

2022

year one



# IMPACT REPORT

MENTORING PROGRAM



# 01 PROGRAM SUPPORT

The Mentoring Program was created to strengthen professional skillsets and personal resilience 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 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.



“

*The AIBL Mentoring Program has given me skills that I will never forget and the confidence to believe that I am worthy.*

*- cohort 1 mentee -*

”



# 02 PROGRAM OVERVIEW

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

**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 and practice 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

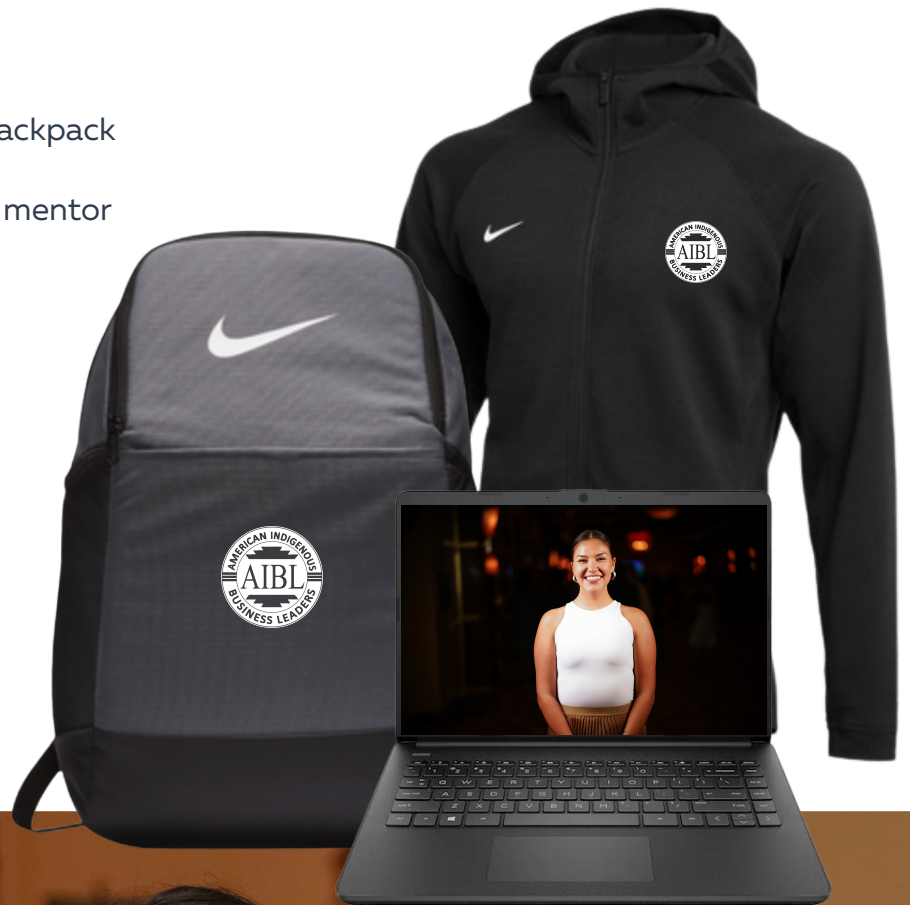
Growth Mindset

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

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FEB/MAR/APR



COHORT #2

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MAY/JUN/JULY



COHORT #3

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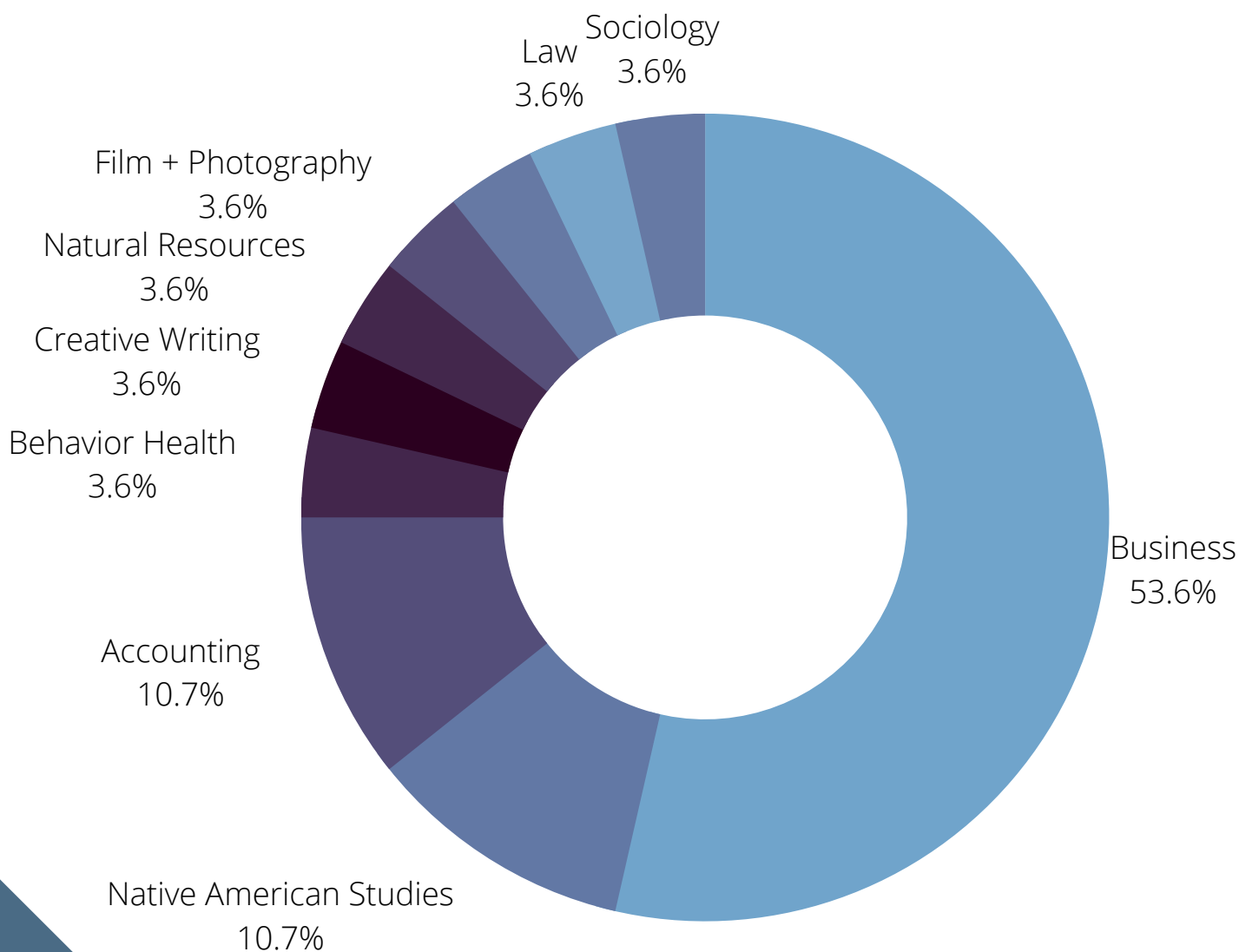
AUG/SEP/OCT



