

# BGHC

*Black Girl Hockey Club*



## **Leadership Development Program**

### **PROGRAM DESCRIPTION:**

**Black Girl Hockey Club** aims to inspire and sustain passion for the game of hockey within the Black community - on and off the ice. In an effort to continue serving our mission, BGHC has launched a *Leadership Development Program*.

***This program is designed to create mentorships between Black youth and established leaders/professionals from various roles in and around hockey. The overall goal is to provide young Black leaders with an interdisciplinary set of professional skills, business development strategies, and organizational tips for lifelong personal success.***

Our goal in fostering these connections is to help seed positivity in our future by guiding and investing in our youth, instilling in them a positive, sustainable skill set for personal and professional wellbeing and growth.

### **FOR POTENTIAL MENTORS:**

To strengthen and encourage a passion for hockey, it is important to recognize that there is more to the game than just the on-ice athletic performance. Spaces where we encourage applicants to consider expanding their involvement to improve hockey culture include and are not limited to the following: playing, coaching, photography, journalism, broadcast, marketing, media development, etc.

### **That's where YOU come in!**

Guided by BGHC's Leadership Development Committee (LDC), potential mentors will undergo a vetting process to ensure that their professionalism and contributions to this program are in line with our core values.



### Categories of Applied Interest | Mentor Areas of Expertise:

- Photography
- Broadcast journalism, radio, color commentary, play-by-play
- Print and editorial journalism
- Executive and hockey operations
- Managerial, player personnel
- Marketing, communications, new media, social media
- Coaching, scouting
- Physiotherapy, athletic training, kinesiologists, team physicians
- Analytics
- Equipment managers

### Eligibility Criteria for Mentees and Mentors:

Mentees for this mentorship program are between the ages of 16-22. The field is **fully inclusive to ALL Black people of ALL gender and gender identities** and all places internationally.

- If enrolled in school, applicants need to be in academic standing. But being a student is NOT a requirement.
- All mentees under the age of 18 will be accompanied by a parent or guardian for sessions

Requirements for being a mentor include having an established portfolio and professional presence in the self-identified area of expertise. Mentors can be of ALL genders, gender identities, and racial background, however priority will be given to People of Color.

As a mentor, BGHC will expect you:

- ★ To be a leader in AT LEAST one of the above areas of study
- ★ Have a willingness to devote time and energy to your mentee
- ★ Be approachable and accessible both to the mentee and the BGHC LDC who will be overseeing the process.

# BGHC

## *Black Girl Hockey Club*

### Program Duration:

Mentorships will be **offered twice a year and continue for 6 months**. There will be regular check-ins between mentors, mentees, \*parents, and members of the BGHC LDC.

- Term 1: July - December
- Term 2: Jan - June

*\*if under age the age of 18, a parent or guardian will be mandatory during check-in meetings.*

### Deadlines:

Applications to be a mentor will be **accepted at any time**, all year round. For consideration to be a mentor, submit your application and a LDC member will contact you for next steps.

Please note, not all approved mentors will be utilized every term. Mentorships will be contingent upon the mentee demand for a particular expertise and area of interest.

All approved mentors will be held within our “Roster of Mentors” to be called upon when a potential match in mentee is identified.

### Interview Process and Onboarding:

BGHC LDC will accept applications from potential mentors year round. Once potential mentors have submitted their complete application, they will be contacted by a member of the BGHC LDC for an introductory interview. Once deemed committed and a fit for this mentorship program, mentors will then meet as a group virtually with BGHC LDC for onboarding *prior* to the start of the term. This onboarding meeting will contain information about the following:

- BGHC Code of Conduct
- Mission and values
- Program intent
- How to craft your own schedule with your mentee
- Check-ins with LDC
- Identifying milestones specific to each area of expertise

# BGHC

*Black Girl Hockey Club*

## Application For Potential Mentors:

**Name:**

**Address:**

**Phone Number:**

**Birthdate:**

**Email:**

**Social Media Handle(s):**

**LinkedIn:**

**Personal/Professional Website:**

**Attach your resume/CV submit with this application.**

### **Area of Expertise:**

*\*Circle your selection from the following categories below. If your professional career falls in multiple categories, please indicate by selecting multiple subjects AND rank by your interest and skill level.*

- Photography
- Broadcast journalism, radio, color commentary, play-by-play
- Print and editorial journalism
- Executive and hockey operations
- Managerial, player personnel
- Marketing, communications, new media, social media
- Coaching
- Other (fill in your answer) \_\_\_\_\_

**Have you ever been a mentor before?**

Circle YES or NO

# BGHC

*Black Girl Hockey Club*

**Are you able to commit for at least 1 term (6 months) for the mentorship program?**

Circle YES or NO

**Do you have a preference for which term you would like to be considered a mentor for?**

Circle TERM 1 (July - Dec) or TERM 2 (Jan - Jun)

## **ESSAY QUESTIONS:**

*(please attach answers to your essay questions in a separate document with your application)*

- 1. Why do you want to be a mentor with BGHC?**
- 2. How do you feel that being a mentor in our program will impact your life (personally and/or professionally) and future trajectory of your mentee?**
- 3. If you are given an opportunity to be a mentor of this program, describe how you would use this opportunity to enrich the Black community through skill development, and help create an inclusive, transformative space for Black women in all areas of hockey?**