



# SCPHA Mentorship Program Strategic Plan

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## Our Vision

To serve as South Carolina's premier public health mentorship program that provides equitable opportunity for exposure, growth, and development.

## Our Mission

The South Carolina Public Health Association Mentorship Program aims to support South Carolina public health professionals to build a sense of community, develop strong leaders, and create engagement and learning opportunities in public health across the state.

## Our Values

The values of the SCPHA Mentorship Program reflect what we believe to be the pillars of public health work. Creating a program based on the following are key to implementing a program based on public health principles:

1. diverse community engagement,
2. continued development and empowerment of individuals/communities, and
3. inclusive experiences/opportunities.

The mentorship program puts our people first and strives for sustainable connections built on these principles.

## Community

We believe that the core of public health is community-based work, which we desire to see represented in our professional community as well. Creating community means making connections with individuals across the state, developing meaningful relationships, and ensuring relationships are founded on the basis of trust and respect.

## Growth

We believe that we are constantly learning and growing throughout our lifetime. Growth can be fostered through professional relationships that push us out of our comfort zones, challenge our thinking and biases, and encourage continuous learning with evidence based research. Consistent growth will create strong leaders, with evolving mindsets grounded in equity in public health.

## Inclusion

We believe that public health work should be grounded in diversity, equity, inclusion, justice, and belonging. Inclusive mentorship means equitable opportunities and experiences for all mentees, respect in the mentor/mentee relationship, and a program that provides an accurate

representation of our organization and public health workforce in the state. We strive to continue conversations surrounding equity and continue developing a workforce that will ground their work in these values.

## Our Goals

The South Carolina Public Health Association Mentorship Program has established three goals for program development and implementation. The goals are intended to guide the sustainable creation and launch of the mentorship program and serve as guidelines for program activities. Through meeting each of the below goals, we believe we will be able to create a successful mentorship program for South Carolina public health professionals.

### Goal 1: SCPHA will develop, launch, and sustain the SCPHA Mentorship Program.

1.1: The SCPHA Mentorship Program steering committee will draft a Strategic Program Plan outlining Vision, Mission, Values and preliminary goals for a Mentorship Program for new and transitioning public health professionals.

1.2: The SCHA Mentorship Program steering committee will submit a proposal to the Governing Committee for review by the March GC meeting.

1.3: Concurrent with proposal submission to GC, the SCHA Mentorship Program steering committee will draft mentorship support documents including draft applications for mentors and mentees, a guide for mentors and expectations for mentees.

1.4: The SCPHA Mentorship Program will collaborate with the Marketing Chair, Student Section lead and other appropriate SCPHA leadership to promote the Mentorship Program.

Prior to

1.5: Three (3) months prior to launching the SCPHA Mentorship Program, the steering committee will collect applications for diverse mentors to participate in the Program.

1.6: One (1) month prior to launching the SCPHA Mentorship Program, the steering committee will collect applications for mentees and will seek to pair them with appropriate mentors.

1.7: Half-way through the mentorship cycle, surveys will be distributed to both mentors and mentees to evaluate experience.

1.8: By the end of Year 1, the SCPHA Mentorship Program will secure sustainable funding to invest into mentorship programming for subsequent years.

1.9: At the end of the mentorship cycle, surveys will be distributed to both mentors and mentees to evaluate their experience and be used for improvements.

**Goal 2: The SCPHA Mentorship Program will create opportunities for sustainable connections of support and collaboration that promote growth for students and professionals in the field of public health.**

2.1 The SCPHA Mentorship Program will make diversity and inclusion a priority to ensure mentees of underrepresented backgrounds have equitable guidance, support and advocacy.

2.2: The SCPHA Mentorship Program will host two (2) events for mentors and mentees that facilitate networking opportunities.

2.3: The SCPHA Mentorship Program will collaborate with each section lead to encourage engagement and promote current programmatic efforts to mentees.

**Goal 3: The SCPHA Mentorship Program will support the development of practical skills in those entering or transitioning in the public health field.**

3.1: Mentors will provide support, encouragement and constructive feedback to their mentees to help them grow their confidence and skills in the public health field.

3.2: Mentors will share their expertise and experience to contribute to transferring knowledge and best practices within the public health field.

3.3: Mentees will grow and develop professional skills and enhance knowledge in public health.

3.4: Mentees will be able to build and/or expand a professional network while gaining valuable insight from public health professionals.

# Appendix 1. Mentorship Program Proposed Timeline

