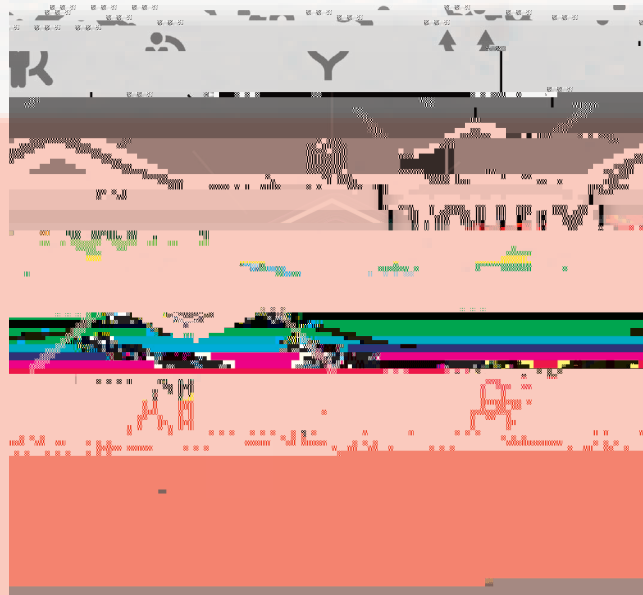
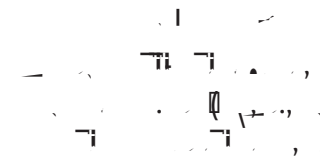


INCREASING EQUITY AT THE WORKPLACE



SUPERVISION AND MENTORING SYSTEM TOOLKIT









STEP : CONSIDER VARIATIONS IN EQUITY



Work Equity  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)

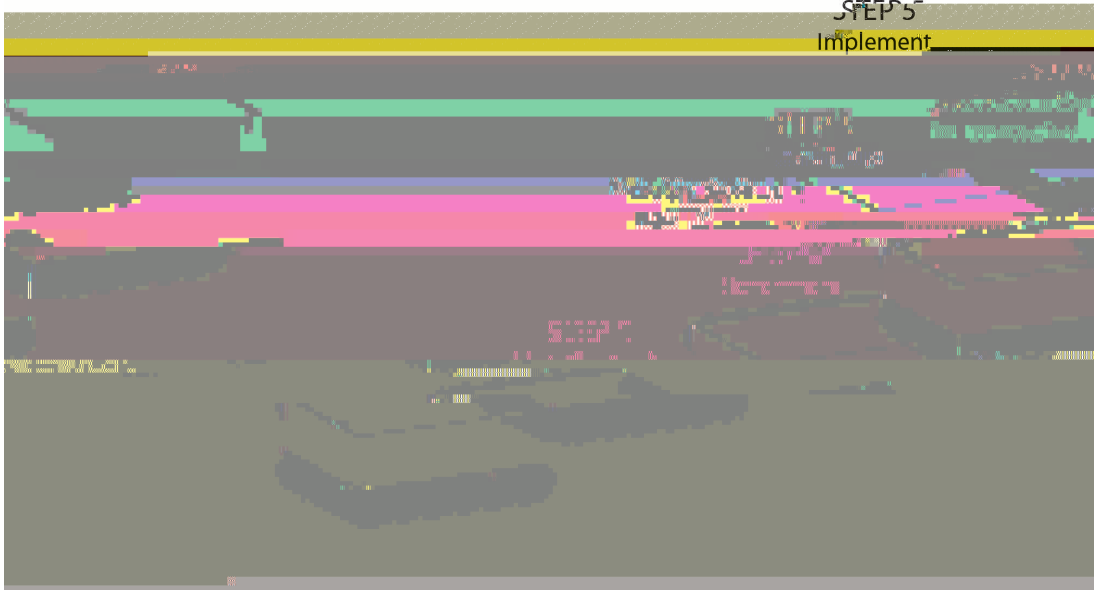
[Work Equity](#)  [Work Equity](#)  [Work Equity](#)

Work Equity  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)  [Work Equity](#)



3.0 Implementing the 3-Step Model

Implementing the 3-Step Model involves a series of steps that are designed to help supervisors and mentors effectively manage and support their supervisees. The process is divided into five main stages: Plan, Prepare, Implement, Evaluate, and Sustain.



