

The **SHADES cross-cultural graduate peer mentoring program** is a semi-structured mentoring program designed to encourage and develop intercultural competencies and identities. One-to-one peer mentoring, augmented by professional development and social engagement programming, offers a platform for graduate students to embrace and discuss the roles of identity in academia and society, seek out peers with shared social or cultural identities, and explore the intersections of identity, learning and public discourse.

Participant Eligibility

Any current or incoming graduate student or post-doctoral scholar is eligible to apply to the SHADES program.

Structure

The SHADES program follows a fall-spring academic calendar, with new mentor/mentee matches assigned beginning in August and structured programming ending in April; though applicants may be matched any time during the semester, any applications received after April 1 will be held until the following August. Mentor-mentee **one-on-one meetings** allow a focus on the establishment of a professional relationship, resource-building, and identity exploration. Monthly **community engagement programming** offers broader community engagement, identity-development and network-building opportunities.

Participant Expectations

In their first session, mentor and mentee will jointly agree upon a mentoring agreement. This document determine the frequency, duration, and general goals of the mentoring relationship, and may be revisited and revised as needed over the course of the year.

One-on-one meetings: the core of the SHADES program, one-on-one meetings allow mentor and mentee time to address the needs and goals mutually agreed upon by mentor and mentee. Mentor and mentee should meet in-person or check in by telephone, Skype, or email exchange **at least twice per month** (minimally 30 minutes).

Community engagement programming: designed to facilitate community engagement, strengthen social affinity group connections, and enhance personal development, social mixers and development seminars are each offered monthly both fall and spring semester; schedules and topics will be posted by September and January. Program participants should plan to attend at least two community engagement programs per semester.