

October 13, 2018

## **Motion for Mentorship Program for CCE \*Members**

**By: Jennifer Kidson** (Associate Member)

\*Member(s) is heretofore used to describe all levels of membership

*Members are able to access "The CCE Mentorship Program" by applying through the CCE portal. The process is open to all levels of membership wherein a member is able to fill out an application for either the "mentor" or "mentee" position and will be placed in a suitable location through the selection of a committee. There are specific criteria all members must meet to be considered for the roles of "mentor" and "mentee."*

### Existing Motion

I do not believe there is a motion in place for such a program. It has been discussed at board meetings without a formal application.

### Reasoning

The CCE Mentorship Program will be providing critical pathways for emerging editors ("mentee") who are eager to learn the craft from more seasoned editors ("mentor"). In return, the "mentee" will provide assistant editor services to the "mentor," while learning the craft and software. The program should be created in a manner such that both parties walk away feeling successful – i.e. the program should in no way hinder the "mentors" from performing their craft on a day-to-day basis.

Why is this relevant today? Well, as more and more editors flood the market and fewer jobs are being offered, it is important to remain connected across generations to offer equal opportunities and to set the next generation up for success. Furthermore, emerging editors ("mentees") graduate with the knowledge of new technologies that are being introduced and taught to students in post-secondary education schools. This knowledge is important for those who are working their craft to improve efficiencies and create a platform of discussion and development. Such a program should endeavor to give \*unbiased access to emerging editors ("mentee").

\*Unbiased in regards to gender, race, ethnicity, beliefs, and sexual preference. The committee should adopt an inclusion policy to ensure that the program is indeed unbiased.