

MUTUAL MENTORSHIP PROGRAMS

building intersectional equity & creating cultural belonging



We recognize that building equitable work cultures requires us to look both inward at why we think and feel the way we do and outward at how it can impact the way in which we manage relationships, promote a colleague's - or our own - value, or expand both our professional and personal communities. It requires us to strive for the sense of belonging that exists when everyone feels included and free to bring their full, authentic selves to work.

Equity is the practice of fair treatment, access, opportunity and advancement through, in part, identifying and eliminating barriers that may prevent the full participation of everyone in the organization's success.

In describing the professional experiences of Black women, Dr. Dnika Travis, VP of research at Catalyst, says that the inequalities they face at work often lead to an "emotional tax," in which Black women are always "on guard to protect against bias, discrimination and unfair treatment."

Valency's Mutual Mentorship Programs invite diverse cross-functional and multi-hierarchical employee populations to develop the courage and skills to

- "unmute" in ways that support mentoring partners in managing uncomfortable conversations and situations, while continuing to have respect for everyone's value and to,
- co-create strategies that consistently improve work and the work culture.

"Not everything that is faced can be changed, but nothing can be changed until it is faced." ~ James Baldwin