

JMMP and Foster Garvey Host Inclusive Mentorship Training

Opportunities & Progress Council
April 16, 2024

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In April 2024, Foster Garvey, in partnership with the [Joint Minority Mentorship Program \(JMMP\)](#), hosted a training on inclusive mentorship for both JMMP mentors and mentees and firm attorney participants in our internal mentoring program. The program was led by [Adana Protonentis](#) of [Kindred Leaders](#), a thought-leading and change-shaping consulting practice working with organizations to boldly create change within their workplaces and communities. More than 30 mentors and mentees attended, both from Foster Garvey and the JMMP mentoring program.

The program covered what a successful mentor/mentee relationship looks like and the equity versus equality-based approach, which can be used to confront barriers impacting each individual mentee's ability to succeed. A few additional topics discussed included mentors being mindful of not trying to mentor their younger selves and providing the support they needed at that point in their own careers, but instead focusing on being responsive to their specific mentee.

The training also included an interactive component, allowing for reflection on the strategies given and what mentors are looking forward to trying. Discussion in breakout rooms centered around how to best support mentees so they feel safe enough to reach out, be candid and work through discomfort.

This training is just one part of Foster Garvey's commitment to training and education in the diversity, equity, inclusion and belonging space. Throughout the year, the firm has committed to providing a variety of trainings for firm leaders and specific committees, tailored to their individual purviews.