are you? What holds you and keeps you grounded? What sustains your heart?



# Purpose

What you love. Passion. Mission. Good at.  
Vocation. Profession. Calling. Achievements.  
What pays bill. What is needed.

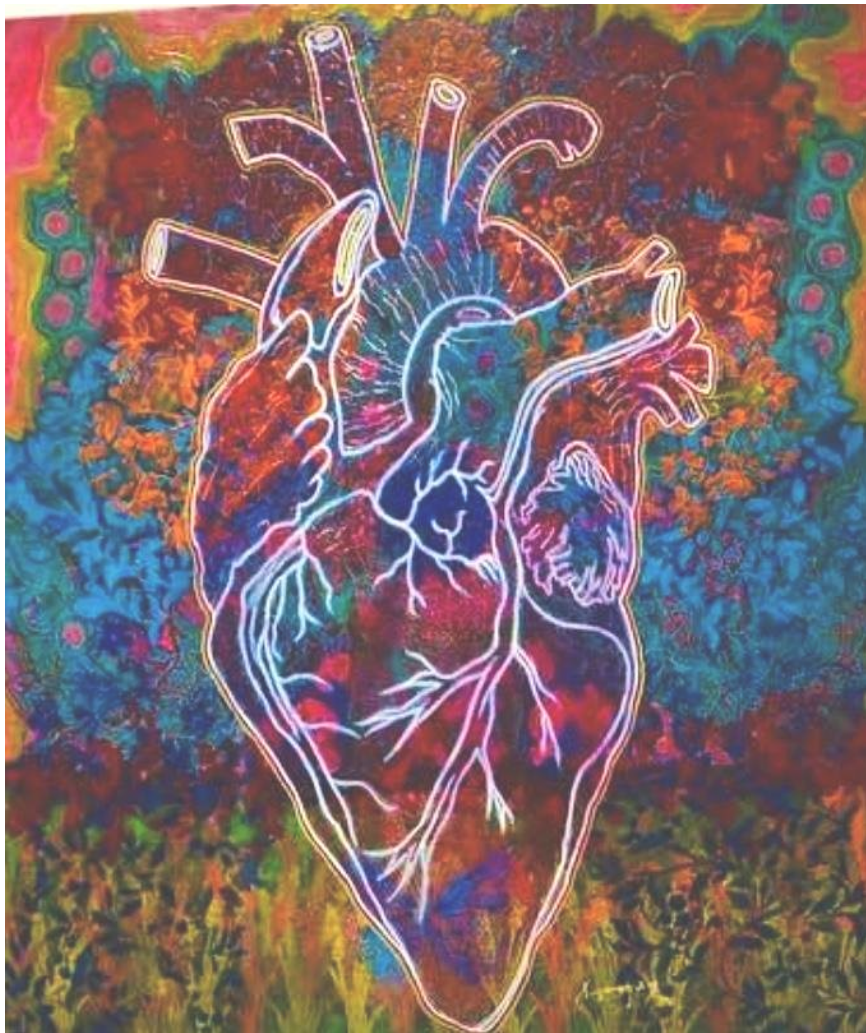


# Purpose

- What struggle or sacrifice are you willing to tolerate?
- What is true about you today that would make your 8-year-old self cry?
- What makes you forget to eat and poop?
- How can you better embarrass yourself? When can you be vulnerable?
- How are you going to “save the world”?
- If you had to leave the house all day, everyday where would you go and what would you do?
- If you knew you had one year to give it a chance, what would you do, and would you want to remember?

