Advanced Allyship: Making Space and Finding Voice Through Co-Mentoring

Julia Herz
Executive Director
American Homebrewers Association

Ren Navarro
Founder
Beer. Diversity

Tristan Chan
Founder
The Porch Collective / PorchDrinking.com

Julie Rhodes
Strategic Business Consultant
Not Your Hobby Marketing Solutions

Laura Lodge
Owner/Consultant
Customized Craft Beer Programs
What We’ll Do Today

• Learn about co-mentoring and meet the presenters from the CUE accelerator.

• Establish the importance of mentoring for everyone, and for underrepresented and marginalized groups.

• Learn how co-mentoring aligns with DEI and HR best practices.

• Interactive exercise: Disruption, Inspiration, Support

• Parting thoughts
Co-mentoring is Advanced Allyship!

• **Allyship** Allyship is an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered. Since everyone holds systemic power in some areas and lacks it in others, everyone has areas in which they can practice allyship.

• **Co-mentoring** describes a non-hierarchical mentoring relationship in which all parties involved mutually contribute and benefit from the mentoring relationship.
The Importance of Mentorship

Women and minorities were more likely to say that mentoring was extremely important to their careers; 30% of women said their mentoring relationship was extremely important compared to 23% of men, and 32% of minorities found it extremely important, compared with 27% of the overall sample. Further, minorities were more likely to say they found a mentor on their own at 25% compared to 18% of the overall sample, suggesting their organizations could benefit from establishing tools and forums to help them succeed in finding a mentor.

- Heidrick & Struggles' "Creating a Culture of Mentorship" survey
Co-Mentoring Aligns with DEI and HR Best Practices!
What Do You Need?

Disruption?

Inspiration?

Support?
Closing Thoughts

Next Steps

Words of Wisdom from CUE