



Linked in Friendship, Connected in Service  
Portland (OR) Chapter

# Career Mentoring Project

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# Introduction

# Introduction

The lack of visibility to diverse leaders, particularly Black Women in STEM, Public Service and Business, limits the aspirations of Black youth

Our project seeks to create and offer sustainable programming within Portland-area high schools to minimize this exposure gap while elevating the goals and futures of young Black people

# Introduction

## **PRIORITIES**

Introduce Black youth, especially young Black girls to a breadth of Black leaders

## **MISSION/VISION**

Enrich the lives and expand the aspirations of Black youth by exposing them to a full range of professional opportunities, and developing the skills they need today to realize their goals in the future



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# About Us

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**Anisha Abdul-Ali**

HEALTHCARE  
EXECUTIVE



**Melanie Harris**

GENERAL MANAGER  
JORDAN BRAND,  
NORTH AMERICA



**Cheryl Proctor**

DEPUTY  
SUPERINTENDENT OF  
INSTRUCTION &  
SCHOOL  
COMMUNITIES, PPS

# Project Description



# Programming Overview

Our project seeks to create and offer sustainable programming within Portland-area middle schools that increases student visibility to diverse leaders

With a focus on reaching Black students, we will introduce diverse leaders, especially Black women in STEM, Public Service and Business through an engaging and accessible in-school speaker series

Giving students direct access to these leaders over a series of weeks/months expose them to the various opportunities available to them and help them understand the paths to these positions, including steps they can take as high schoolers to reach their ultimate goals

# Inputs

1. Understanding what is already being done at the school or district level. (ex. Career benchmark/standards)- Chief academic officer (PPS)
2. Curriculum- programming agenda
3. Pool of executives available for speaking (including Links volunteers)
4. Collateral to guide participation (pitch deck)
5. School administration buy-in
6. Location
7. Zoom access
8. Survey Monkey account
9. Funding for refreshment
10. Links Stationary- thank you cards.

## ACTIVITIES

1. **Student surveys** to best understand what career areas most interest participants
2. **Introduction & Acclimation** of leaders to BSU groups
3. **Student support** to take agency to explore and understand career path and education requirement (where do you want to go)
4. Potential **training and development** of career counselors to aid ongoing student career support
5. **Career Development Tools** to support students' exploration of and progression towards their career goals

## PARTICIPATION

1. Middle School (6-8)
2. Black student union members
3. Sponsor of the BSU
4. Faculty and Administrator

Outputs

# Assumptions

1. Established BSUs exist in schools
2. Demand from school and students wanting to partner on the programming
3. Available and interested/ committed Black female executives to participate in programming

# External Factors

1. Executive can commit but not actually show
2. Perceived bias and community reaction
3. Potential conflict with other black serving nonprofits
4. Scheduling conflicts with school calendars

# Outcomes

## SHORT-TERM

1. Student participants will begin future career focus programming by developing early career aspirations and goals
2. Schools / Executive leaders provide initial mentoring conversations
3. Schools/ youth program directors will introduce college and career readiness standards

## MID-TERM

1. Students complete middle years career standards and experiential learning associated with the event(s)
2. Students will demonstrate portfolio with advanced career goal development with educational, postsecondary, and experiential goals

# Impact

1. Empower and prepare students for self-awareness, educational/ career autonomy, executive constructivist thinking and confident adults
2. Create stronger participants in society through self advocacy and social change
3. Strengthen career fields and industry by guiding students towards more emerging, innovative and under represented fields



# Evaluation

## ***What we are trying to achieve:***

1. Exposure to successful Black women and diverse careers
2. Interest in career opportunities and increased self-belief

## ***How we will measure:***

1. Participation and engagement via attendance
2. Survey Data- Likert Scale





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# Questions





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*Thank  
you*