# 06

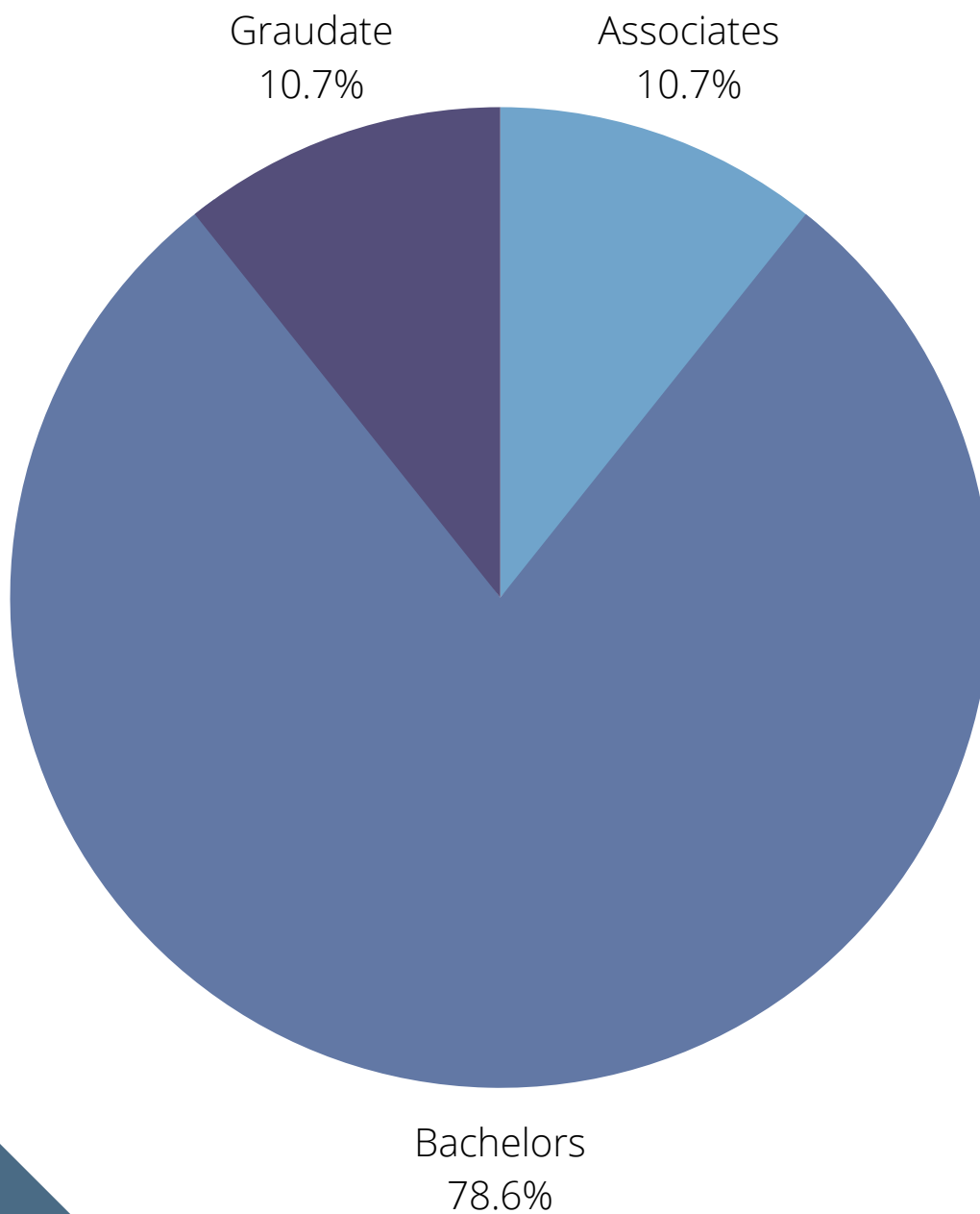
# STUDENT PROFILES

## MAJORS



# 07 STUDENT PROFILES

## DEGREE TYPE





# 08 STUDENT PROFILES

## TRIBAL AFFILIATIONS

- Blackfeet
- Cherokee
- Chippewa Cree
- Navajo
- Menominee
- Mono
- Lac Courte Oreilles Ojibwe
- Cheyenne River Sioux
- Suquamish
- Tyonek
- Saponi



# 09

# PROFESSIONAL MENTORS

Students are paired with a top-level business professional who donates their generous time to guide, support, and mentor. They meet three times virtually over a span of three months covering leadership skills and concepts. **89% of mentors self-identify as Indigenous.**



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

- Nike
- Puyallup Tribe
- Stronger Oregon
- Suquamish Foundation
- Adobe
- NIGA
- WA - DNR
- Synchrony
- Albuquerque Magazine
- Gates Foundation
- Chevron
- Dynamic Gaming
- ICANN



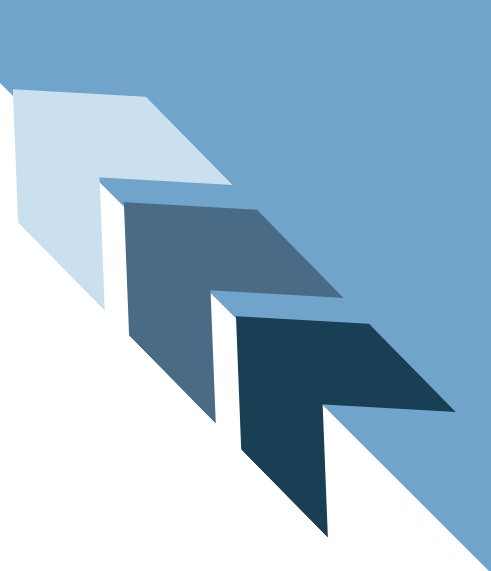
# 10 IMPACT TRACKING




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 called Qualtrics is used to track student progress through the program. Mean scores were calculated for 10-point rating questions and percentages were used for Likert-type questions. Students self-rated their proficiency coming into the program and again at the end.



# 11

# QUANTITATIVE IMPACT



Foundations	Pre-test	Post-test	Difference	% Change
 <i>Career Building</i>	79.6	89.2	9.6	+13 %
 <i>Professional Excellence</i>	79.6	89.2	9.6	+12%
 <i>Personal Resilience</i>	76.7	91	14.3	+19%

**Overall, students increased proficiency in leadership skills and concepts by 14%.**



# 12 QUALITATIVE IMPACT

“

The most beneficial program I have taken. I've learned practical information that I can actually apply to my industry. I am truly grateful for this experience to develop my skills as an Indigenous Business Leader.

I love the sense of community and understanding that is established. It was very supportive and encouraging. This made me more willing to grow.

They fully support and care about you mentally, emotionally, physically, and spiritually.

It's life-changing, the experiences and people.

I was able to identify my true self and learn some skills that will help benefit my future.

The Mentoring Program has been a real experience. I hope to inspire and guide future generations of Indigenous individuals just as AIBL has done for me.

I was able to visit new places, network, and create new friendships all while learning more about myself and creating new goals.

It challenged me to work harder and think smarter about my goals and that they are achievable if I work towards them!

