

HOW TO TAP THE INSIGHT AND INFLUENCE OF MENTORS AND SPONSORS TO ADVANCE YOUR CAREER

*California Minority Counsel Program
Women of Color Conference 2022 - Session 1B*

Conference Name: **2022 Women of Color Conference**

Session Name: **Session 1B: How to Tap the Insight and Influence of Mentors and Sponsors to Advance Your Career**

Date & Time: **Thursday, May 26, 2022 - 9:30 am - 10:30 am**

CA MCLE Credit: **Recognition & Elimination of Bias, 0.5 hr**

PANELISTS:

- **Kori Carew**, Chief Inclusion and Diversity Officer, *Seyfarth Shaw LLP*
- **Elaine Harwell**, Senior Counsel, *Procopio, Cory, Hargreaves & Savitch LLP*
- **Marta Miyar Palacios**, Vice President & Associate General Counsel, *Oportun*

PREPARED BY:

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Topics

1. Defining Mentorship and Sponsorship

- a. Introduction
- b. How to Find Sponsors and Mentors
- c. *Further Reading:*
 - i. Jamie Omadeke, *What's the Difference Between Mentors and Sponsors?*, Harvard Business Review, <https://hbr.org/2021/10/whats-the-difference-between-a-mentor-and-a-sponsor> (Oct. 20, 2021)

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- ii. *The Key Role of Sponsorship for Diverse Talent*, SLAC National Accelerator Laboratory,
https://inclusion.slac.stanford.edu/sites/default/files/The_Key_Role_of_a_Sponsorship_for_Diverse_Talent.pdf
 - iii. Matthew Reeves, *Mentorship vs. Sponsorship: Why Both Are Important*, Together, <https://www.togetherplatform.com/blog/mentorship-sponsorship-differences> (July 5, 2021)
 - iv. Sylvian Ann Hewlett and Kennedy Ihezue, *Sponsoring a Protege – Remotely*, Harvard Business Review, <https://hbr.org/2020/07/sponsoring-a-protege-remotely> (July 2, 2020)
 - v. *How to find the person who can help you get ahead at work*, TEDWomen 2018, https://www.ted.com/talks/carla_harris_how_to_find_the_person_who_can_help_you_get_ahead_at_work?language=en (Nov. 2018)

2. Challenges for Women of Color

- a. Unconscious Bias and Gaps in Cultural Fluency
- b. The Importance of Building a Diverse Panel of Allies
- c. *Further Reading*:
 - i. Rosalind Chow, *Don't Just Mentor Women and People of Color. Sponsor Them.*, Harvard Business Review, <https://hbr.org/2021/06/dont-just-mentor-women-and-people-of-color-sponsor-them> (June 30, 2021)
 - ii. Herminia Ibarra, *A Lack of Sponsorship Is Keeping Women from Advancing Into Leadership*, Harvard Business Review, <https://hbr.org/2019/08/a-lack-of-sponsorship-is-keeping-women-from-advancing-into-leadership> (Aug. 19, 2019)
 - iii. Marguerite Ward, *The Checklist Black Women and Their Office Managers Can Use to Find Mentors Who Will Advocate for Them*, Insider,

<https://www.businessinsider.com/black-women-less-likely-to-have-sponsors-how-to-fix-2020-1> (Jul. 16, 2020)

3. Advice from Our Panelists

4. Additional Reading

- a. *A Call to Action: Building a Culture that Works for All of Us*, N.Y. Times, <https://www.nytc.com/company/diversity-and-inclusion/a-call-to-action/>
- b. *How to Mentor in a Remote Workplace*, Harvard Business Review, <https://hbr.org/2022/03/how-to-mentor-in-a-remote-workplace>, (March 22, 2022)
- c. *Mentoring Matters: The Importance of Female Mentorship*, Forbes, <https://www.forbes.com/sites/committeeof200/2021/10/26/mentoring-matters-the-importance--of-female-mentorship/?sh=26400080ccaa> (Oct. 26, 2021)