2026 Mentorship Program Evaluation

Overview:

69% of program participants completed the end of year evaluation (11/16 = .6875).

Trends:

Sustained sense of belonging and inclusion:

- 100% of participants felt a sense of belonging.
- These results represent sustained outcomes from 2025, as originally indicated by the 2024 recommendation to "sustain fairness and inclusivity" and reinforced in the 2025 recommendations.

Sustained confidence in overall program effectiveness:

- 100% of participants agreed the program was effective in fostering mutual trust and respect and promoting fair treatment regardless of race *and* gender

Identify self-censorship is shrinking yet not eliminated:

- Hiding or downplaying identity went from 82% to 91% favorable, and 2025's recommendations targeted this.

Fairness and climate items are strong:

- Gender and disability fairness, equal standards, equal access and "discrimination not tolerated" all reached 100%. These were the weaker 2025 items.

Ceiling effect:

- Nine of 13 items are at 100%. With scores this high, a year-to-year gain is mostly impossible, and a loss of even one person looks large.

Results:

While participating in the mentorship program…

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

In their current mentoring groups…

- **100%** of participants agreed that participants held each other to the same expectations and standards.
- **100%** 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.
- **100%** 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 and promoting fair treatment regardless of race *and* gender.

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:

The program has reached a level of sustaining progress. If future cohorts highlight different results or trends in a different direction, recommendations will follow.

Increased mentoring opportunities were identified as a need in our 2025 Employee Survey results. We will continue to share and highlight that all program materials are built and ready to replicate across TeamCity for any interested agencies and/or divisions to use. The Leadership Development Specialist will be available for a one-hour consultation with any staff who are interested in replicating this program.

Looking for more on the Mentorship Program?

Reach out to OrganizationalDevelopment@cityofmadison.com to receive a copy of an expanded data slide deck with details.