”



# 13 LEADERSHIP RETREAT

## PRACTICING SKILLS

The Leadership Retreat is an opportunity for students to dive deeper into the 30 leadership skills and concepts. They 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 offsite activity.

89%

of participants strongly agree that the retreat met their expectations.

93%

of participants strongly agree that the leadership skill activities were engaging.

93%

of participants strongly agree that they learned something from the leadership skill activities.



# 14 LEADERSHIP RETREAT

## FEEDBACK

# 66

I truly enjoyed every aspect. My 'favorite' part or greatest takeaways are the teachings and connections. There were words put to feel that I never understood, and I feel lucky to find a sense of clarity.

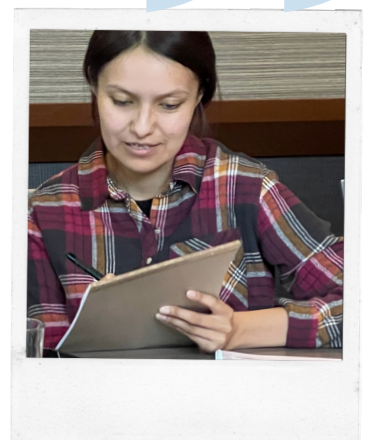
The food, location, workbook activities to healing exercises, and the beautiful souls that took part in the retreat, I learned about myself in the most uncomfortable and enlightening ways.

It hit every sort of topic that leaders face. We gained a lot of confidence coming here. I'm really socialist awkward and it made me open up. I also built my network by 12 people.

My favorite aspect was learning how similar our stories are. It is reassuring to know that we all go through a lot of the same struggles and to know you never have to go through it alone.

The workbook was a must need for me. I can take a look back and reflect and reread some points. The knowledge and information given through the workbook and connecting those feelings, actions and experiences to everyday life was great.

# ”



# 15 LEADERSHIP RETREAT

## GROUP BONDING & FUN





# 16

# CURRICULUM FACILITATORS

# “

Tessa brought sunshine, protection, and warmth to help us students feel safe and heard.

I really liked her professional background and experiences. Her vulnerability made me feel so comfortable sharing my true thoughts.

She helped me realize that we must take care of ourselves by means of spiritual and emotional health.

She was incredibly vulnerable and open with her struggles which created an open environment within the group. She made everyone feel seen and validated.

Tessa is a gift from the heavens. Through Tessa's teachings, many of us were enlightened and healed a little bit. Her delivery made it easier to digest the information. Tessa explained, taught, and reassured everyone. The retreat truly felt like a safe space.

When we were all digging deep, she was digging deep with us and expressing that she's been through trauma just as we have. Being the encouragement and teaching how to deal with anxiety and trauma, I liked how she created a space to be open and unashamed.

# ”



# 17

# CURRICULUM FACILITATORS

# “

His energy was very natural and having him made the retreat even more fun and exciting.

I like how Marcus shared his perspective on career-building skills and through personal resilience. He had a lot to share with us students who are starting to look for jobs.

I liked how engaging he was with the leadership, business etiquette, and self-reflection activities.

His role was full of support and guidance.

I really enjoyed how Marcus made the space comfortable because sometimes men can be triggers. He was incredibly kind and sincere.

Insightful and very inspiring. He is full of wisdom and is charismatic. He can brighten up a room with just his presence.

# ”



# 18 CURRICULUM FACILITATORS

# “

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.

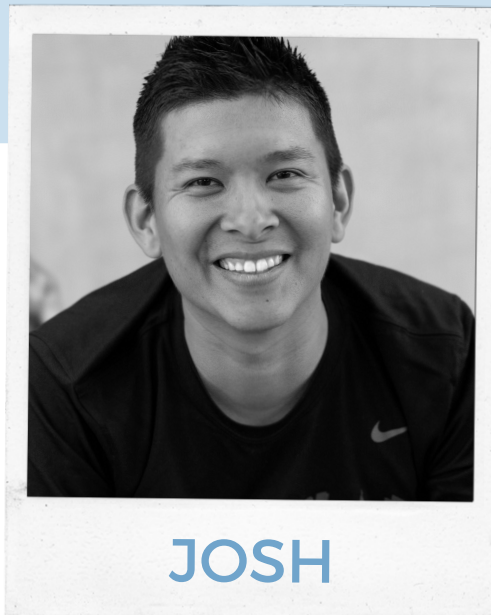
Josh reminded me of my uncle back home so chatting with him was as though I was talking to family.

Liked how his activities incorporated our own tribal issues and ideas on how to resolve them.

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, offered a different perspective to the group, and was relatable to the information.

# ”



“ The AIBL Mentoring Program has given me skills to become a leader, that leadership is not a status but a service to others. I gained skills, professional knowledge, and training for my career path. ”