[7 Strange Questions That Help You Find Your Life Purpose](#), Mark Manson





**What is  
your  
purpose?**

**By Ritchie Morales**



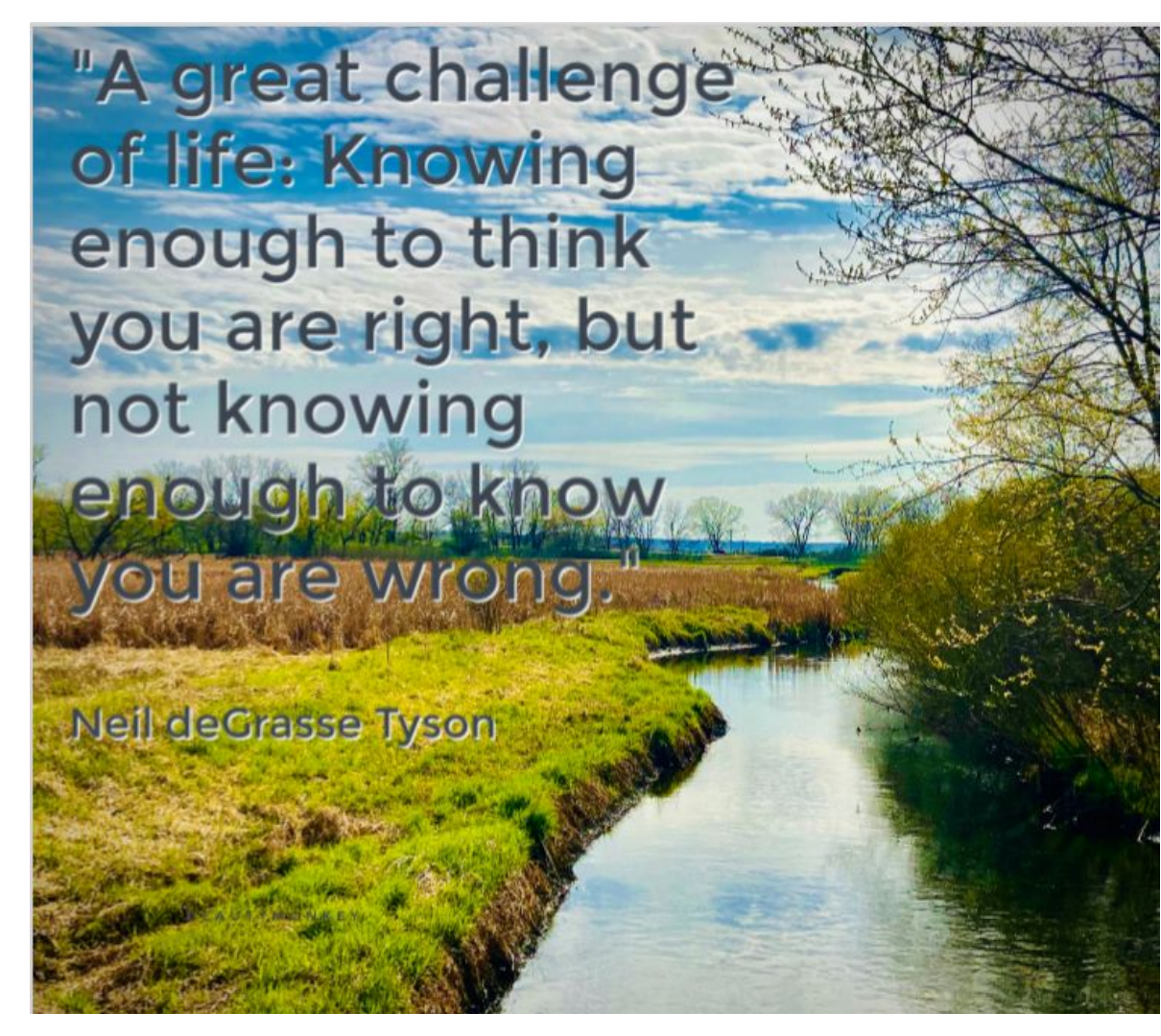
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**d**ecolon**i**ze

# Mentorship

Mentor/mentee. Experienced/Learner.  
Professional or career advancement. Role  
models. Advice. Training. Skill development.





"A great challenge  
of life: Knowing  
enough to think  
you are right, but  
not knowing  
enough to know  
you are wrong."

