



## **In-Sight Collaborative Mentorship Training and Fellowship Program**

*"Arriving at meaningful solutions is an inevitably slow and difficult process. Nonetheless, what I saw was: better is possible. It does not take genius. It takes diligence. It takes moral clarity. It takes ingenuity. Above all, it takes a willingness to try."*

- Atul Gawande, Better

### **Program Theory**

In-Sight Collaborative's mentorship program and mentor fellowship are designed to provide a safe and welcoming introduction to leadership in the humanitarian sector with continuing opportunities to refine leadership skills.

The humanitarian sector is one of the most diverse and intersectional sectors in the world. Humanitarian action requires coordinated action from legal teams, policy-makers, logisticians, medical specialists, funders, journalists, local leadership, and many others to successfully execute interventions. We believe that anyone with the right mindset and a willingness to engage can be an effective part of the humanitarian response from any background, profession, or sector. It is one of our goals to help inspire future humanitarian leaders and give them the tools and resources they need to participate in a meaningful way.

Participants will begin their fellowship with a six-week moduled course where they are introduced to current trends, problems, and innovations in the humanitarian sector and mentored by In-Sight Collaborative and our partners through problem-solving and reflection activities. Each week will have a leadership cultivation component so that mentees who exit the program are prepared to take on mentorship roles at In-Sight Collaborative.

Throughout the program and fellowship, participants will be given the opportunity to explore the following areas of the non-profit and humanitarian sector:

- The history of the humanitarian sector and current events
- Planning, assessment, implementation, and evaluation of humanitarian interventions
- Strategic planning within the non-profit industrial complex



- Fundraising
- Research
- Storytelling
- Advocacy initiatives

**Mentorship:** In-Sight Collaborative's mission is to promote the model of accompaniment along the migratory pathway. This means that we choose to walk alongside the populations affected by forced displacement and support them in a mutually empowering way. We believe in forging relationships and facilitating their journey with their input and direction rather than being driven by donors or the assumptions and intentions of humanitarian actors.

In-Sight Collaborative provides educational tools and programs to help raise awareness on the issues facing the humanitarian sector, including sector biases, savior complexes, and inconsistent standards of practice which can be harmful to those experiencing displacement and relying on humanitarian interventions for support.

- **Crash Course:** In-Sight's crash course programs are designed to provide entry-level learning opportunities for those interested in exploring the humanitarian and migration sectors and participating in a meaningful way. We believe that anyone can have an impactful role within any capacity. The crash course provides a brief history on the sector, a summary of current events, and guidance on how to engage with these humanitarian issues in an ethical and effective way from anywhere in the world.
- **Mini Modules:** Mini Modules are designed to be used as tools for In-Sight Collaborative and our partners to train incoming volunteers and provide continuing education on current issues in the humanitarian sector.

The role of the In-Sight Mentors is to welcome new participants to the program and follow them through the duration of the course (two or four weeks for the Crash Course, one week for the Mini Modules). Mentors will be available to answer questions, engage in thoughtful conversations, and direct participants to additional resources. We believe that this method of direct-mentorship facilitates a positive and meaningful learning experience and helps us expand our network and support system.

Those who complete the mentorship program will be asked to participate in mentoring at least once per quarter (every three months) and to assist with advocacy events at the organization which may include webinars, digital conferences, fundraising initiatives, and



social media advocacy campaigns. This mentorship and advocacy participation will be overseen by In-Sight Collaborative's Director of Education and Executive leadership team.

### **Program Content**

*Each week will include the following material:*

- A lecture to introduce and contextualize the information, activities, and reflections for the week
  - This lecture will be archived, so participants can attend live or watch at their convenience)
- A resource page where the week's content will be posted along with additional learning resources
- A workbook where participants will be guided through reflection activities to help process the content
- A cohort meeting at the end of each week where participants will meet with their mentors and groups to discuss the content

### **Timeline:**

- ❑ Applications run: April 1st - May 21st
- ❑ Interviews run: May 21st - June 18th
- ❑ Start Date of Mentorship Program: Monday, July 5th - Monday, August 9th

**Time Commitment:** 5-6 hours per week for six weeks, followed by a one-year mentorship fellowship with In-Sight Collaborative

***Participants must be able to attend mandatory one-hour Cohort Meetings on Saturdays for the duration of the 6-week mentorship program. Cohorts will be divided based on time zones and the meeting times will be decided by the cohort on the first week of the program.***

### **Pre-Mentorship Crash Course**

Participants who are accepted into the program and have not yet completed In-Sight Collaborative's 2-week Crash Course will be asked to complete the two modules before the start date of the program. These modules take 2-3 hours per week to complete.

**Mentorship Program: July 5th - August 9th, 2021**



- Monday
  - Weekly content released: content will include a lecture that can be attended live or watched later as a recording. Additional content will include readings and short videos.
  - **Live Lecture:** will take place at 7pm GMT+3
- Saturday
  - **Cohort Meeting:** participants will be divided into four cohorts and the weekly meeting will take place either morning or evening time every Saturday for six weeks
- Sunday
  - Weekly reflections due

### **Mentorship Fellowship: August 9th, 2021 - August 1st, 2022**

Those who successfully complete the 2021 Mentorship Program will be asked to participate as mentors in In-Sight Collaborative.

In-Sight's Crash Course programs will run once per quarter, and Mini Modules will be initiated on a case-by-case basis. The time commitment per week for mentoring will be two hours. Mentors will not be expected to participate in more than one mentorship session per quarter.

