

Topic	Finding and creating resources for mentorship for diverse artists requiring professional development		
Date	September 29th, 2020	Location	Virtual via Zoom
Host(s)	Samuel Obadero		
Participants	Tola, Roby, Allison Moore (Mass Culture), Winner, Vimbai Mukumba, Fariba.		
Notetaker(s)	Holly Anghel		
Facilitator(s)	Toyin Oladele (Immigrant Council for Arts Innovation)		
Gathering Question	What is mentorship and how can mentorship connect you from where you are now, to where you'd like to be?		
Perspectives and thoughts	<p>- What is mentorship to you?: someone that can guide you, help you along your journey, someone who can help realign you with your purpose and vision. Someone who is there to provide a different perspective "outside view/opinion". Someone that can help you achieve a greater self. Someone who pushes your boundaries to help you find what you're capable of, "moving you from point A to point B."</p> <p>- What determines who becomes your mentor and what are the things you take into consideration when searching for a mentor?: You can have more than one mentor for different aspects of your life, look out for someone that you have a connection with, someone that you aspire to be like, someone who is good at their craft itself but is also able to balance their craft with other life priorities. Someone who has a good personality outside of the craft, someone who is a good teacher/educator who inspires you to improve your skills.</p> <p>- From the perspective of the arts, what are the top 3 responsibilities of a mentor? The mentor should provide you with contacts to other artists in their network, consistency, discipline, talent, "the right mindset", perseverance, help you "find your way", a good teacher, willing to push you out of your comfort zone, inspirational, provide you guidance, support, compassion.</p> <p>- Has anyone here mentored someone before, if yes, what were the expectations of your mentee? Someone who can take initiative (ownership of their success), be prepared with questions, someone with goals and a plan on how to achieve those goals, someone who is respectful of your time, is there to listen and is open and willing to learn.</p> <p>- What should the mentor/mentee relationship look like? At what point do you think it is okay to open up your personal life to your mentor, if at all? Communicate with the mentor and establish boundaries, decipher what you'd like their role to be in your life/your roll in their life. Be open and honest in the beginning (and throughout) the relationship about what type of relationship you'd like to have (both short-term or long-term) You cannot always anticipate what might happen in life, therefore you cannot always expect the relationship to remain linear, but it is important to communicate about changes in the relationship as they occur.</p> <p><i>"Sometimes mentors end up being coaches, and that is fine, as long as</i></p>		

	<p><i>there is a mutual understanding of the relationship</i></p> <p>- Does a personal relationship with the mentor make it harder to end the relationship if it is not a good fit? At what point do you decide to find a new mentor, and how do you go about ending the relationship with your mentor?: There is a point where you need to decide whether or not you are actually needing this mentor or if you are just looking for self-validation, it is important to have strong self-esteem and self-worth: <i>“if you aren’t going to benefit me, I’m going to let it go. I can’t keep chasing them, I need to cater to myself”. “Fool me once, shame on you. Fool me twice, shame on me”</i>. It is important to start with a trusting mindset, but be able to step back and have an honest conversation with yourself if something does not align with your values. Train yourself to politely exit the conversation while still keeping a formal relationship. “Flip the conversation” and get internal permission to move away from the toxic relationship.</p> <p>- Who is the mentor that you are looking for? “Someone who will see something in me that I do not see in myself”. Someone inspirational, someone who I aspire to be like.</p> <p>Final thoughts: When developing a relationship with a mentor, it is important to keep true to your identity, protect yourself and protect your mental health. A mentor might not necessarily always be the one to push you, it has to be you that can push yourself and ask questions about how to get where you want to be and show an initiative to do more.</p> <p>“I am because we are”</p>
<p>What further research on the topic discussed would be useful?</p>	<p>As this gathering focused mainly on gathering the perspective of the mentee, further research that would be useful would be to reach out to mentors to gather their perspective.</p> <p>Organization to person mentorship vs. person to person mentorship. Research on defining the difference of mentorship vs. coaching.</p>
<p>Whose voices are missing around the table?</p>	<p>Missing more diverse gender inclusion.</p>
<p>Resources & Links (mentioned during discussion or shared afterwards)</p>	<p>Discussed ICAI (Immigrant Council for Arts Innovation) and the Rozsa Art Foundation: Immigrant Arts Mentorship Program for artists and art managers.</p> <p>https://youtu.be/9leo0j9QPec Robymisterdrums shared link during discussion.</p>
<p>What next steps were mentioned as a result of the Gathering?</p>	<p>Immigrant Arts Mentorship Program to connect artists with mentors. Follow up discussion with primarily mentors in the room to obtain potential art mentors perspectives.</p>

