

CITY OF MADISON

Mentorship Program Evaluation

October 2024

Overview:

70% of program participants completed the end of year evaluation (16/23 = .6956).



Results:

While participating in the mentorship program...

- **93.75%** of mentorship participants agreed that they **felt like they belong**.
- **93.75%** of mentorship participants agreed that they **felt like their unique attributes and backgrounds are valued**.
- **100%** of mentorship participants agreed that they **felt their views about work related issues are respectfully heard**.
- **81.25%** of mentorship participants agreed that they **felt like they had the ability to influence decision making**.
- **81.25%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their race**.
- **81.25%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their gender**.
- **81.25%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their ability/disability**.
- **81.25%** of mentorship participants disagreed that they **felt like they have hidden or downplayed certain aspects of their identity to avoid unfair treatment or bias**.
- **81.25%** of mentorship participants disagreed that they **felt like they have modified their personal appearance to avoid unfair treatment or harassment**.

In their current mentoring groups...

- **93.75%** of participants agreed that participants **held each other to the same expectations and standards**.
- **93.75%** of participants agreed that participants have **equal access to learning and development opportunities**.
- **80%** of participants agreed that **relationships between participants of different racial groups were positive**.
- **73%** of participants agreed that **relationships between participants of different genders were positive**.
- **93.75%** of participants agreed that they felt **discrimination was not tolerated**.



Overall, program participants rated the mentorship overall effective in the following areas:

- **100%** of participants agreed the program was **effective in fostering mutual trust and respect**.
- **87.5%** of participants agreed the program was **effective in promoting fair treatment of all participants regardless of race**.
- **87.5%** of participants agreed the program was **effective in promoting fair treatment of all participants regardless of gender**.

Trends:

Strong Sense of Belonging and Inclusion:

- An overwhelming 93.75% of participants felt a sense of belonging and that their unique attributes and backgrounds were valued, indicating that the program has successfully taken steps to foster an inclusive environment.



Respect and Fairness:

- Every participant (100%) agreed that their views on work-related issues were respectfully heard, showing that the program has created a culture of respect and open dialogue.
- The program also scored high on promoting fairness, with 87.5% of participants agreeing that fair treatment was promoted regardless of race and gender.

Decision-Making and Influence:

- While most participants (81.25%) felt they had the ability to influence decision-making, this number is lower than other satisfaction metrics. This could suggest room for improvement in empowering participants to actively shape outcomes.

Minimization of Unfair Treatment:

- About 81.25% of participants disagreed that they were treated differently due to race, gender, or ability/disability. Additionally, the same percentage disagreed that they had to hide aspects of their identity or modify their appearance to avoid unfair treatment.

Positive Group Dynamics with Room for Growth:

- Most participants (80%) felt that relationships between different racial groups were positive, but gender dynamics (73%) lagged slightly. Additionally, 93.75% of participants felt there was equal access to learning and development opportunities, and discrimination was not tolerated, showing that overall group dynamics are healthy but with specific areas for improvement.

Effectiveness in Building Trust and Respect:

- A standout achievement is that 100% of participants agreed the program was effective in fostering mutual trust and respect, underscoring its success in building positive interpersonal relationships.

Conclusions:

High Satisfaction in Inclusivity and Respect:

- The mentorship program excels in creating an inclusive environment where participants feel respected and valued for their unique contributions, with consistently high scores in these areas.

Gender Dynamics as an Area for Attention:

- Although participants largely feel the program is effective in promoting fair treatment (87.5%), there is a noticeable gap between perceptions of fair treatment and the quality of intergroup relationships (80% for race, 73% for gender).
- The slightly lower agreement rate (73%) around positive gender relationships indicates that while the program generally fosters healthy dynamics, there are opportunities to strengthen gendered dynamic relationships.

Opportunity for Greater Empowerment in Decision-Making:

- With 81.25% agreeing they could influence decision-making; the program has room to grow in further empowering participants to take an active role in decision-making processes.

Recommendations:

Increase Focus on Gender Dynamics:

- Implement targeted initiatives such as development discussions on gender communication, to further improve the quality of relationships between participants of different genders. This could address the slight lag in gender-based relationship satisfaction.



Enhance Empowerment and Influence:

- Create more opportunities for participants to actively influence the decision-making processes within the program. This could involve offering opportunities for former program participants to develop agency specific mentorship programs that empower them to co-design certain aspects of the mentorship program. This could also look like agency specific mentorship programs incorporating leadership and project-based opportunities for participants to actively participate and influence decision making processes.

Address Hidden Biases and Identity Pressures:

- Since 81.25% disagreed that they had to hide aspects of their identity, the remaining 18.75% who feel this pressure is significant enough to warrant attention. Consider adding program elements that directly address implicit biases, including workshops on authenticity and identity, to create a space where all participants feel safe being their authentic selves.

Sustain Fairness and Inclusivity:

- Given the high ratings on fairness and inclusivity, it is important to continue efforts in these areas. Regular exposure to equitable and inclusive opportunities, developing trust that promotes psychological safety and open dialogue, and maintaining a zero-tolerance policy for discrimination should be continued to reinforce these positive outcomes.

Looking for more on the Mentorship Program?

Reach out to OrganizationalDevelopment@cityofmadison.com to receive a copy of an expanded data slide deck with details.