### **Program Objectives:**

- *Educate young professionals and current participants in related sectors about the paradigm shift we would like to see in forced migration*
- *Cultivate an understanding and embodiment of the accompaniment model*
- *Identify organizations/entities/movements who embody the accompaniment model*
- *Identify ways to promote the accompaniment model as a leader in their respective sectors*
- *Prepare mentors who will mentor new community members at In-Sight Collaborative*

### **Curriculum Breakdown**

#### **Week One - The Need For Change: Leaders of Tomorrow**

*Week One Learning Objectives:*



- ❑ Participants will examine current events in the humanitarian/forced migration sector
- ❑ Participants will deepen their understanding of the migratory pathway and the cause/effect of decision-making
- ❑ Participants will examine the biases in research and academia and the disconnect between practice and theory
- ❑ Participants will examine the significance of language and how the words we use shape our perception of humanitarian issues

#### **Themes:**

- The Migratory Pathway
  - Understanding cause and effect along the migratory pathway
  - COVID-19 and forced migration
- Sector Biases
  - Research bias
  - Savior mentality
  - Introduction to the Non-Profit Industrial Complex
- Language and Why it Matters
  - How does the language we use influence our personal perspectives on forced migration?
  - How does the language we use enforce biases?
  - Can stories be exploitative?

#### **Week Two - The Non-Profit Industrial Complex: Leading the Way Forward**

##### *Week Two Learning Objectives:*

- ❑ Participants will examine the origins of the non-profit industry and the humanitarian sector
- ❑ Participants will discuss the role of future leaders in confronting the industrial complex
- ❑ Participants will examine the current structure of intervention planning and design
- ❑ Participants will design a map out of the complex

#### **Themes:**

- Origins of the Industrial Complex
  - No More Heroes by Jordan Flaherty
  - Exploitative Marketing



- Decolonizing Success
  - Removing colonial constructs from the assessment, planning, implementation, and evaluation of humanitarian interventions
  - How does language define success?
- Mapping the way out of the complex
  - The revolution will not be funded: Beyond the Non-Profit Industrial Complex - Incite

### **Week Three - Leading the Way to Empathetic System Design**

#### *Week Three Learning Objectives:*

- ❑ Participants will explore the concept of moral imagination and the values it inspires as a basis to engage with human-centered design
- ❑ Participants will engage with the process of human-centered design and learn from how it is being applied in asset-based community building projects
- ❑ Participants will reflect on and review ethical research approaches to support their human-centered design process
- ❑ Participants will identify a problem in their community and create an asset-map to understand how human-centered design processes can be operationalized

#### **Themes:**

- Moral Imagination
  - Bridging leadership gaps through humility and audacity
  - What are some steps you can take to expand your moral imagination?
- Human-Centered Design (HCD)
  - How might we center stories, expertise, and knowledge from communities in our design process?
  - Breakdown of the Inspiration, Ideation, and Implementation cycles
  - How do we operationalize HCD?
    - Asset-based Community Development
    - Community-Based Research
      - Community Dialogue Approach

**Mid-Term Project:** Participants will be put into groups and asked to launch a joint fundraising initiative applying the concepts they recently learned about exploitative language and imaging and how to structure a fundraising campaign design to be human-centered



## **Week Four - Creative Problem-Solving**

### *Week Four Learning Objectives:*

- ❑ Participants will identify their final project theme and problem statement

With guidance from the In-Sight mentorship team, cohorts will identify a specific problem in the humanitarian sector within one of the three themes.

With guidance from our partners [GiveDuet, Pulse Connect, Eidos and others?] design a platform, tool, or program to solve it. These innovative solutions will be presented in week 6.

Participants will be given the cohort meeting times to discuss their projects

### **Problem Themes:**

- Why am I always being researched?
- How can we protect the data of migratory populations?
- How do we transform the industrial complex while operating within it?

## **Week Five - Human-Centered Leadership**

### *Week Five Learning Objectives:*

- ❑ Participants will reflect on their initial understanding of who a leader is and identify gaps they see between this initial perception and human-centered leadership
- ❑ Participants will consider models of effective leadership that centers humanity
- ❑ Participants will explore the values and aspirations that drive human-centered leadership

### **Themes:**

- What is a human-centered organization?
  - How does human-centered values manifest in organizations? Who does it start with, where does it end?
- Servant leadership vs. traditional leadership
- Transforming Agency, Access, and Power (TAAP) Toolkit



- Inclusive development as a model to integrate social inclusion in their work
- The five principles:
  - Incorporate participatory approaches
  - Integrate sensitivity to context
  - Emphasize dignity and agency
  - Address power imbalances
  - Think big, think the impossible
- Shifting the Power vs. Giving Up The Power
  - Co-creation as a starting point of power transformation

### **Week Six - You as a Leader**

*Week Six Learning Objectives:*

- ☐ Participants will reflect on their role as leaders
- ☐ Participants will examine the responsibilities of leadership
- ☐ Participants will discuss and reflect on the importance of self-care and organizational health in leadership

### **Themes:**

- A Healthy Leader
  - Self-care vs. self-preservation
- Organizational Health

Week six- groups will post their presentations

### **Monitoring and Evaluation**

Pre-program:

- Pre-program interview with Madi
- Pre-program survey

During the program:

- Week One Story of Self
- Weekly check-in calls
- Self-reflection notes/activity

Post-program:





- Final reflection
- Exit interview
- Post-program survey
- Post-program feedback and testimony submissions

6-month survey

6-month reflection

One-year survey and fellowship exit interview

One-year reflection activity