



Public Service Pride Network – Pride Mentoring Pilot

September 2022 - *Announcing the new Pride Mentoring Pilot!*

Members of the growing Public Service Pride Network (PSPN) have been asking for more mentorship opportunities.

Today, the PSPN is pleased to announce the **Pride Mentoring Pilot**, a first of its kind for 2SLGBTQI+ communities in the public service. Starting in January 2023, this pilot will match 10 mentees with 10 pre-selected 2SLGBTQI+ mentors who are ready to support the next generation of future 2SLGBTQI+ leaders.

The Pride Mentoring Pilot is unique because it builds on feedback received from PSPN members at all stages of their careers. Members are looking for relatable leadership support, ways to overcome barriers to career advancement due to sexual orientation and gender identity and advice on how to navigate other unique challenges of being 2SLGBTQI+ in the federal public service (ie. feelings of isolation, discrimination, etc.)

During the pilot, mentees will benefit from monthly 1:1 mentoring meetings, group mentoring, networking events and a dynamic curriculum of recommended courses by the Canada School of Public Service.

Other topics to be discussed could include, but are not limited to:

- coming out/being out at work;
- dealing with challenging colleagues and work environments;
- career planning and advancement; and
- professional development.

Highlights

- Mentees will have an opportunity to acquire on-the-job experience shadowing their mentors and gaining insights into career progression as members of 2SLGBTQI+ communities.
- Mentees will be empowered to create their own cohort community, build relationships, network, and share their experiences with their peers.
- Mentees will also have the opportunity to register for free courses recommended by the Canada School of Public Service (CSPS) based on five themes: **Leadership – Networking – Learning paths – Empowerment – Transferable Skills**

Details

Timing: The mentor-mentee cohort will begin in January 2023 for a period of six months.

Eligibility: All employees who would benefit from being mentored by an executive or manager in 2SLGBTQI+ communities and who:

- are term or indeterminate employees (term employees must have an end date after June 2023 to complete the six-month mentorship period);
- have a minimum of three years' professional experience with the federal public service;
- are committed to driving their mentoring relationship by actively participating in meetings, networking events and training sessions (minimum of three hours per month);
- are open and eager to share and learn from others; and
- are able to articulate their desired outcomes.

The Pride Mentoring Pilot will be entirely virtual, allowing for full participation of successful applicants from across Canada and abroad. Given that some of these activities may happen during working hours, interested participants should discuss this opportunity with their supervisor.

What's next?

If you are interested in the 2023 Pride Mentoring Pilot, please contact PSPN-RFFP@tbs-sct.gc.ca for an application form. Applications are due **October 21, 2022**. Successful applicants will be notified on **December 5, 2022**. In the meantime, if you have any enquiries, please feel free to contact us!

Jason Bett (he/him)

Public Service Pride Champion