

Participant Expectations for the "Closing the Gap" Program

Active Engagement:

Participants are expected to actively engage in all scheduled Zoom sessions, mentor meetings, and any supplementary program-related activities to enhance their overall experience. Please plan to dedicate between **3 to 5 hours per month** to ensure meaningful participation.

Pre-assessment Completion:

Prior to the program kick-off, participants are expected to complete the pre-assessment to identify their goals for the duration of the program. This information will be crucial when meeting with your mentor and key when completing assignments.

Commitment to Professional Growth:

Participants are expected to demonstrate a commitment to their own professional growth by being open to new perspectives, embracing challenges, and actively seeking feedback from mentors and peers.

Timely Attendance:

Participants are expected to ensure punctuality for all Zoom sessions and mentor meetings. Your time and the time of your fellow participants and mentors are valuable, and prompt attendance contributes to the overall success of the program.

Proactive Communication:

Participants are expected to cultivate open communication with program facilitators and their assigned mentor (supporter) informing others promptly if you are unable to attend planned meetings. Keep program facilitators abreast of any conflicts in scheduling and respond to emails in a timely manner to maintain effective communication.

Goal Setting:

Participants are expected to actively participate in the development of strategic career goals during mentor meetings. Be prepared to discuss and refine these goals as the program progresses.

Application of Learning:

Participants are expected to apply the knowledge gained from sessions and mentor meetings to their daily work when applicable. Integrate insights and skills acquired into your professional activities, contributing to both personal and professional success.

Network Building:

Participants are expected to leverage the opportunity to expand their professional network. Cultivate relationships with both mentors and fellow participants to create a lasting support system beyond the program's duration.

Reflective Practice:

Participants are expected to engage in reflective practices to assess their progress, identify areas for improvement, and celebrate achievements throughout the program.

Complete Assignments:

Participants are expected to ensure timely completion of any assignments assigned during the program.

Your active participation and commitment to these expectations will not only enhance your own professional development but will also contribute to the collective success of the "Closing the Gap" community. We look forward to embarking on this transformative journey with you!