

LEVEL 1 MENTORS

Bâtonnage Mentorship Program Feedback 2022



Communication and Networking

By Team Bâtonnage

Level 1 is focused on networking, communication, and welcoming candidates interested in pursuing a career in the wine industry. The wine industry hosts myriad career options, and navigating the decision to further your career within it can be daunting, especially when access to leaders and their time is challenging to obtain.

The objective of Level 1 is to create an inclusive, inviting space for candidates to ask questions and learn from experiences of participating mentors. Instead of matching mentees with a specific mentor at this point, mentees are offered the flexibility to read through mentors' bios and experiences, then approach mentors based on interest in and questions around that possible career path. Mentors and mentees interact for a 1-hour session to allow candidates to ask questions, clarify ideas to pursue a career, and verify concepts regarding the industry.

**6 CORE COMMITTEE
PROGRAM LEADS |
56 MENTORS**

**SURVEY SUBMITTED
ANONYMOUSLY**

61% RESPONSE RATE

OVERALL FEEDBACK

1. Overall, how would you rate the Level 1 Mentor Program?

32% - Excellent
62% - Very Good
6% - Fair

2. How would you describe the quality of your specific experiences as a participant in the program?

35% - Excellent
59% - Good
6% - Fair

FUTURE STEPS

3. Would you volunteer to serve as a mentor again next year or in the future?

88% - Yes
9% - Maybe
3% - No

3a. If yes, would you like to participate as a Level 1 mentor again in the next rollout or the future?

74% - Yes
20% - Maybe
6% - No

3b. If no, why or why not?

- Timing may not be right/busy schedules with not enough time to give,
- Felt Level 1 too broad for their expertise, perhaps will consider Level 2,
- For some, felt that mentees were not as involved or engaged as expected—would like a more stringent vetting process when selecting mentees

RESOURCES

4. Did the Mentor training session, resources list, and direction provided for the Level 1 program help you prepare for your mentoring experience?

65% - Yes
32% - Somewhat
3% - No

5. The IAF Program Leads were accessible and easy to talk to and seek advice from when necessary.

85% - Yes
15% - Not Applicable
0% - No

6. How would you describe your experiences with your mentee/mentees?

29% - Excellent
56% - Very Good
15% - Fair

7. Did you gain personally from this relationship?

76% - Yes
24% - Maybe
0% - No

8. What was the most satisfying about the Level 1 Mentor Program?

- Meeting new enthusiastic, highly passionate women,
- Making and fostering connections to expand wine community,
- Mentors learning about the challenges facing those looking to enter the wine industry,
- Diversity of the women, the varied backgrounds and stories of the mentees,
- The ability to help other women starting out in the industry, etc. and gratifying to see tangible change in the mentees

"I loved connecting with eager, motivated, talented women who are hungry to learn more about the wine industry and their place in it. We have all been left with so much to navigate on our own, that it was very fulfilling to help guide, at least in a small way, women who want to follow a similar path."

"Connecting with other women who are passionate about DEI in the industry and have a sincere passion to connect with others."

"Helping my mentees make advancements in their job searches, career transitions and projects through valuable connections and introductions."

"I was able to gain better insights on the struggles of women of color in the world of wine and also how one's own demographic or geography can have a large negative impact. I also gained amazing relationships with these women, and hope to continue our friendships moving forward."



9. What was the least satisfying about the Level 1 Mentor Program?

- Too short of a timeframe to schedule time to meet with all mentees,
- Some mentees seemed disinterested, combined with lack of responsiveness and follow-through,
- Time consuming to schedule 'meetings' with all the mentees,
- Some mentees didn't come prepared with thoughtful questions to the meetings with mentors,
- Not being in a position of power to hire or offer an internship to any mentees,
- Lack of connection with other mentors, would like opportunities to connect with other mentors,
- Too little time to focus on individual mentee needs

"Making arrangements and offering up free time, but finding that some individuals were just 'checked out' from the program. There was a very wide spectrum of involvement. It's hard to be helpful to a mentee if they don't engage. In soliciting feedback on how I could be more helpful, I got no response. This has led me to the conclusion that I'd like to resummarize my bio so as to attract the individuals I think I'd be a better fit with."

