

INCREASING EQUITY AT THE WORKPLACE

SUPERVISION AND MENTORING
SYSTEM TOOLKIT



**STEP 1:
TAKE THE AUDIT**

1.0

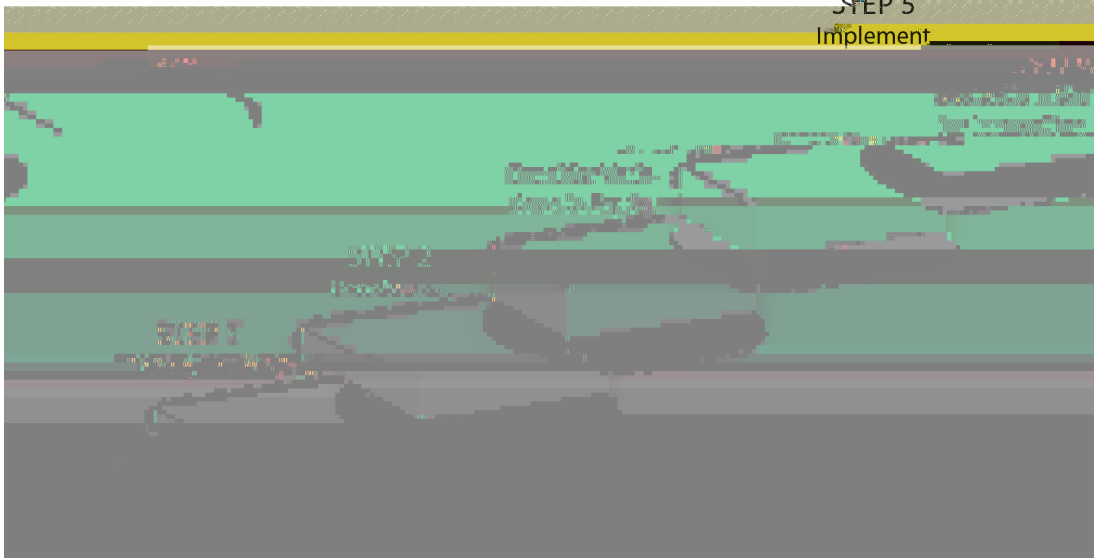


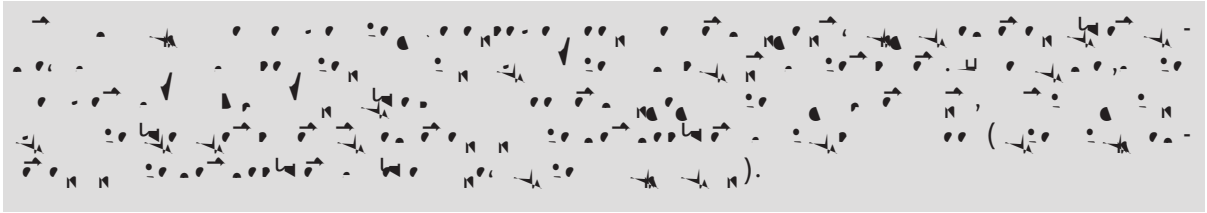
Figure 4: Implementation Process

1.1

1.1.1. The first step in the implementation process is to identify the need for the program. This involves conducting a needs assessment to determine the current state of the organization and the specific challenges that need to be addressed. This step is crucial for ensuring that the program is tailored to the organization's unique needs and goals.

- 1.1.2. The second step is to develop a clear and concise implementation plan. This plan should outline the specific activities, resources, and timelines required to successfully implement the program. It should also identify potential risks and strategies to mitigate them.
- 1.1.3. The third step is to secure buy-in from all stakeholders, including leadership, staff, and the community. This involves communicating the benefits of the program and addressing any concerns or resistance. Building a strong coalition of supporters is essential for the program's success.

