

# Mentorship Program

## 2025 End of Year Evaluation



### Overview:

61% of program participants completed the end of year evaluation (11/18 = .6111).



### Trends:

For each area of the work plan, accomplishments (complete) and ongoing efforts (started, not yet complete) include:

#### Steady sense of belonging and inclusion:

- 100% of participants felt a sense of belonging, that their identities were valued, and that their voices were respected, indicating that the program has successfully taken steps to foster an inclusive environment
- These results represent sustained and improved inclusion as indicated by the 2024 recommendation to “sustain fairness and inclusivity”.

#### Marked improvement in equitable treatment perceptions:

- Increases were seen in perceptions of fair treatment across race, gender, and ability/disability.
- All participants disagreed that they were treated differently because of race which is a notable improvement from 2024.

#### Positive cross-identity relationships and non-tolerance for discrimination:

- Relationships across race and gender improved, with 91–100% of participants affirming positivity and fairness.
- 91% agreed that discrimination was not tolerated, which is an encouraging sign of healthy group dynamics considering the 2024 recommendation to “increase focus on gender dynamics”

#### Improvement in sense of Empowerment related to Decision Making

- Increases were seen in a sense of empowerment in perceptions related to influencing decision making, which is notable considering the 2024 recommendation to “enhance empowerment and influence”.

#### High confidence in program effectiveness:

- 100% rated the program effective in fostering mutual trust, respect, and fairness across race and gender.
- These metrics improved from 2024, signaling strong program design, facilitation, and improvement by implementing the 2024 recommendations.

### Results:

#### While participating in the mentorship program...

- **100%** of mentorship participants agreed that they **felt like they belong**.
- **91%** of mentorship participants agreed that they **felt like they had the ability to influence decision making**.
- **100%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their race**.
- **91%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their gender**.
- **91%** of mentorship participants disagreed that they **felt like they were treated differently by their colleagues because of their ability/disability**.
- **82%** of mentorship participants disagreed that they **felt like they have hidden or downplayed certain aspects of their identity to avoid unfair treatment or bias**.



- **91%** of mentorship participants disagreed that they **felt like they have modified their personal appearance to avoid unfair treatment or harassment.**

### In their current mentoring groups...

- **91%** of participants agreed that participants **held each other to the same expectations and standards.**
- **82%** of participants agreed that participants **have equal access to learning and development opportunities.**
- **91%** of participants agreed that **relationships between participants of different racial groups were positive.**
- **100%** of participants agreed that **relationships between participants of different genders were positive.**
- **91%** of participants agreed that they felt **discrimination was not tolerated.**



### Overall, program participants rated the mentorship overall effective in the following areas:

- **100%** of participants agreed the program was **effective in fostering mutual trust and respect.**

## Conclusions:

The mentorship program continues to cultivate a deep sense of belonging, respect, and inclusion among participants.

Improvements in perceived fairness related to race, gender, and ability indicate that the program's equity efforts are working.

## Recommendations:

### Address identity-based self-censorship:

- Incorporate discussions or reflection activities on authenticity, identity, and belonging within mentoring sessions.
- Offer optional identity-affirming peer support spaces or affinity-based mentoring pairings.



### Maintain and build on inclusion momentum:

- Continue the program elements that led to strong belonging and respect outcomes.
- Share success stories to reinforce the mentorship culture and model inclusive behavior for broader organizational learning.

### Celebrate progress and communicate impact:

- Publicly acknowledge the program's success
- Share outcomes with leadership and participants to sustain engagement and institutional support.

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## Looking for more on the Mentorship Program?

Connect with our Leadership Development Specialist, at [OrganizationalDevelopment@cityofmadison.com](mailto:OrganizationalDevelopment@cityofmadison.com) to learn more or get involved.