



Steering Committee

Shirronda Almeida (MACDC),
 Manisha Bewtra (MAPC),
 Valeska Daly (Martha Eliot Health Cntr)
 Pam Jones (Boston Pubic Health Comm.),
 Aida Franquiz (Boston Private Bank),
 Adam Gibbons (Dorchester Bay EDC),
 Janet Grogan (Consultant),
 Kevin Johnson (Madison Park DC),
 Sue Naimark (Consultant),
 Rosa Nin (MACDC),
 David Price (Nuestra CDC),
 Marilyn Sanchez (LISC), and
 Karen Wiener (CHAPA).

The Alliance is a coalition of community development organizations and practitioners dedicated to increasing the racial and ethnic diversity of leadership of the community development field by addressing racism.

www.macdc.org/initiatives/the-alliance



2012 CDMP Calendar

Dec. 16, 2011	Information Session Application Available Online
Jan. 11, 2012	Informational Conference call (1pm)
	Interviews/Calls begin
Feb. 1st	Applications Due
	Interviews/Calls conclude
	Matches are Notified
March 8	Program Orientation (9:30-2)
May 9	Learning Session (9:30 -12)
June 22	Networking Lunch (12-2)
	Mid-Program Evaluation
Sept (TBD)	Learning Session: (2.5 hrs)
Nov/Dec	Closing Event/ Final Evaluation
<i>Pairs are expected to meet monthly</i>	

"I think the Mentoring program is valuable in allowing you to interact on a personal and professional level with someone more advanced in the field of community development than you are currently. It allowed me to chart professional and personal steps to advance my career. I am grateful for being introduced to my mentor."

~ Franklin Miller, DHCD, former Mentee

For more information on the program, to apply to be a mentor or mentee, please contact:

Shirronda Almeida at ShirrondaA@macdc.org



Positioning people of color for leadership roles in the community development field



A program of the Alliance -Advancing Community Development by Confronting Racism , since 2005

Community Development Mentoring Program

The Community Development Mentoring Program is designed to promote and support a culture of learning and mentoring within the community development field. In doing so, the program seeks to enhance the preparation of mid to senior level professionals and board members of color, who demonstrate potential, for advancement and growth into positions of leadership and authority, by facilitating effective and meaningful relationships between and amongst community development professionals.



Program Candidate Criteria

Mentees - are persons of color; have worked in the community development field for a minimum of two years; are in mid- or senior level positions; serve on the board; are interested in advancing their career within the community development field; have support from their supervisor and executive director or from the board president; and are willing to make the time to develop a mentoring relationship.

Mentors - are in senior or executive level positions, or on the board in a leadership position; have worked in the community development field for a minimum of three years; have knowledge, resources and networks; have support from their supervisor, executive director or board president; and are willing to make the time to develop a mentoring relationship.

Program Description

Application: Available and submitted online with letters of recommendation

Screening Interview: A call or in person; upon submission of completed application.

Program Fee: \$150 ; mentees only

Matching: Based on completed application, screening interview and potential for achieving outcomes. Consideration will also be given to racial/ethnic, organizational and geographic diversity.



Orientation

A half-day session to introduce the mentoring pairs, establish the mentoring relationship expectations, create goals, and a meeting schedule.

Learning Sessions

Professional development sessions based on the participants' interest areas and need identified in applications.

Monthly Mentoring

Monthly mentoring meetings are scheduled by the mentor and mentee.

Evaluation

All participants will participate in a brief program evaluation.

Professional Development

Both mentors and mentees will be awarded 2 days of training of their choice, tuition free, through the Mel King Institute