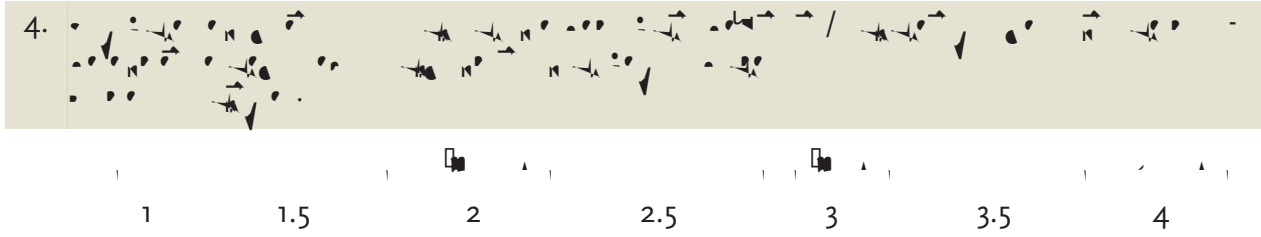
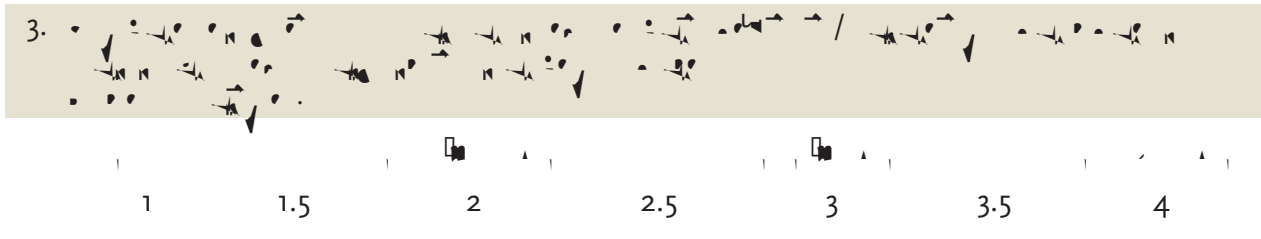
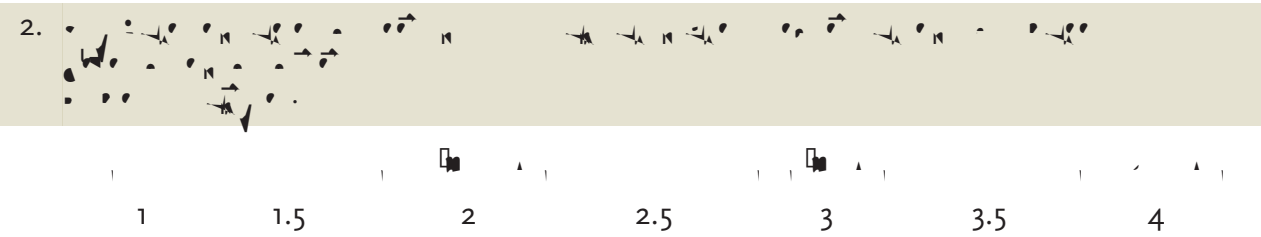
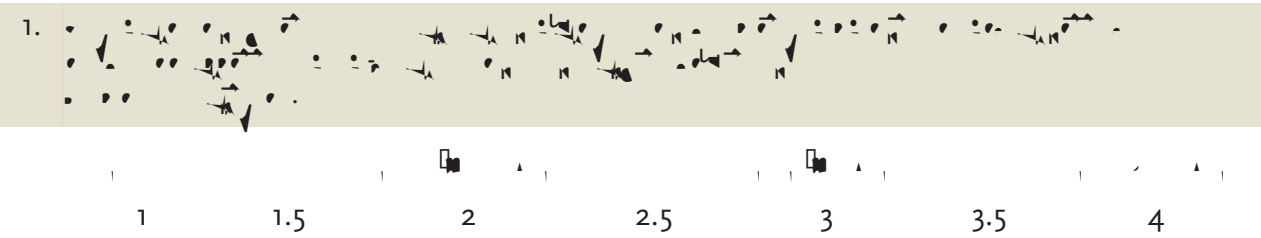
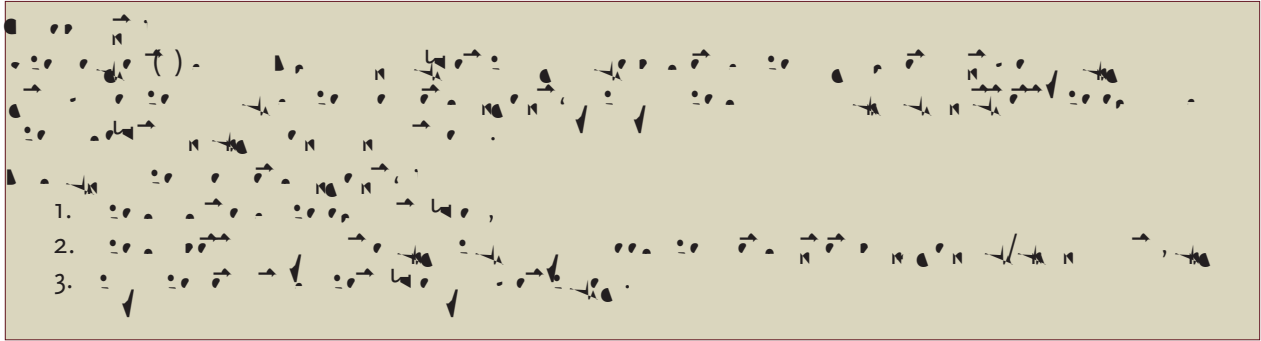
1.1.4. The fourth step is to monitor and evaluate the program's progress. This involves collecting data on key performance indicators and regularly assessing the program's impact. This information is used to make adjustments and ensure that the program remains effective and relevant over time.

