

2023

Year Two



IMPACT REPORT



MENTORING PROGRAM

01 PROGRAM SUPPORT

The Mentoring Program was created to strengthen the professional skillsets and personal resilience of youth through training, mentoring, and network opportunities—empowering youth business leaders with the experience necessary to lead economic endeavors within their communities.

The Mentoring Program is funded through a three-year grant from the Administration for Native Americans (ANA). ANA supports Indigenous communities by providing financial assistance, capacity building, gathering and sharing data, and advocating for improved policies within HHS and across the federal government.



02 PROGRAM OVERVIEW

The Mentoring Program supports Indigenous college students, ages 18-27, who are active members of their school's AIBL Chapter. The curriculum, called Holistic Indigenous Business Leadership, incorporates a holistic and culturally responsive approach to leadership development.

We believe healthy, awareness-led leaders are better role models, communicators, teammates, and business leaders.

In many tribes, three poles are used to establish the foundation of a tipi. Each pole has a meaning that is tied to important life lessons and teachings. Holistic Indigenous Business Leadership focuses on three foundational areas of skill-building; **Career Building, Professional Excellence, and Personal Resilience.**

Within these three foundational areas are 30 leadership skills and concepts. Students learn, practice, and reflect on these throughout the program.



03

LEADERSHIP SKILLS & CONCEPTS



- Leadership
- Communication
- Critical Thinking
- Creativity
- Cultural Competency
- Teamwork
- Integrity
- Problem Solving
- Self-awareness
- Perseverance



- Networking
- Active Listening
- Business Etiquette
- Personal Style
- Conflict Resolution
- Goal Setting
- Mentoring
- Preparedness
- Company Culture
- Responsibility



- Resilience
- Authentic Self
- Personal Development
- Beliefs
- Self-reflection
- Balance
- Boundaries
- Growth Mindset
- Values
- Healing

04 PROGRAM PERKS

- \$1,000 stipend
- Paid travel to the AIBL Conference
- Paid travel to the Leadership Retreat
- Nike N7/AIBL custom hoodie
- Nike N7/AIBL custom business backpack
- 1:1 calls with a top-level business mentor
- Professional headshot
- New HP laptop



