



## Colorado LGBT Bar Association Mentoring Plan

### 1: Developing Professional Identity

Action	Mark completed items
<p>It is envisioned that this component of the mentoring plan should be creatively tailored for the individual mentee’s needs. The discussion should focus on understanding “why” Mentee chose the profession of law and what Mentee seeks to accomplish in their professional role.</p> <ul style="list-style-type: none"> <li>• How does Mentee define “professional success” and whose input/feedback did they utilize in developing this definition?</li> <li>• What characteristics, skills, and attributes does Mentee have that will allow them to find professional success?</li> <li>• Who are the people in Mentee’s personal and professional community who will support them in finding professional success?</li> </ul> <p>Assist Mentee in articulating their “Professional Identity” as a lawyer. Utilize John Bliss’ <a href="#">The Professional Identity Formation of Lawyers</a> to assist your mentoring pair in facilitating this discussion.</p>	

### 2. Building a Professional Network

Action	Mark completed items
<p>Discuss how to develop networks early in Mentee’s career. Find points of entry to target, and discuss the importance of how building a network can help LGBTQ+ attorneys become “stars” at work.</p>	
<p>Read The ABA’s article, <a href="#">The Value of Networking for Diverse Attorneys</a>, and discuss the importance of having a diverse network as both a new and seasoned attorney.</p>	
<p>Discuss the value of “Sponsorship” in career progression for LGBTQ+ lawyers and how to identify and utilize a sponsor to achieve professional growth.</p>	

### 3: Lawyer Well-Being and Resiliency

<p>Engage Mentee in a self-reflective exercise to determine whether Mentee believes they are thriving in all dimensions of “well-being” including:</p> <p><b>Emotional:</b> Recognizing the importance of emotions; developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision making; seeking help for mental health when needed.</p> <p><b>Occupational:</b> Cultivating personal satisfaction, growth, and enrichment in work; financial stability.</p> <p><b>Intellectual:</b> Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development, monitoring cognitive wellness.</p> <p><b>Spiritual:</b> Developing a sense of meaningfulness and purpose in all aspects of life.</p> <p><b>Social:</b> Developing a sense of connection, belonging, and a well-developed support network while also contributing to our groups and communities.</p> <p><b>Physical:</b> Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and recovery; minimizing the use of addictive substances; seeking help for physical health when needed.</p> <p>Assist Mentee in developing well-being objectives and a plan to address Mentee’s self-identified deficiencies in these dimensions of well-being. Consider the <a href="#">ABA Well-Being Toolkit for Lawyers and Legal Employers</a> in building a well-being action plan.</p>	
<p>Engage Mentee in a reflective exercise regarding resilience. How does Mentee assess their own resiliency? What factors account for Mentee’s measurement of resilience? Assist Mentee in developing a plan to improve their resiliency. Consider the following resources:</p> <ul style="list-style-type: none"><li>• <a href="#">Three Ways Lawyers Can Become More Resilient</a></li><li>• <a href="#">Survival Skill No. 1 for Lawyers: Emotional Resilience</a></li></ul>	

#### 4. Diversity, Equity, Inclusion and Accessibility

Action	Mark completed items
<p>Discuss what diversity, equity, inclusion, and accessibility mean to both Mentee and Mentor and how these concepts manifest in the legal profession. This exercise is designed to create a safe space for conversation and the sharing of different perspectives on how the legal profession is incorporating these concepts and how it can continue to improve.</p>	
<p>Discuss roadblocks and challenges the Mentee and Mentor may have experienced because of their underrepresented identities. What methods were taken to address these challenges? What resources were helpful? If there were any resources that would have been helpful but were not available, discuss what those are and how to best implement them in the future.</p>	
<p>Engage one another in a reflective exercise to assess cultural empathy. Use the <a href="#">Cultural Competence Self-Assessment Checklist</a> as a guide in your discussion. Discuss the ways in which cultural empathy are important to the practice of law and the building of community within the legal profession.</p>	

#### 5. Creating Institutional Change: Leveraging LBTQ+ ERGs and Affinity Groups

Action	Mark completed items
<p>Discuss how LGBTQ+ employee resource groups, affinity groups, diversity councils, and other internal organizations (collectively, “ERGs”) are instrumental in addressing LGBTQ+ issues in the workplace and fostering an inclusive workplace that supports LGBTQ+ employees. Topics and articles to discuss could include:</p> <ul style="list-style-type: none"> <li>• What are some best practices for ERGs to uplift underrepresented parts our LGBTQ+ community at law firms or companies?</li> <li>• How can ERGs gain/increase exposure to organizational leadership?</li> <li>• How can ERGs advocate for policies and practices that protect and provide support for LGBTQ+ colleagues?</li> <li>• What are some best practices for ERGs to leverage partnerships/relationships with LGBTQ+ community organizations and law student groups to maximize the impact ERGs can have at law firms or companies?</li> <li>• <a href="#">National LGBTQ+ Bar: Now Is The Time To Commit To Lasting Institutional Change</a></li> <li>• <a href="#">Rumberger Kirk: The LGBTQ Community's Long, Steady Journey to Equality</a></li> <li>• <a href="#">Fox Rothschild: Coming Out: A Reflection on Making the Practice of Law More LGBTQ-Friendly</a></li> <li>• <a href="#">National LGBTQ+ Bar: The Business of Inclusion: Raising the Bar on LGBT Diversity</a></li> </ul>	