

Leaders in Equitable Evaluation and Diversity

MENTOR OVERVIEW

Are you interested in shaping the professional development of evaluators from diverse racial and/or ethnic groups? Are you dedicated to diversifying pathways into evaluation?

If so, consider serving as a Mentor for the LEEAD Program!

"My Scholar and I formed a very strong bond. We have presented together and are writing together. This bond will continue past the end of the LEEAD Program. She and I learn from each other; my main contribution was to bring a critical eye to the experiences she was having in her work (both LEEAD and other) to support her in her quest to apply transformative, culturally responsive equitable principles to her work."

- Donna Mertens, PhD, LEEAD Mentor 2019-20

What is LEEAD?

Leaders in Equitable Evaluation and Diversity (LEEAD) is a program of the Expanding the Bench® (ETB) Initiative led by Change Matrix and funded by a generous group of ETB Funding Partners. ETB's mission is to support diverse evaluators and Funders of Evaluation to value, practice, and promote a culturally responsive and equitable evaluation (CREE) ecosystem.



LEEAD is an evaluation training program designed to develop a pathway for diverse leaders in CREE who will advance the field of evaluation. Since it began in the fall of 2015, 50 Scholars have completed the LEEAD Program. Check out the LEEAD Alumni!

Scholars must be able to commit to a rigorous 15-month training program to develop their evaluation competencies through the following components:

- ▶ **Mentoring (throughout)** – LEEAD Scholars are matched with an evaluation expert who serves as a Mentor throughout the Program.
- ▶ **Online curriculum (fall)** – This includes completion of an online CREE curriculum through American University.
- ▶ **Practicum (spring/summer)** – After completion of the online curriculum, Scholars have the opportunity to apply new knowledge by working with a Practicum Site on a CREE-focused evaluation project.



Who are LEEAD Mentors?

LEEAD Mentors are experts in the field of evaluation with 15+ years of experience. The ETB Team seeks diverse evaluators and allies who are committed to the professional development of LEEAD Scholars. This mode of mentoring is encouraged to approximate a close professional relationship, like that of an expert-to-protégé model. Check out the last cohort's LEEAD Mentors!

Why Serve as a LEEAD Mentor?

To support LEEAD Scholars' transition from accomplished professionals to successful leaders in evaluation committed to integrating a CREE approach, LEEAD provides Scholars with training and mentoring throughout the Program. The mentoring component is central to the LEEAD model, with most Scholars rating the relationship with their Mentor as valuable to their experience. Many Mentors have had positive experiences and have served as mentors for multiple cohorts.

Both Scholars and Mentors complete an assessment, which is used to match a complementary mentor-mentee pair. The matching process is based on a number of factors including personal background, research interests, mentoring needs and approach, work settings, geographic location, and other priorities identified by Scholars. One-to-one matches are made based on opportunities for strong connections. Thus, Mentors are selected based on the cohort's overall characteristics and career interests.

Scholars receive help from their Mentors in a variety of areas, including opportunities for career development and advancement in the evaluation field; navigating the field of evaluation, and CREE specifically; and building a professional network. Mentors offer support during Scholars' completion of the online curriculum and their Practicum Site placement. This could involve helping them negotiate their contract and the scope of work, or providing guidance on completion of evaluation deliverables. Mentors are given a modest honorarium for their time and commitment.



What are the Goals for LEEAD Mentors?

The Program aims to surround each Scholar with a vibrant and accessible network in order to provide adequate opportunities to develop valuable relationships that can further their career. In addition to providing each other with peer support, the Program also wants LEEAD Scholars to cultivate solid relationships with their Mentors. Participation in the LEEAD Program as a Mentor includes the following:

- ▶ Meet regularly with Scholar throughout the Program. Suggested frequency is a monthly meeting, connecting via phone, email, or video-chat (or in person).
- ▶ Provide guidance and feedback on the Scholar's Practicum Site experience, such as negotiating evaluation contracts.
- ▶ Attend two meetings — one virtual and one in-person.* The kick-off meeting in August of 2021 will be virtual. The culmination event will coincide with the 2022 American Evaluation Association (AEA) Conference and is anticipated to be held in person.
- ▶ Communicate openly about areas of strength and weakness in relation to what can be offered to the Scholar.
- ▶ Bolster networking skills and connections in the evaluation field.
- ▶ Participate in regular check-ins with the ETB Team to provide feedback on the experience.
- ▶ Complete evaluation surveys to provide feedback on the LEEAD model and experience.

*At this time, the AEA Conference is scheduled to take place as planned, but we are keeping a close eye to ensure travel and conference attendance will be possible, given the COVID-19 crisis.

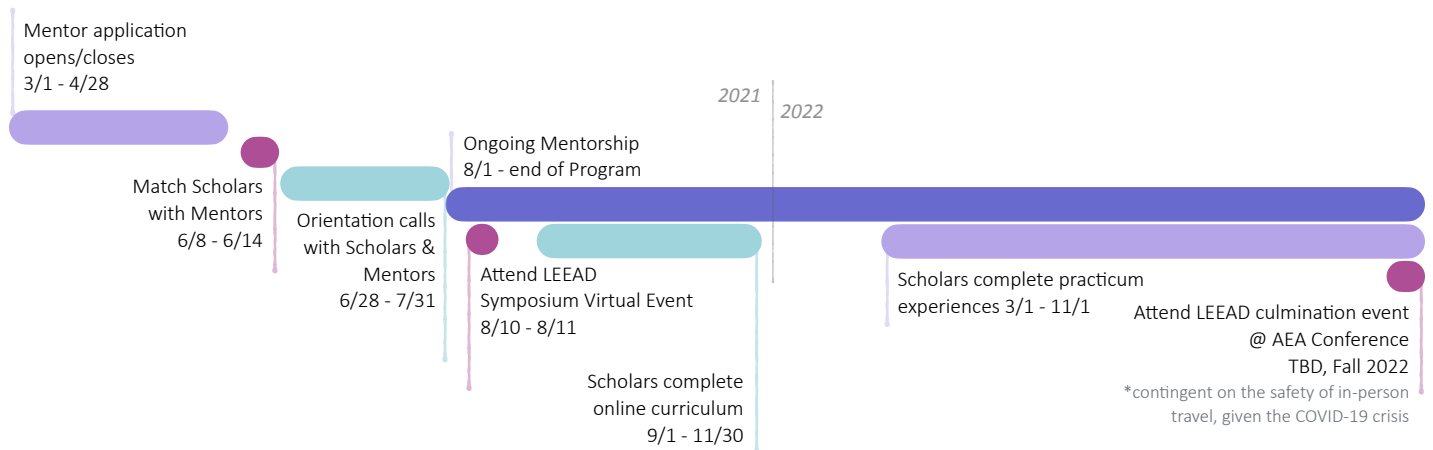
How Can I Apply to be a Mentor?

All applications are due by 11:59pm EDT on April 28, 2021.

[Learn How to Apply!](#)



Timeline of LEEAD 2021-2022 Activities Related to Mentors



While not required, many LEEAD Mentor and Scholar relationships have lasted past the LEEAD Program culmination.



Have Questions About Becoming a Mentor?

If you have questions about serving as a LEEAD Mentor, you can send questions to team@expandingthebench.org or phone Sandra Silva, LEEAD Project Director, at 571-274-1797.