05 STUDENT COHORTS

COHORT #1

JAN/FEB/MAR



COHORT #2

APR/MAY/JUN



06

STUDENT PROFILES

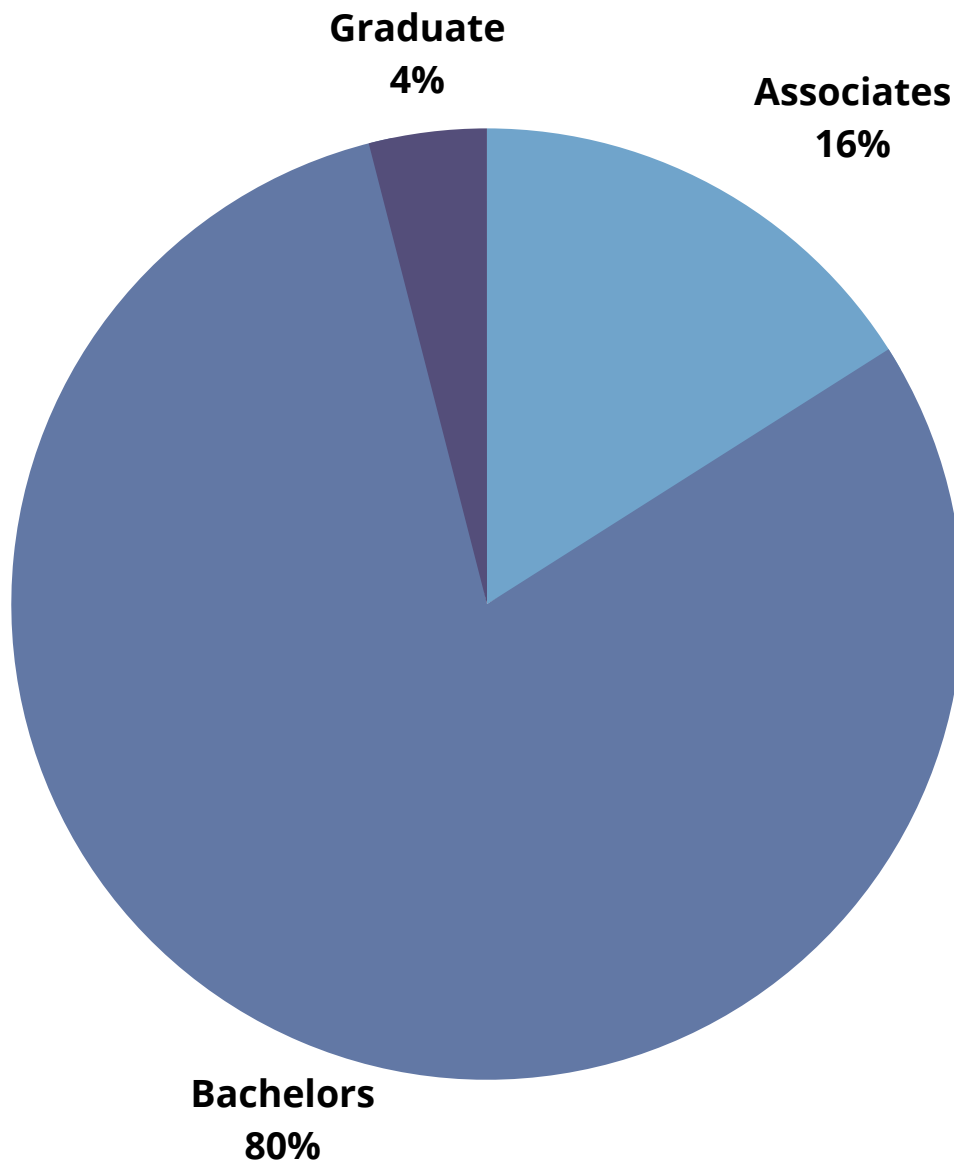
MAJORS

- Accounting
- American Indian Studies
- Biology
- Business
- Business Administration
- Business Management
- Education
- Environmental Science
- Integrated Studies
- Integrative Health and Wellness
- Marketing
- Public Health
- Pre-med
- Rural Development
- Tribal Government
- Tribal Governance and Administration



07 STUDENT PROFILES

DEGREE TYPE



08 STUDENT PROFILES

TRIBAL AFFILIATIONS

- Assiniboine/Sioux
- Blackfeet
- Cherokee
- Cheyenne/Arapaho
- Choctaw
- Chippewa
- Gros Ventre
- Lummi
- Miwok
- Navajo
- Nunakauyak
- Oglala Lakota
- Ohkay Owingeh
- Ottawa
- Sioux
- Taos Pueblo



09

PROFESSIONAL MENTORS

Students are paired with a top-level business professional who volunteer their generous time to guide, support, and mentor students. They meet three times virtually over a span of three months covering leadership skills and concepts. **44% of mentors self-identify as Indigenous.**



Big thanks to our mentors who represent corporate, business, tribal, and government entities.

- Adobe
- Banner Health
- Best Buy
- Block, Inc
- Chevron
- Marathon Petroleum
- McCann
- Northern Quest Resort & Casino
- Rice Fergus Miller
- Salesforce
- Sodexo
- Sunsinger Consulting, LLC
- Sustainability Alliance
- Synchrony
- US Department of Treasury
- University of Alaska Fairbanks
- Val's Frybread