Neil deGrasse Tyson



# Mentorship

- I am uncomfortable asking...
- I am not an eligible mentee.
- I don't have anything to give, I feel intimidated.
- Everybody is busy, I am afraid of rejection.
- I can't find anyone perfect.
- I don't like networking, it takes too much time.
- Formal relationship.
- Mentorship is not fun!
- COVID



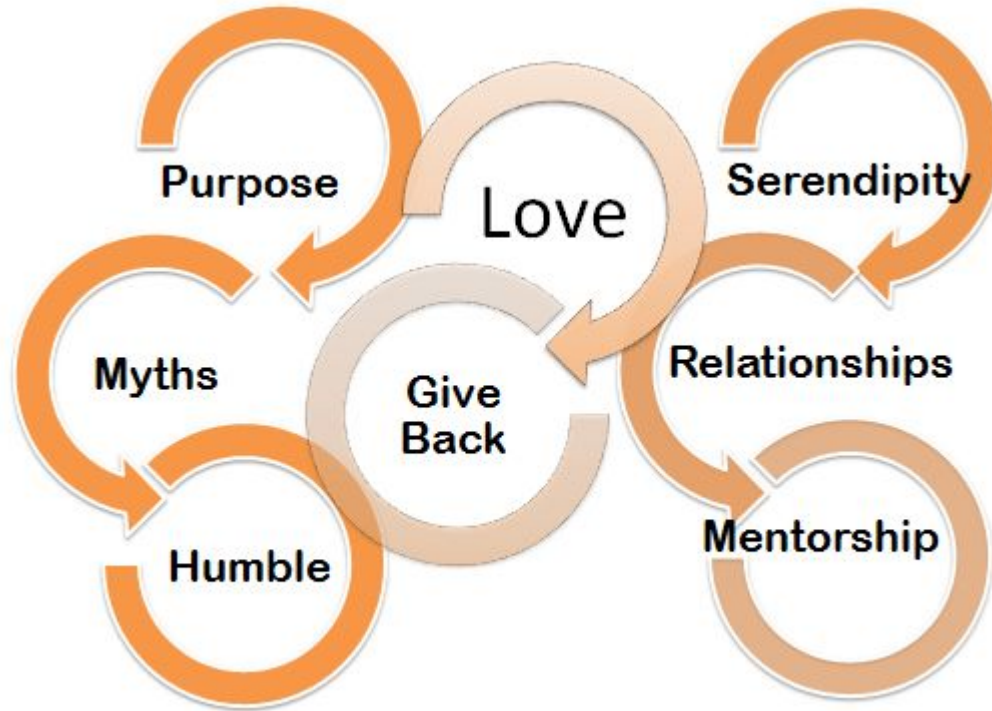


# Decolonizing Mentorship

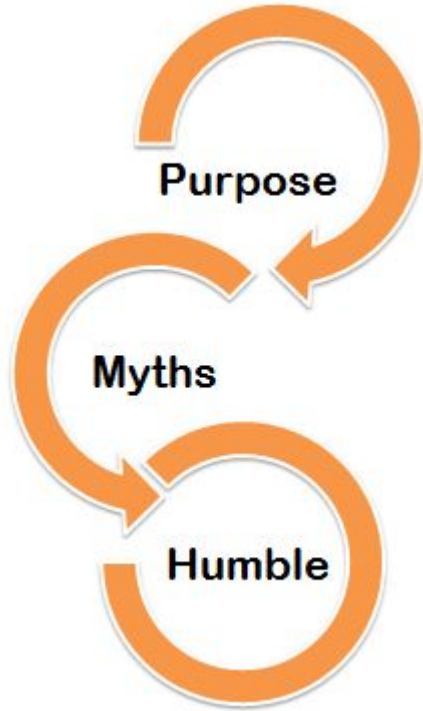
- ❑ Career and professional development coaching
- ❑ Navigate organizational culture
- ❑ Recommendations and Collaborations
- ❑ Sexism, Racism, Homophobia and other “ism”s
- ❑ Microaggressions & Cultural Resilience
- ❑ Conflict Resilience
- ❑ Caring and Loving Self



