

 **UR HOUR**

**A Gathering for BIPOC
in Public Media**

This space is for **us**.

This space is for people who identify as BIPOC, biracial or multiracial.

If you identify as white or caucasian, you may be compromising the sense of safety this town hall provides; we kindly ask that you exit this space.

Our Hour is a Camera On Environment



We ask that attendees keep cameras on when entering and for the first few minutes of this town hall as well as while in the breakout rooms.



Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



Show love for up-and-coming BIPOC creators and businesses



Today's Special Guests



Aishah Rashied Hyman

Executive Director

Public Media Women in Leadership



Marcello Sawyer

Talent Acquisition Leader

The Power of Mentoring

Highlights from our Conversation



For a Worthwhile Experience

Aishah's Takes:

Mentees - Take ownership and responsibility for your own success and growth. It's YOUR career.

- Sign up for projects that will move you closer to where you want to be professionally.
- Look for mentors on your BIG projects.
- Ask your big and small questions; Be fearless about that.
- Make the most of your mentors' time.
- Come to conversations ready with your questions and ready to take notes.
- Follow up with your mentor to let them know how you applied (or didn't) their advice or support.
- Publicly acknowledge your mentor when you succeed.
- Mentors can be peers, direct-reports – not just senior staff. Just as long as their person has succeeded at something or accomplished a skill or project that you are seeking.
- Let their experience be your guide - not their title.
- "Speak their names." Acknowledge the people who helped get you to where you are.
- Have a committee of mentors. Mentoring is not about finding one person to be a champion and guide. It's about finding any ally in the organization who wants to see me grow and has already accomplished what I'm trying to do

Mentors - Make it known that you want to mentor other staff.

- Create a safe space and foster trust by keeping their confidence. Good mentors push their mentees to grow.

Marcello's Takes:

- Set your expectations early on and have your objectives set before you enter the relationship. Make sure you have clear expectations and goals identified and then share them to ensure you establish common ground beforehand.

The Power of Mentoring

Marcello's Takes continued:

- Learn by watching, especially how people move/operate in an organization. If there is someone you look up to in an organization, pay attention to how they strategize, how they build relationships, etc. Be a sponge!
- Commitment and accountability are essential. Each party is giving up valuable time, and should be fully committed and accountable to the relationship
- Being open to hearing criticism in order to improve oneself is critical.
- Ensure there is an alignment of values between mentor and mentee and understanding those values early on in the relationship so as not to be blindsided down the line.

Things to Watch Out For

Aishah's Takes:

Mentees - If you can't find a good mentor at work, find one in your discipline or your industry.

- Make it easy for the mentor (send appointments, come with an agenda, set up the Zoom).
- Mentoring should not be transactional. The mentor benefits by demonstrating that they're a good leader and coach - great skills for management positions.
- Your mentor is not a magician. Chances are, they can't just get you the promotion or raise that you want. They can recommend ways for you to advocate for yourself.

Mentors - Help people who demonstrate that they want to take responsibility for their own growth, not just those who need a mentor.

- Be careful not to overcommit yourself. If there are a number of folks you want to mentor - do it as a group - and encourage them to coach and support each other - so that you're not overwhelmed trying to help everyone, one on one.

The Power of Mentoring

Aishah's Takes continued:

- Even terrible bosses can be a mentor. They're showing how NOT to lead.
- Mentees can also be mentors. Anything that they knew how to do, or had strength in, I asked my staff to coach me and guide me. Peers can also be mentors.
- As a manager and mentor, you have to be careful to keep the confidence of your direct-reports and mentees. Having a coach and sounding board **outside of your job** is helpful too.

Marcello's Takes:

- Find balance between giving/receiving wisdom, advice and constructive criticism. Pay attention to what constitutes as venting versus getting feedback or guidance about a situation.
- Paying attention to when the partner draws back, such as meeting cancellations, change in priorities or commitments being broken.
- As a mentee, know what a healthy amount of venting is as not to transfer your troubles onto your mentor.
- Timing of establishing the relationship is important. Pay attention to how asking someone to be a mentor could be perceived depending on your level or their level in the organization.

