

The **SHADES cross-cultural graduate peer mentoring program** is a semi-structured, multi-modal mentoring program designed to encourage and develop intercultural competencies and identities. A combination of one-to-one peer mentoring and small-group discussion sessions, 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.

Fall semester: mentor-mentee **one-on-one meetings** allow a focus on the establishment of a professional relationship, resource-building, and identity exploration. Monthly **social mixers** and **professional development seminars** offer broader community engagement opportunities and network-building.

Spring semester: **one-on-one meetings** continue. Cohort-based **small-group facilitated discussions** commence. Monthly **social mixers** and **professional development seminars** continue.

Participant Expectations. In their first session, mentor and mentee will jointly agree upon and submit a **Mentoring Contract** and **Individual Development Plan**. These documents 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 'check in'. This time is spent addressing the needs and goals outlined in the Mentoring Contract and Individual Development Plan. Mentor and mentee should meet in-person or check in by telephone, Skype, or email exchange **at least once per week** (minimally 30 minutes).

Small-group meetings: in the spring semester, participants will be assigned to small-group cohorts of 4 - 5 participants and two mentors/discussion facilitators. Each cohort, assigned to be interdisciplinary and diverse in membership, will have scheduled bi-weekly meetings. Meeting topics will be determined by the needs of the cohort members, but will offer deeper discussion, engagement, and navigation of identity and culture and supplement and build off the one-on-one meetings. Program participants (mentor and mentee) should plan to attend at least **four out of six** meetings.

Social mixers and professional development seminars: 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 (mentor and mentee) should plan to attend **at least two** out of four scheduled social mixers and two out of four development seminars per semester.