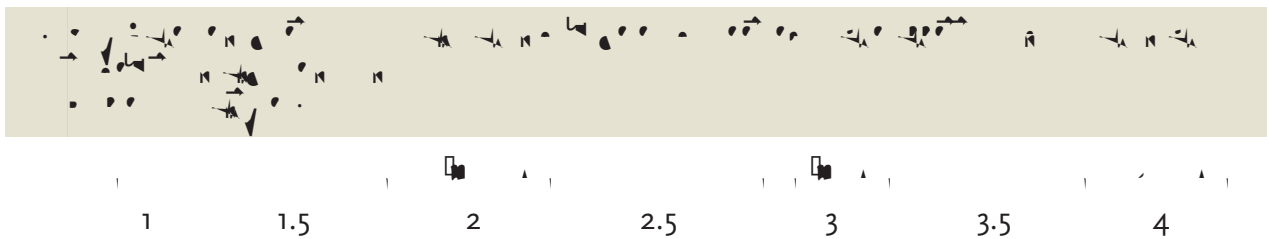
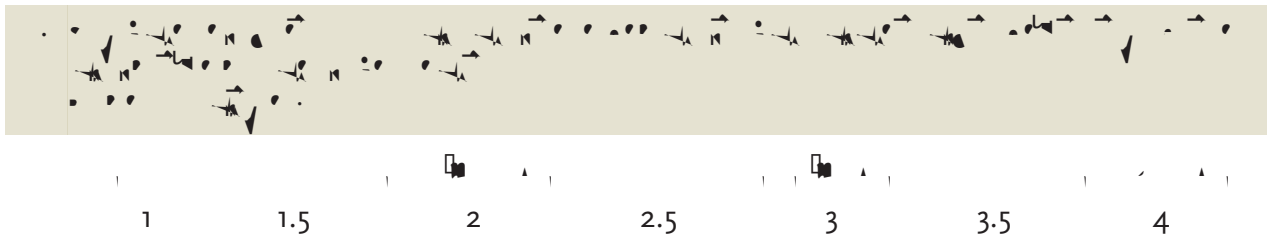
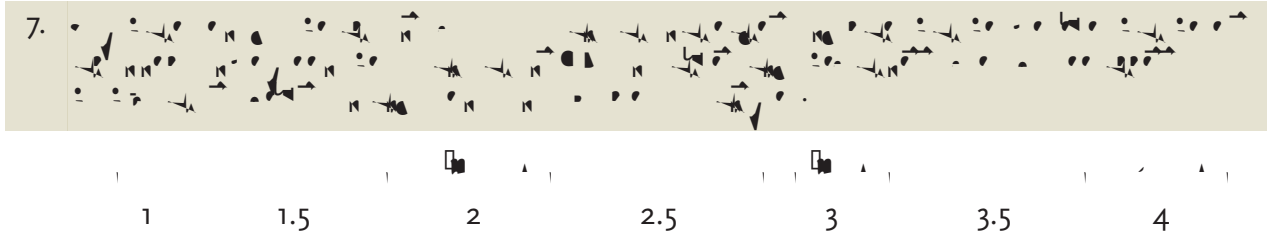
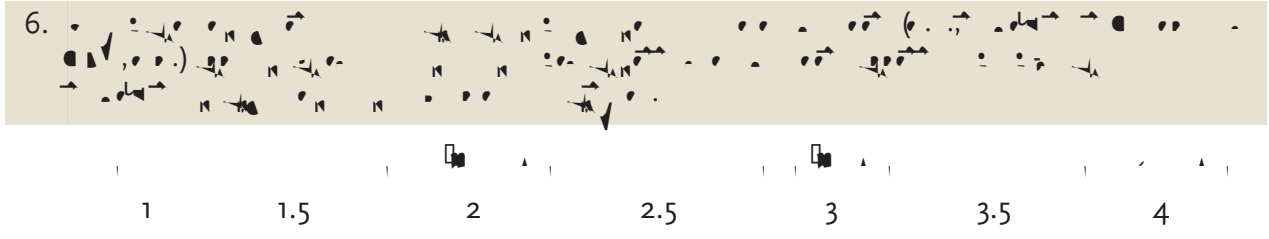
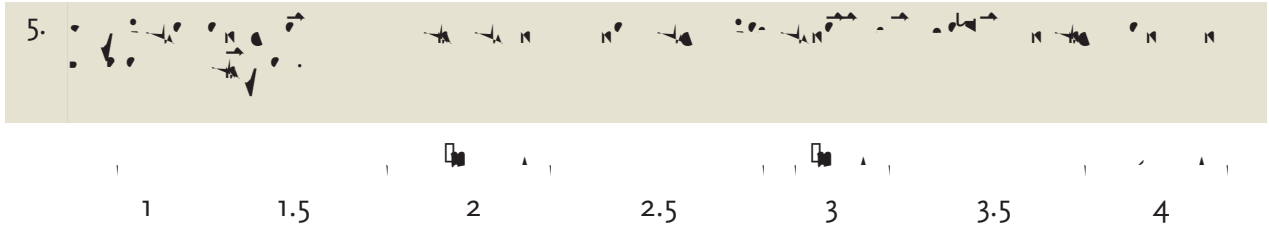