10. What would you suggest to improve the Level 1 Mentor Program?

- Potential for in-person meetings,
- Extend timeframe of Level 1 to allow for scheduling more meetings with mentees,
- An outline of what each mentee is hoping to learn, and perhaps an outline for how to kick-off groups/topics,
- Less mentees per mentor and not so many mentors per mentee, limit the number of IAFs they can choose,
- Align mentors and mentees based on time zones to ease scheduling constraints,
- Ensure that mentees are committed to meeting with mentors so mentors don't do outreach for nothing, stronger vetting system in place

"Limit the amount of IAFs mentees can choose — perhaps cap it at 3 so they can provide more focus to the groups they choose. Since they choose many categories, it seems like they are less interested in giving a large amount of time to each."

"I had a much easier experience and used less time this year, because I got the calendly program installed to help with scheduling. Scheduling takes the most time."

"Maybe have a bit more vetting to make sure mentees are very engaged and have a clear idea of what they are looking to gain from the conversations."

"Due to the varying attendance and level of commitment seen in my mentees, it would be nice to be a little more selective with candidates, and make sure they are serious about wanting to participate in this program. We are all busy. Simple as that. But the mentees have access to a group of successful, strong women who are ready to support them..."

"Having larger get togethers with other mentors and mentees at the same time would be beneficial. The fact that so many mentees have so many mentors dilutes the amount of time available with each person and availability to connect."

11. Would you have liked additional training/resources for mentors? If so, do you have any specific feedback or requests?

- Several would have liked reverse feedback from their mentees,
- A mentor check-in meeting at the halfway point,
- Mentors needing/meeting other mentors, sharing resources, tips, etc.,
- A recap meeting with all mentors to discuss what worked well and what did not,
- Diversity and inclusion training for mentors,
- More information on mentees in order to efficiently plan their own program,
- Resources for mentors on how to outline meetings, conduct mentor:mentee interactions,
- A few said no, they liked the flexibility to do their own thing

“Many mentees asked for ways to connect with other people in the industry. Perhaps doing an event at the beginning and end of the program that people could go to meet would be helpful for people.”

“I think a salary survey would be interesting... for mentees and mentors, along with their job title and # of years in the industry. I got several questions about how to cross-check your wage and get what you are worth.”

12. Would you like to leave a testimonial for us to share in our publicity and outreach efforts? If so, wax poetic below!

“I love being part of this community! It’s been such a great way to connect with folks in the wine industry from all parts of the US and from all backgrounds.”

“An incredibly reciprocal enriching experience! I feel so honored to be part of each of my mentees’ stories and am glowing with gratitude and pride as each shares the moves that they are now making. Every conversation, every action, every story creates the energy and builds the momentum for the end game we are all pining for: recognition, equality, diversity, respect. Mentoring the 10 women in my group, passing the “baton” to each other, pulling one another up to our respective next step, makes me both see and confirms: we are well on our way.”

“I loved the authentic connections I developed with other women in the wine industry - a special program that brings together women across so many different functions within the industry, but all with a common goal of supporting each other.”

“Level 1 Mentorship is a great way for women interested in entering the wine business, or perhaps making shifts within it, to get broad advice from a variety of leaders in the wine business!”

I wanted to be a mentor so that I could pass on both the pieces of wisdom that were shared with me by my own mentors and those that I learned through my own mistakes along the way. But the conversations I had and relationships I developed in this program provided much more than that! There was a space to share our mutual passion for grape growing, wine making and selling, renewing my love for my work, and I learned so much from each of the women I talked with, about life and about new facets to wine production and tasting. I am so excited to see how each of them improves and enhances the wine industry!”

“Being a Level I mentor for the Bâtonnage Mentorship Program was so rewarding. I was so inspired by the women I spoke to, I learned so much from them and I only hope they learned from me too! Each of them had such a unique story and path to the wine industry, but they all shared a common passion for food and wine, and a shared curiosity and thirst for knowledge. We have all connected on LinkedIn and through email and I am so excited to follow their journeys and cheer them on from the sidelines!”

“It was a really fulfilling experience to see the breadth of experiences and backgrounds in the mentee group. There are a bunch of cool people interested in our industry and this was a great opportunity to meet them and be a step in their ladder.”

“As a mentor, I learned so much from each of my mentees! As one of them said, it’s more like a conversation between peers. So great getting to know many different women at different career points in the industry.”