

Guiding Principles

To promote transparency and uphold our mission for an interdisciplinary program, ENRICH will abide by these guiding principles.

- Equity, Diversity and Inclusion best practices
- National representation
- Interdisciplinarity
- Trainee representation
- Youth, parent and family engagement
- Acknowledge and embrace Indigenous ways of knowing, doing and promoting health and well being
- Representation across all themes of research

The purpose of the Mentorship Committee is to enhance and execute the mentorship and support of Enrichment Group learners who will advance perinatal child health across Canada and globally.

1 Membership

Membership within the Mentorship Committee will consist of the Mentorship Committee Chair, plus all mentors who are assigned to active ENRICH trainees. With 2 mentors per trainee, this committee will consist of a minimum of 50 mentors per year. Among all members, there should be a representation of:

- a) At least four pillars of health research
- b) At least four clinical disciplines
- c) Half academic and non-academic mentors
- d) A comprehensive geographic representation
- e) French speaking members
- f) Black and Indigenous mentors

Length of Tenure

Appointed mentors will remain on this committee for the duration of their assigned learner's award which can range from 1 to 3 years. All members will be eligible for reappointment for the term immediately following their tenure. The Mentorship Committee Chair as elected by the Executive Committee will hold a term of five (5) years. As ENRICH is a volunteer network, there are no honoraria or stipends associated with this position. ENRICH will however reimburse any travel expenses for ENRICH events and offer a gift of appreciation at the end of the 5-year term.

2 Function of the Committee

The Mentorship Chair will

- a) Assign two mentors (one academic and one non-academic mentor) to each learner enrolled in the Enrichment Program with the aid of cross-sectoral partners.
- b) Review the mentorship plan for each mentorship team
- c) Review the Mentor's annual mentorship evaluation on the learner's progress.
- d) Provide mentorship training and onboarding for all new mentors

The mentors will:

- a) Create a mentorship plan that is mutually agreed upon by the learner and the mentors, that is then executed for the duration of the award (i.e. quarterly meetings and 1 networking opportunity a year)
- b) Review the learner's annual progress through a submitted Individualized Research Development Plan and follow up with a one-on-one meeting with the learner and local mentor/supervisor.
- c) Complete a mentorship evaluation that will be sent back to the mentorship chair on an annual basis
- d) Participate in mentorship training on an annual basis and onboarding during their first year

3 Meetings of the Mentorship Committee

The following meetings shall take place on an annual basis.

- a) Participation in the National Symposium in late May/June that will include
 - a. effective mentorship sessions for all mentors
 - b. an onboarding meeting in year 1
 - c. networking events with all learners
 - d. conducting an annual review with the learner and local supervisor/mentor
- b) Executing the agreed-upon mentorship plan
- c) Any additional meetings as needed and requested by the Mentorship chair

4 Process for Amendment

An amendment to this document requires a notice of motion by the ENRICH Executive Committee. The amendment will be voted on and will require support from the majority of members in attendance.