

# The Spirit of Inclusion Initiative

## How to Become a Mentor

Through *Spirit of Sustainability*, the LCBO is committed to championing equitable representation and building communities where all individuals can access the opportunities they need to thrive. That's why we're leveraging our influence and resources to increase opportunities for equitable representation in the beverage alcohol industry through the *Spirit of Inclusion Initiative*.

### The Program

We designed the *Spirit of Inclusion Initiative* to create opportunities for diverse women to enter, advance, and thrive in the winery, brewery, and distillery fields. Together with our impact partners—Niagara College, Brock University, Canadian Women's Foundation, Vinequity, and beverage alcohol suppliers who share our values—the initiative provides bursaries and scholarships, facilitates mentorship relationships, and identifies paid co-op placements for diverse women looking to begin or advance their careers. You can find more details here.

Creating space for women to address shared issues and facilitating meaningful, long-term relationships between women in the industry is a critical part of our success. With support from Vinequity, we are in the process of coordinating a *Spirit of Inclusion Initiative* mentorship program and we're looking for mentors who share our values.

#### Become a Spirit of Inclusion Initiative Mentor

To indicate interest or ask questions about the *Spirit of Inclusion Initiative*, please contact Julia Oudeh, Director, Social Impact & Sustainability, LCBO. Email: [julia.oudeh@lcbo.com](mailto:julia.oudeh@lcbo.com) | Cell: 437 488 6519.

### Mentor

#### Mentoring Benefits

As a *Spirit of Inclusion Initiative* mentor, you'll have the opportunity to:

- Share valuable knowledge based on your experience as a woman in the industry
- Further develop your leadership and coaching skills
- Motivate and support diverse woman to fulfill their potential
- Increase your sense of job fulfillment and purpose
- Have access to a talented pool of fresh graduates
- Be part of a network of industry peers who share your values

#### Mentor Profile

Ideal *Spirit of Inclusion Initiative* mentors will have:

- Approximately four years of relevant experience
- The willingness to share your industry knowledge and contacts
- A desire to build your coaching and mentoring skills
- The ability to commit to contributing one hour of time to a student bi-weekly for an eight-month period

#### Mentor Responsibilities

As a *Spirit of Inclusion Initiative* mentor, you will:

- Provide details on your professional background and information needed for matching purposes
- Complete an orientation and training session
- Communicate with the LCBO to share relationship progress, report challenges, and convey the need for additional support when necessary
- Work with your mentee to set objectives and outline actions related to job searching, networking, and professional development
- Help your mentee realize their full potential and achieve their career goals

### Mentee

#### Mentee Profile

*Spirit of Inclusion Initiative* mentees are:

- Diverse women looking to begin or advance their careers in the winery, brewery and distillery fields
- Interested in mentorship program participation and open to sharing their experiences
- Registered in one of Niagara College's beverage alcohol programs: Brewing & Operation Management, Winery & Viticulture Technician, Artisan Distilling, and Beverage Business Management.

#### Matching Mentors and Mentees

Matches between mentors and mentees are made based on the mentor's career path and the mentee's program. The LCBO and Vinequity will select a match for you based on the information you provide about your professional background.

#### Training and Support

To ensure our mentors are equipped with the knowledge and resources they need to successfully support mentees, the LCBO will work with Vinequity to facilitate a 60-minute orientation and training session where you will learn more about your role and responsibilities. You will also have access to resources to guide you through the process, as well as an LCBO contact who you can reach out to with questions and concerns.

