



WOMAN to WOMAN
MENTORING

Woman to Woman Mentoring, Inc

Diversity, Equity, Inclusion, and Belonging Summary & Priorities

Through the Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, Woman to Woman Mentoring has been listening, evaluating, learning, and visioning to ensure that our organization and our programs are welcoming, inclusive, and available to all women.

DEIB is, and will continue to be, a strategic priority for Woman to Woman Mentoring.

The summary below highlights our activities and strategy as we build capacity as an inclusive leader in mentoring and program design:

Assessment Strategy

- Surveyed current and former program participants
- Conducted focus groups

Overall, survey participants consistently rated W2WM processes and programs as demonstrating inclusive practices.

Areas of Opportunity

Participants identified high-impact areas to focus our strategic work.

- Intentionally diversify mentors and mentees to reflect the rich diversity of our growing community
- Provide more training opportunities and space for mentors, mentees, staff, and board members to discuss DEIB topics and best practices
- Recruit and retain board members who reflect the community we serve
- Use DEIB best practices to influence organization-level decision making

DEIB Mission Statement

In 2023, the committee created a DEIB mission and vision statement.

Our Commitment to Diversity, Equity, Inclusion, and Belonging

We acknowledge and celebrate the diversity of our community. Diversity, equity, inclusion, and belonging (DEIB) are central to our mission, and we embrace both our common humanity and what makes each of us unique. We foster belonging for all and amplify women's voices, affirm their value, and spotlight their strengths. We recognize that our commitment to DEIB is ongoing work and requires continuous reflection and education.

(continued)



Highlighted Accomplishments

Staff and Board have made an impact by embracing the feedback to create a sustainable culture of DEIB.

- Communicated survey and focus group results to W2WM community
- Built sustainable practices for recruiting diverse board members, staff, and program participants
- Created a simplified, more accessible program application
- Increased participation in events that prioritize diverse audiences, including Frederick Pride, SOUL Street Black Business Resource Fair, Asia on the Creek, and Delta Sigma Theta Juneteenth Celebration
- Received \$10,000 grant to promote Equity and Inclusion initiatives, including mentor training
- Hosted workshops, including LGBTQ+ 101 and Cultural Humility, in collaboration with community partners like The Frederick Center and the Center for Strategic Teaching and Reaching
- Expanded branded merchandise offerings to include sizes XS-5XL
- Continue monthly DEIB Committee meetings to review policies and best practices
- Promote W2WM DEIB efforts publicly

Advancing our DEIB Mission

Our commitment to DEIB is strong and will influence our decisions for years to come.

- Continue to offer relevant DEIB learning topics to mentees, mentors, alumnae, and board members
- Attend and support events that prioritize diverse audiences
- Strengthen our relationships with community partners that share our commitment to DEIB best practices

For additional information, please contact info@womantowomanmentoring.org