1.2 **1**

Task 1: Respond to Questions about the Equity of the Supervision and Mentoring System

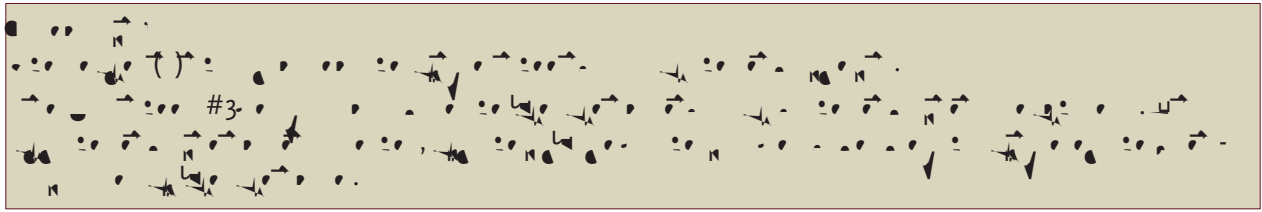
1. How do you think the current supervision and mentoring system is fair? **#2**





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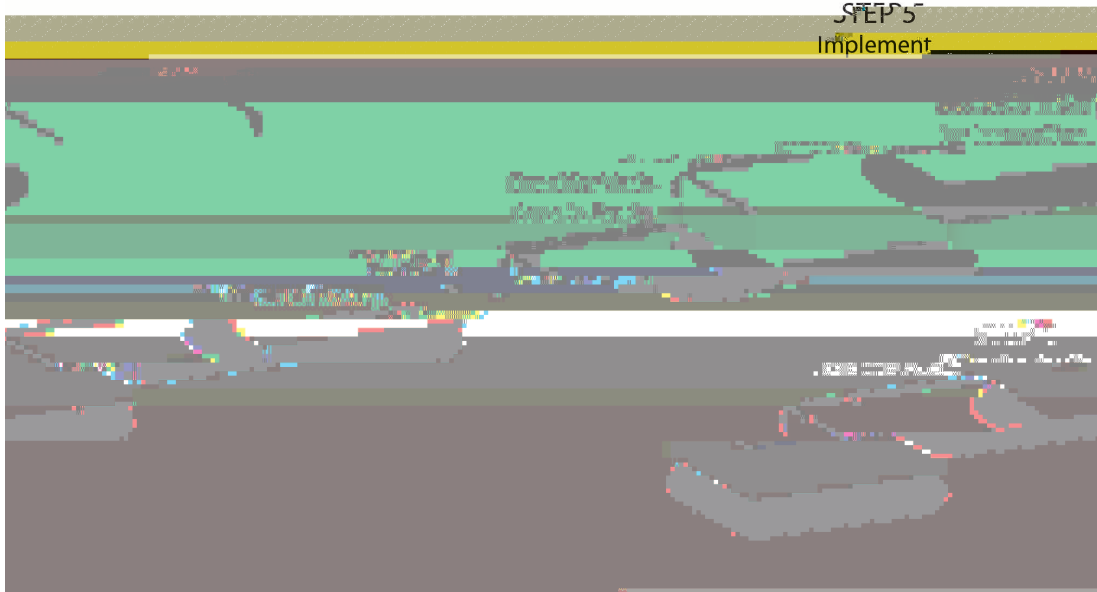
Task 2: Calculate the Means



	#1	#2		Sum #
				Keep for Step 2 (Benchmark) and Step 4 (Innovations).
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				



2. Review the student's progress and provide feedback.



5. Review the student's progress and provide feedback.