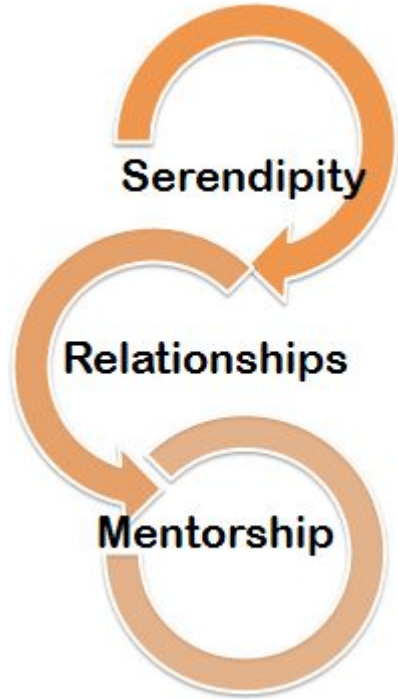
# Framework



\*Copyright Ananda Mirilli



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**collaborate**

# Mentorship

- ❑ Initiated by YOU based on your purpose and needs
- ❑ Set up a time to meet and share your purpose
  - ❑ Email, phone, skype, google hangout, coffee, tea, lunch, drinks (45-60 mins)
- ❑ Prepare for a purposeful conversation (safe and supportive)
- ❑ Share what you seek - Mentors give advice - you make decisions
  - ❑ Get clarity, feedback, solve a problem, thought partner
- ❑ Develop your mentor
- ❑ Check for resistance
  - ❑ Mirror effect, uncomfortable, moving from inertia



**co-creaTe**

# Values

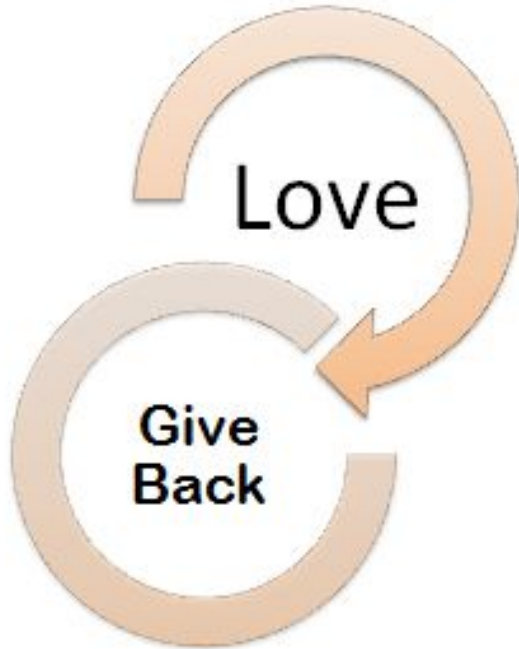
***“A value is a way of being or believing that we hold most important.”***

Living into our values means that we do more than profess our values, we practice them. We walk our talk—we are clear about what we believe and hold important, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.”

***Brené Brown** is the Endowed Chair at the University of Houston's Graduate College of Social Work. She is also visiting professor in management at McCombs School of Business at the University of Texas at Austin.*







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The text "nina" is written in a bold, lowercase, sans-serif font. The "n" is yellow, and the "ina" is dark red. Above the "i" are three small circles: a yellow one at the top, and two white ones with dark red outlines below it. Below "nina" is the word "COLLECTIVE" in a bold, uppercase, sans-serif font, colored green.

# Small Group Debrief



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*'If you have a deep aspiration, a goal for your life, then your loving of others is part of this aspiration and not a distraction from it.'*

*Thich Nhat Hanh*

**Put a word in the chat...**





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