3.0.3 Implementing the 3-Step Model

3.1.1 Implementing the 3-Step Model

Implementing the 3-Step Model involves a series of steps that are designed to help supervisors and mentors effectively manage and support their supervisees. The process is divided into five main stages: Plan, Prepare, Implement, Evaluate, and Sustain.

Option 1: This option involves a more structured approach where the supervisor and mentor meet regularly to discuss progress and provide feedback. This is often used for high-risk or complex cases. #6

Option 2: This option involves a more flexible approach where the supervisor and mentor meet less frequently, but the mentor provides ongoing support and guidance. This is often used for lower-risk or more straightforward cases.

3.2.3 Implementing the 3-Step Model

Implementing the 3-Step Model involves a series of steps that are designed to help supervisors and mentors effectively manage and support their supervisees. The process is divided into five main stages: Plan, Prepare, Implement, Evaluate, and Sustain.

Implementing the 3-Step Model involves a series of steps that are designed to help supervisors and mentors effectively manage and support their supervisees. The process is divided into five main stages: Plan, Prepare, Implement, Evaluate, and Sustain.





1. How often do you receive feedback from your supervisor/mentor?

2. How often do you receive feedback from your colleagues?

3. How often do you receive feedback from your supervisor/mentor about your work performance?

4. How often do you receive feedback from your supervisor/mentor about your work performance?

5. How often do you receive feedback from your supervisor/mentor about your work performance?

6. How often do you receive feedback from your supervisor/mentor about your work performance?

7. How often do you receive feedback from your supervisor/mentor about your work performance?

#6 ()

1. How often do you receive feedback from your supervisor/mentor?
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7. How often do you receive feedback from your supervisor/mentor about your work performance?

()

Task 1: Consider Variations in Employees' Equity Experiences





QUESTIONNAIRE #6



Are your organization's policies related to supervision and mentoring fair for...

Are your organization's policies related to supervision and mentoring fair for...

Response area for the first question, containing a light beige background with a faint question and a white space for the answer.

Response area for the second question, containing a light beige background with a faint question and a white space for the answer.

Response area for the third question, containing a light beige background with a faint question and a white space for the answer.

Response area for the fourth question, containing a light beige background with a faint question and a white space for the answer.

Response area for the fifth question, containing a light beige background with a faint question and a white space for the answer.

Response area for the sixth question, containing a light beige background with a faint question and a white space for the answer.

Response area for the seventh question, containing a light beige background with a faint question and a white space for the answer.

Response area for the eighth question, containing a light beige background with a faint question and a white space for the answer.



Supervision and Mentoring System #6 (1 of 1)



Are supervision and mentoring practices fair for...

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)

Supervision and Mentoring System #6 (1 of 1)



Is the planning and evaluation of supervision and mentoring fair for...

Planning and evaluation of supervision and mentoring is fair for all staff.

Planning and evaluation of supervision and mentoring is fair for all staff.

Planning and evaluation of supervision and mentoring is fair for all staff.

Planning and evaluation of supervision and mentoring is fair for all staff.

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Planning and evaluation of supervision and mentoring is fair for all staff.



Supervision and Mentoring System #6 ()



Supervision and Mentoring System

Is the assignment of roles and accountabilities for the Supervision and Mentoring System fair for...

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors

Supervisors / Mentors



Are your organization's values and principles related to supervision and mentoring fair for...

1. All employees, regardless of their position or level of experience

2. All employees, regardless of their race, ethnicity, or gender

3. All employees, regardless of their age or physical ability

4. All employees, regardless of their sexual orientation or gender identity

5. All employees, regardless of their religion or religious beliefs

6. All employees, regardless of their marital status or family responsibilities

7. All employees, regardless of their language or communication abilities

8. All employees, regardless of their disability or physical condition



Supervision and Mentoring System #6 ()



Is the workplace climate pertaining to supervision and mentoring fair for...

1. All employees / students

2. All employees / students

3. All employees / students

4. All employees / students

5. All employees / students

6. All employees / students

7. All employees / students

8. All employees / students ()



Supervision and Mentoring System



Supervision and Mentoring System

Are communications regarding supervision and mentoring fair for...

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

Supervisors/mentors: [Handwritten notes]