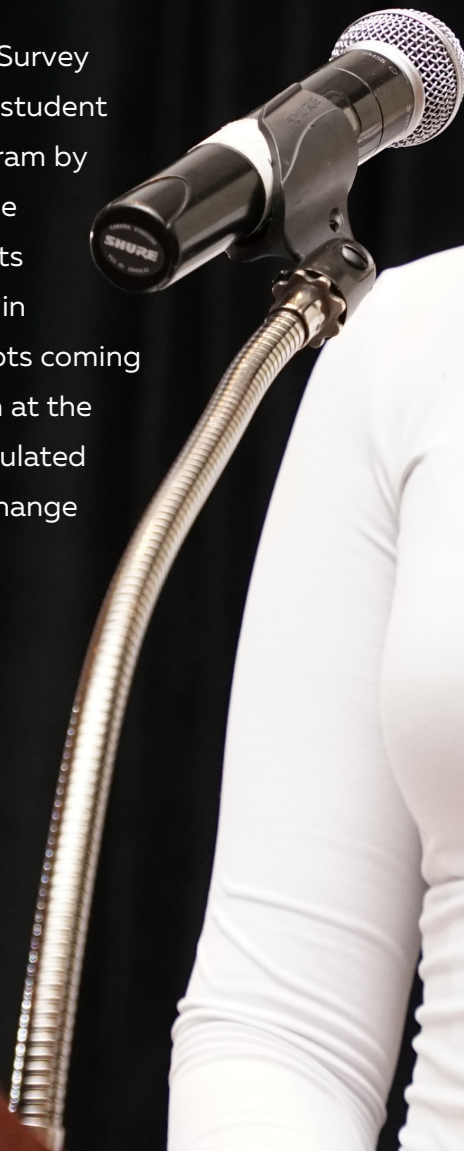


*Learn more about each mentor through our social channels.

10 IMPACT TRACKING




The Mentoring Program aims to increase foundational areas of leadership skills and concepts to a medium/high level of proficiency. Impact tracking is done through a combination of qualitative and quantitative data.

An online survey platform, Survey Monkey, was used to track student progress through the program by using a 10-point Likert-type scale for questions. Students self-rated their proficiency in leadership skills and concepts coming into the program and again at the end. Mean scores were calculated to determine percentage change in proficiency.



11 QUANTITATIVE IMPACT



Foundational Area	Pre-test Average	Post-test Average	Difference	% Change
 <i>Career Building</i>	81%	90%	9%	11%+
 <i>Professional Excellence</i>	79%	91%	12%	15%+
 <i>Personal Resilience</i>	84%	92%	8%	10%+

OVERALL, STUDENTS INCREASED PROFICIENCY IN LEADERSHIP SKILLS AND CONCEPTS BY 12%.



12 QUALITATIVE IMPACT

“

The Mentoring Program has given me the skills to...

Be a good employee, be my own boss, and start my own business.

Put myself out there more, meet new people, strengthen my leadership skills, and manage my stress in a healthier way.

Become a more disciplined, respectful, organized, understanding, and inspiring leader in my everyday work and life journey.

Network and reach out to opportunities and people in order to assist in my career path. Not only have I gained professional skills, but also learned how to go through life with the knowledge of mental health.

Be more open to opportunities. The program showed me how I communicate with others and how I need to properly manage that for further success.

Strengthen my ability to allow my culture to be represented equally as my knowledge.

”



13 QUALITATIVE IMPACT

“

Since participating in the program, I notice I'm...

Setting more goals, taking up responsibility, choosing my actions carefully, and taking time to recover and heal my holistic self.

Able to speak up in professional situations that revolve around my professional and personal values. I talk differently to people, whether it be beneficial to my career path, or just to learn how to interact with other people.

More confident in my ability to network and connect with new people.

More confident in my ability to do certain things that I struggled with before such as setting boundaries or asking for help when needed.

More professional and knowledgeable in the business field.

More confident in my ability to do certain things that I struggled with before such as setting boundaries or asking for help when needed.

”



14 LEADERSHIP RETREAT

PRACTICING SKILLS

The Leadership Retreat is an opportunity for students to dive deeper into the 30 leadership skills and concepts. Students are guided through the Holistic Indigenous Business Leadership curriculum, a 40-page culturally responsive and engaging workbook. Outside of learning, students connect and bond through a fun wig party, games, and an offsite activity.

100%

OF PARTICIPANTS LIKED THE RETREAT CURRICULUM WORKBOOK.

92%

OF PARTICIPANTS AGREED THE LEADERSHIP SKILL ACTIVITIES WERE ENGAGING.

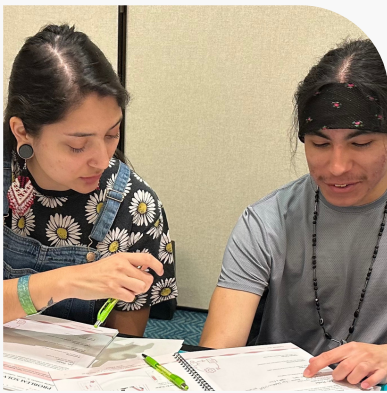
96%

OF PARTICIPANTS AGREED THAT THEY LEARNED SOMETHING FROM THE LEADERSHIP SKILL ACTIVITIES.



