



PHI ALPHA DELTA'S GROWING OUR LEADERSHIP DIVERSITY (G.O.L.D.) PROGRAM

Description and Expectations for Mentors

Diversity is one of Phi Alpha Delta (P.A.D.) Law Fraternity, International's core values that serve to better student development, the legal profession, legal education, and our communities. It is evident this ideal is not fully realized within these spaces so, in response, P.A.D. created the Growing Our Leadership Diversity (G.O.L.D.) Program.

The G.O.L.D. Program is a leadership development and mentoring program designed to provide P.A.D. law student members with the opportunity to:

1. Build upon existing skills to become better leaders;
2. Foster relationships with other leaders in P.A.D. through a formal mentoring program;
3. Benefit from a moderated leadership assessment to gain insight into personal and group management styles, identify strengths, and confront weaknesses; and
4. Develop a pipeline of diverse members willing to take on additional leadership roles in P.A.D. upon graduation from law school.

Description of Mentorship Program

Our goal is to draw upon the diversity of P.A.D.'s membership to pair law students with mentors from varied life journeys, career paths and legal/law-adjacent professions, interests, races, ethnicities, genders, ages, sexual orientations, gender identities, (dis)abilities, backgrounds, locations, and more.

It is our hope that both mentors and mentees alike will find the G.O.L.D. Program a mutually beneficial experience and a chance to learn from different perspectives and identities.

Matching Students with Mentors

Law students will complete an intake form and alumni members will complete an application to help set pairings based on practice areas/career interests, skill set/experiences, intersectionality, and additional factors.

While we will do our best to identify and make pairings based upon similar interests, identities, and perspectives; please note that this is also a leadership development program with a mentorship component designed to increase diversity in the legal profession, legal education, and P.A.D. as a whole. Therefore, diversity amongst law students and mentors will be an important part of the learning and growth experience.

Because we may have more law students than available mentors, we will do our best to limit the number of law students paired with a single mentor.

Estimated Time & Travel Commitment

- **August 3-7, 2022** – P.A.D.'s 64th Biennial Convention & Leadership Conference will be held in Scottsdale, Arizona. Please note G.O.L.D. Program law students are required to arrive by 12:00 Noon Local Time on Thursday August 4, 2022 and depart on Sunday, August 7, 2022. We ask that each mentor make every effort to attend Convention so that they can meet their mentee(s) in person.
- **Monthly from August 2022 through May 2023** – one to three (1-3) hours spent each month to include monthly meetings with your mentee, mentee support for their group development project, and optional attendance at monthly program sessions.
- **June 2023** - time varies depending on distance from TBD location and travel dates for Graduation Ceremony.

Expected Cost to Mentors

The expected cost for mentors will vary depending upon the cost of travel/lodging for the 64th Biennial Convention & Leadership Conference, cost of travel for meetings if mentors choose to meet with their mentees in person, and the cost of travel/lodging for the 2023 Graduation Ceremony.

Please note that alumni members are eligible to apply for a Convention attendance grant to help subsidize registration, travel, and hotel costs. All interested mentors are encouraged to apply for a Fredrick J. Weitkamp Grant (Convention attendance fund), or a David Benamy Grant (for recent alumni members who graduated within the last five (5) years) no later than May 31, 2022.

Mentor Expectations

1. Mentors must be available for the duration of the program.
2. Mentors are encouraged to attend P.A.D.'s 64th Biennial Convention & Leadership Conference to be held in Scottsdale, Arizona from August 3-7, 2022.
3. Mentors are expected to establish goals with their assigned mentee(s).
4. Mentors must actively participate in monthly mentor-mentee meetings, which will be held virtually or in-person as best suited for each pairing.
5. Mentors are required to complete a monthly check-in form to assess progress toward mentorship goals.
6. Mentors are encouraged to attend the Program's monthly leadership development sessions to understand the course material, consistently engage with their mentee, and offer support and guidance where appropriate.
7. Mentors will support their mentee(s) during their community service/development projects.
8. Mentors will provide general tips/knowledge to help law students become better leaders and learn more about how to take on additional leadership roles in P.A.D.
9. Mentors are encouraged to attend the Program's Graduation Ceremony to take place in-person sometime in June 2023.
 - a. *The date/location of the Graduation Ceremony will be announced no later than December 31, 2022.*
10. Mentors will be expected to provide feedback to the P.A.D. Executive Office regarding their experience as a participant in the 2022-2023 Class at the conclusion of the Program.