



Who is this program designed for?

In-Sight Collaborative's Mentorship Programs are designed for anyone interested in learning more about leadership in the humanitarian sector. No previous experience in the humanitarian sector or specific educational experience is required.

In fact, we welcome people with fresh perspectives from other sectors or backgrounds! While we recommend that you are at least 16 years of age, we do not have any age requirements for this program. If you are younger than 16 years but wish to participate, please email madi@in-sightcollaborative.org and we can discuss options for you.

How much does the program cost?

To keep our program accessible to people from all socioeconomic backgrounds, sliding scale payment options and financial assistance or bartering is always available for participants. We currently offer the following payment tiers and ask participants to place themselves honestly:

- **Community** - Pay what you can to participate in the community. We are so happy to have you here! We also welcome people who are interested in bartering or trading volunteer time or services.
- **Solidarity** - Covers the cost of the resource - the average cost of participation in our programs is between \$200-300, which is an incredible deal! The tuition costs for programs similar to ours range in price from \$1,500 - \$5,000, but thanks to lots of volunteer time and support from our financial partners, we are able to prioritize keeping costs as low as possible so that our programs are accessible to everyone.
- **Accompany** - Covers the cost of the resource plus a little extra to go to overhead costs to keep the organization running



- **Amplify** - your donation helps cover the participation costs of others and/or allows us to expand programs and keep them accessible to everyone equitably. For people who can comfortably afford their participation and expand opportunities for others.

The sliding scale amount depends on the length of the program and will be available in the application process.

What is the time commitment for the program?

Our mentorship program is quite self-directed and participants are required to take the initiative and budget their time well. Each week, participants will be asked to read a workbook, watch the weekly lecture, attend a focus group meeting, and complete a reflection activity. Depending on your proficiency in the language you are taking the program in and how familiar you are with the concepts we cover, this process can take anywhere from 5-10 hours of the week.

Live attendance is only mandatory for the weekly focus group meetings.

However, we strongly encourage participants to attend the weekly lectures, guest speakers, and optional sessions such as the networking session to get the full benefits of the program.

Essentially, what you put into this program is what you get out of it. If you are able to budget your time well and plan accordingly, this program can easily be done with other life commitments! Most of our participants have had full-time jobs or been full-time students as well as having busy social lives. It is perfectly possible to find a balance, and our team is willing to work with participants who need help finding times that work for them.

When are the focus group meetings?



Focus group meetings will take place on Zoom each Thursday - Saturday. The exact times will be shared on the application.

What are the program completion requirements?

In order to successfully complete the program, you must attend the total number of weekly focus group meetings (6 or 10 - make-up meetings will be available throughout the program), complete the midpoint project, and have submitted all of the reflection activities each week..

Activities are not graded, but they must all be completed by the deadline. Participants who need to miss a weekly focus group meeting are expected to notify their mentor within an appropriate time frame and inform them of the make-up session they plan to attend.

To be successful in this program, you will need consistent access to the internet for your weekly focus group meetings and to access course materials.

How does the selection process work and how can I be a strong applicant?

The selection process for the mentorship program is based on (1) the strength of the initial written application (2) the pre-program interview, and (3) successful completion of the pre-program module assigned by the education team.

We recommend that you take time to fill out your initial application! Even if you do not have long answers for some of the questions or any previous experience in the humanitarian sector, our team looks for applications that are thoughtful and demonstrate careful consideration of the questions. We really value a willingness to learn and unlearn!

The interview process is more of a conversation where the mentor team follows up on your application and asks any further questions that we have about your previous



experience and what you hope to gain from the program. Participants are also encouraged to come prepared with any questions they might have about the program.

We ask that participants are punctual and show up on time to their interview. If you need to reschedule, please do so with adequate notice (24 hours in advance). The interviewer will wait on the meeting link for 10 minutes before the interviewee will be considered a no-show. We will allow one opportunity to reschedule for no-shows. All of our interviewers are volunteers from our staff, board, and mentorship community. Please be respectful of their time and ensure you are punctual and communicative.

Be sure to clarify any confusion about time zones or digital meeting links so you are sure to be on the right link on time!

Before the start date of the mentorship program, participants who are accepted will be asked to complete an introductory module online. These modules are self-paced but must be completed before the program start date.

Because In-Sight Collaborative provides high-quality learning opportunities and intensive mentorship free of charge to participants, we have a fairly intense application and acceptance process. Participants who make it to the start date of the program must demonstrate that they are able to embrace this learning opportunity and be self-motivated and organized enough to complete the pre-program activities.

What if I can't attend a weekly meeting during the program?

If you are unable to attend a weekly meeting because of a pre-planned event, please notify a member of the In-Sight team as early as possible. If you have an emergency during the program and miss a meeting, we ask that you contact your



mentors as soon as possible so they can help accommodate you. Make-up discussion sessions will be available throughout the program.

If I do not complete the program can I have a refund?

If you have already started the pre-program materials, we can not issue a refund, but we will allow participants to come back to the program in a future cycle that works for them without having to re-apply, re-interview, or pay again.