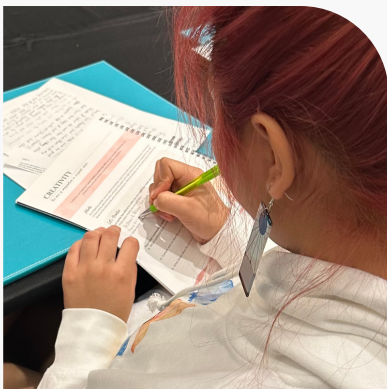
15 LEADERSHIP RETREAT

FEEDBACK



The Leadership Retreat opens doors, possibilities, and opportunities to young Indigenous adults. It provides training on workforce etiquette and skills that are necessary to move forward in the business world.

Was one of the most memorable and informative experiences I have ever had.



My favorite aspect of the retreat was how we ended up doing a ton of team and group-oriented discussions. It really helped develop my confidence and skills as a leader.

I loved it. It surpassed my expectations. Everyone was so nice and open.

Was amazing and nice to meet other native students and their cultures.



My favorite aspect of the retreat was networking, learning about leadership skills, and trauma healing.

Thank you to all the mentors and AIBL. You have been a great help to not only myself but to future mentees and students. I would recommend this to anyone who is interested in pursuing business.



16 LEADERSHIP RETREAT

GROUP BONDING & FUN



17 RETREAT FACILITATORS

66 STUDENT FEEDBACK: COHORT 1 & 2

Wonderful, very kind, caring, I admire the way she thinks, and her energy is incredible. Well prepared and knowledgeable Very in tune and kind.

Tessa was amazing. I loved how she was welcoming and opened us with open arms. I really loved how she was thoughtful, respectful, and really fun.

I really appreciate the considerate and mothering nature that she offered to us as students. I admire her resiliency and aspire to have a career as successful as hers. The kindest of souls I have ever encountered.

She was a really great facilitator and she helped us build on our skills. She gave each of us an opportunity to become better leaders and it was a really great experience with her.

Tessa is a very thoughtful and well-rounded leader. Her own experiences and vulnerability helped cultivate a safe space for the mentees.

Tessa was amazing. She was always prepared and relaxed and made the leadership sessions fun with her authentic self.

Tessa is a strong-minded person who has worked hard for where she's at. Such a lovable human being.



TESSA



18 RETREAT FACILITATORS

66 STUDENT FEEDBACK: COHORT 2

Shabrie had great lectures that were helpful and intuitive. I felt like she was a comfortable person to talk with.

Her connection with the students was really genuine.

Shabrie was amazing. She was open-minded and it felt like she wanted to know more about us.

Shabrie is such a kind soul who cares for the people that she's with. She is such a real, genuine, and intelligent person.

Very professional and engaged. She wanted to be sure we all felt heard and understood each topic.

Shabrie is very fun and gave solid advice on managing emotions.



SHABRIE



19

RETREAT FACILITATORS

66

STUDENT FEEDBACK: COHORT 1 & 2

Tyler allowed me to feel as if I have a place in any environment. Like there's always a seat for any of us at the table.

I felt way more engaged because he really wanted to get to know us. He was super open about his struggles as well.

Tyler was cool. He is a good listener and did an amazing job with talking. So knowledgeable and inspiring.

I really appreciated his implications of indignity in business settings. Well prepared and knowledgeable.

The most emotionally intelligent man I met in awhile.

Tyler's Nike experience really shows. He gave great detail of the workplace.

Tyler was extremely knowledgeable and one of the best parts of the retreat.

Amazing, has useful knowledge to share and is very humorous.

Tyler is very inspirational and real.



TYLER



20 RETREAT FACILITATORS

66 STUDENT FEEDBACK: COHORT 1 & 2

Josh did a good job at facilitating the conversations and he had great ideas that played out well in the conversation.

Josh is a cool guy. He played a huge role in ensuring all of us were where we needed to be and shared some great insights during the retreat.

Josh reminded me of my uncle back home so chatting with him was as though I was talking to family.

I felt a lot more comfortable having Josh present because some of the things he talked about I felt like I had similar feelings on those topics.

His background of previously being a coach really shown when he talked and knew how to connect and understand a younger generation.

I liked that Josh was straightforward, had good insight, and offered a different perspective to the group.

Provided very detailed explanations and made sure the whole group understood what he was teaching.

Liked how his activities incorporated our own tribal issues.



JOSH



21 THANK YOU

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