For Getting into Upper Management Roles

Aishah's Takes:

- Draft up a professional development plan and a map (with time frames) of where you want to go professionally. Ask HR to put this in your file. Review it with your manager twice a year (NOT at performance reviews) and ask your manager for mentoring ideas.

The Power of Mentoring

Aishah's Takes continued:

- If you don't have a good relationship with your manager or you're not comfortable going to HR, do this with another trusted colleague at work or in your field.
- Put mentoring and professional development on your calendar. Do something for yourself every week – I like Friday afternoons for this. It was expected for my team.
- Go to the free PBS & NPR system webinars for your area of expertise. If someone is in the chat offering lots of tips or low-key bragging about their work, reach out to them and ask them if you can have a quarterly touch base.
- Make your own mentoring committee. Look at the folks who are being celebrated for their work in Current.org and winning awards. Make a list of questions and have a 30 minute Zoom call. Do this a couple times a year.
- Look around the system for training. NETA. Greater Public. Veritus. Public Media Women in Leadership.
- Make your own WHISPER VILLAGE - these are the people who will talk about your greatness when you're not in the room. Let them whisper for you, and tell them what you want them to say about you!
- Join professional groups and associations in public media - and outside of public media.
- Nominate yourself for awards. Ask others to nominate you.
- Mentoring is a two way street. If you see a resource or article that might help your mentor - share it.
- Thank your mentor when you have a win, when their advice is working for you.

Marcello's Takes

- Get to know and connect with people who have been promoted inside our outside of your department. Look for keywords in their promotion announcement to understand what value they are adding. You may be doing the same things but its under the radar, so you may need to communicate your value and successes more strategically.
- Make sure you are seen in an authentic away. Be present in meetings, ask good questions, be a curious mind.

The Power of Mentoring

Marcello's Takes continued

- Get involved in national organizations and conferences. See where you can have input through joining a panel or getting your voice and perspective out there or someone who is knowledgeable.
- Know that when other organizations start to value you, your organization will pay attention and try to keep you.
- Always advocate for yourself; gain certifications for the positions you want to attain. Job shadowing within an organization can also be a valuable way to gain insight in.
- Look outside of public media if you have to – look at other organizations, companies or people. You can also bring those people or organizations into your organization to speak or lead workshops and learn from them that way.

If Having a Mentor as the Same Race/Ethnicity and/or Gender is Important

Marcello's Takes

- Similar to finding a therapist; it can be easier and quicker to get an understanding of situation with someone who has the same demographics as you so that you don't have to give context or explain yourself/the dynamics.
- For males, there are few Black or Latino males in managerial positions, so finding a mentor who identifies in the same way allows for more shared experiences.

Aishah's Takes

- I've had really amazing mentors across the spectrum. What matters to me is that they are invested in my success. And keep my confidence.
- Black Women have been my most instrumental mentors because they understood my challenges from their own personal experience. They'd already conquered some of the hurdles, so I needed their specific advice. And I still do.

The Power of Mentoring

Preparing for the Future and the Evolving Work Environment

Aishah's Takes:

- Finding ways to still be connected when not in person. Eventually organizations will hire the best person for the job no matter where they live.
- Make sure you're keeping track of your appointments and getting comfortable with virtual meetings, texting and finding ways to connect in person when possible.

Marcello's Takes

- Virtual setting allows for a large group to get together; use it to your advantage. Be disciplined with scheduling tools and calendar management for better communication and timely connections.
- Make space to meet people in person and be flexible around location; it shows commitment to the relationship.

Final Thoughts

Marcello's Takes

- Trust yourself, use this community, relationships at your stations and outside of work to grow.
- Create a network of peers who are all working towards the same goals or working to figure out similar challenges. You can learn from each other that way.

Aishah's Takes:

- Sign up for Public Media in Women in Leadership. The leadership academy will be open to anyone!
- Open your mouth! Closed mouths don't get fed. Get your receipts in order and show them!

Connect with our Speakers

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[Click here](#) to learn more about Public Media Women in Leadership

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Interested in being a future speaker?

Reach out to Sway Steward - sway@greaterpublic.org

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