Mentorship Committee Charter (v2)

Committee Charter

General criteria for the Committee includes:

- The Committee consists of at least one NANOG Board Member and at least two NANOG Members in good standing, all of whom are appointed by the Board.
- The Mentorship Committee appoints and trains members of the NANOG Community to serve as Mentors.
- All Committee members, and anyone working with the program, are required to sign the appropriate NANOG nondisclosure agreements and NANOG Code of Conduct.
- At least one Committee member should have documented experience administering mentorship programs.
- Committee members must establish a regular meeting schedule.

Program Vision

Working together to build the Internet of tomorrow is an essential part of NANOG's aspirations. A key to building the "Internet of tomorrow" is to engage and inspire those who will build tomorrow's Internet. Mentorship is an essential component of fulfilling that mission. The Mentorship Committee aims to develop a well-rounded program of professional growth supporting the NANOG community, with the primary focus on improving early-NANOG experiences of meeting attendees & participants, as well as ongoing professional mentorship and growth.

Mentoring is a formal or informal relationship between two or more people, a Mentor and Mentee(s). Mentorship is an essential component of professional and personal development. A successful Mentorship Program relies upon the Mentee to drive the relationship, as their desire to learn and grow is a key part of the relationship.

Scope of Work

This goal is to develop a program designed to cultivate individuals looking to pursue careers as network professionals. A successful program should be beneficial to both volunteers/mentors and mentee-participa. Lead ongoing augmentation for onboarding NANOG members and encourage greater participation/membership.

Deliverables
- Recruit candidates for the program.
- Establish expectations for Mentors and Mentees.
- Determine metrics and evaluation criteria for program success.
- Create surveys for following up with participants.
- Ensure that the onboarding and training for mentees and mentors covers the expectations for participation in the program.
- Ensure that the program is a safe environment that promotes diversity and follows the NANOG Code of Conduct.
- Improve the system for matching Mentees to Mentors.
- Create a list of conversation starter topics to assist Mentors.
- Develop an Ambassador Program for pairing conference attendees with experienced NANOG members.
- Create a plan to encourage ambassadors to become mentors.