

### Recap of our last session: Unconscious Bias

- The cost of workplace bias is projected at \$64B annually.
- Women experience undervaluation and inadequate support, leading to higher attrition rates compared to their male counterparts.
  - Many women have expressed frustration at their limited opportunities for advancement compared to equally skilled male colleagues.
- Women comprise more than ½ of the overall workforce, but only account for 25% of the physical security workforce.
  - Only 31% of women hold leadership positions.





#### Introductions:

Ray Van Hook, Director Security Operations NAC, AbbVie

Jessica Lundgren, Area Marketing Manager, Axis Communications

John Collias, Account Executive Consultant Team Midwest, Genetec

Lina Forero, Member Engagement Specialist, ASIS International

What is Mentorship?



### Mentorship definition:

"Mentoring is a learning relationship, involving the sharing of skills, knowledge, and expertise between a mentor and mentee through developmental conversations, experience sharing, and role modelling. The relationship may cover a wide variety of contexts and is an inclusive two-way partnership for mutual learning that values differences."

--according to EMCC Global



# Qualifications of being a mentor

CONFIDENCE-BUILDING STRATEGIES

#### Fun Exercise:

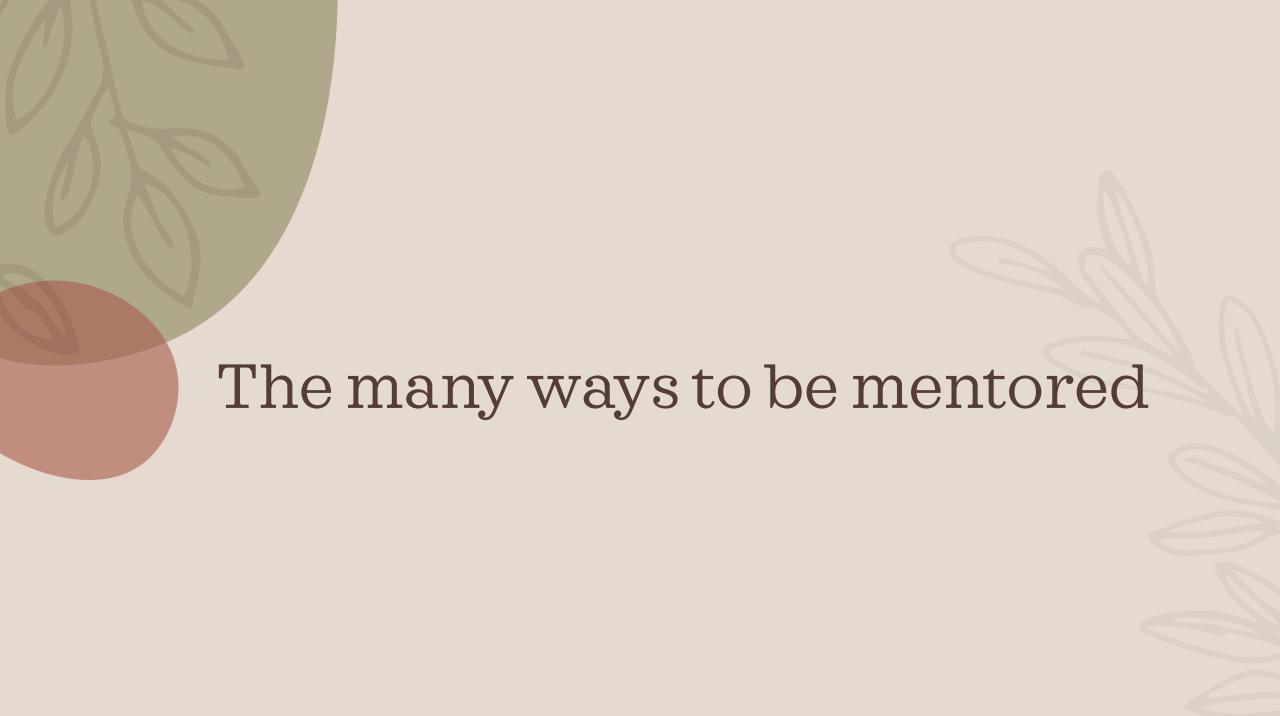






WHAT WOULD YOU LIKE TO LEARN





Many ways to be mentored.

**FORMAL** 

**INFORMAL** 



# Introducing ASIS' Security Leaders Mentoring Program



Find a Mentor

Discovery Call

Agree on a Plan

Meet as Agreed

6 Reflect and Assess

## HOW IT WORKS



#### Mentor "To-do's"

- 1. Create their profile
- 2. Wait for mentee engagement request
- 3. Accepts request
- 4. Leads scheduling of discovery call/future meetings
- 5. See steps 4-6.



#### Mentee "To-do's"

- 1. Create their profile
- 2. Automatically entered into their 6 week on-boarding process
- 3. Use mentor directory to find mentors
- 4. Request engagement to be matched

thank you.