

# 2019-2020 GAUCHO MENTOR COHORT

*Celebrating this years' participants of the Gaucho Mentor Connection*

## CONNECTING

*Our mentors and mentees had a blast meeting for the first time at the Welcome Mixer. With a record number of applicants this year, we were excited to see the connections that formed from this program cycle kick-off.*



## LEARNING

*The mid-year winter mixer was led this year by our Campus Ombuds, Carol Adams. Our attendees learned about how to provide effective feedback and learn from the feedback you receive.*



## GROWING

*Mentors and mentees join together for our Zoom Spring Mixer Event. Participants played trivia and discussed how to embrace change in the workplace.*



# YEAR-END REFLECTIONS

## WHAT WAS THE HIGHLIGHT OF YOUR MENTOR/MENTEE EXPERIENCE??

***Kaitlyn LeGros, Mentee***

***Jackie Grossberg Mentor***

*Answer:* The highlight of my mentor experience was meeting Jackie both in a personal and professional sense. The two of us instantly connected on so many levels and share many of the same interests, which made spending time with her so enjoyable. She was an incredible mentor for Academic Personnel and for career growth on campus, while also making sure that I felt supported by her in every way. I know that I have made a strong connection with her that will extend beyond this program and I am so thankful for all of her support!

***Alana Beal, Mentee***

***Kayla Wong, Mentor***

*Answer:* This was the first mentor/mentee experience in a professional setting for me. I found a soundboard in Kayla, asking questions about growth and resources. Kayla gave me honest and trusted advice over this last year. It was a highlight to have someone to turn to, especially being newer to campus.

*Answer:* This was my first mentor/mentee experience at UC Santa Barbara and it was truly an honor to have Alana as a mentee. She trusted me with her questions and had an open ear to what I had to offer. I have seen Alana grow throughout the year and can't wait for her to excel even more in the future. This was an amazing experience and I am thankful to Gaucho Mentor Connection!

## DO YOU HAVE ANY ADVICE FOR FUTURE COHORT MEMBERS? OR ADVICE FOR SOMEONE WHO'S IS NEW TO BEING A MENTOR/MENTEE??

***Claire Nagel, Mentee***

***Jack Rivas, Mentor***

*Answer:* Together we learned more about how other offices within the university function and interact with one another, which helped us better understand our own roles in the bigger picture. It was enlightening to find out the kind and degree of professional development offered in different units and see how opportunities are used (or missed) to build up skill sets and working knowledge. To put that increased knowledge to work, you have to have confidence in sharing your ideas with your team and pushing for progress. Jack's best advice to Claire was, "If you're going to disagree with someone, frame your opinion as another option to consider, and they're more likely to see it as a collaboration rather than a disagreement."

***Carli Ruskauff, Mentee***

***Dorothy Satomi, Mentor***

*Answer:* Be open with your mentor/mentee and don't be afraid to ask them questions along the way. There's a good reason why you both signed up for this program, so use each others' expertise and take advantage of this unique opportunity to connect with one another. Be creative in thinking about ways your mentor/mentee can provide support beyond their individual contributions--tap into their networks across campus and beyond. Lastly, enjoy your time together.

# YEAR-END REFLECTIONS

## WHAT WAS YOUR FAVORITE TOPIC THAT YOU DISCUSSED AS A MENTOR/MENTEE PAIR??

**Madison Motoyasu, Mentee**

**Katya Armistead, Mentor**

*Answer: Our favorite topic that we discussed as a mentor/mentee pair was implicit bias in the workplace. Katya gave Madison a powerful book called, Biased, by Jennifer L. Eberhardt, Ph.D. Having conversations about bias normalizes naming it, which is the first step in addressing it. These discussions can serve as learning moments for those whose biases are surfacing and healing moments for those who have experienced bias. We both enjoyed, learned, and grew from this discussion.*

## DO YOU HAVE ANY ADVICE FOR FUTURE COHORT MEMBERS? OR ADVICE FOR SOMEONE WHO'S IS NEW TO BEING A MENTOR/MENTEE??

**Sheryl Montoya, Mentee**

**Dorothy Satomi, Mentor**

*Answer: Our advice for future cohort members is to fully take advantage of this mentoring program. There are several resources to learn on campus such as materials, training, workshops, etc. but having a colleague as an additional resource is best. The mentor and mentee are paired based on the experience of the mentor and the goals of the mentee and thus they can relate to each other well. The relatability helps the mentor to give advice to the mentee on how they achieved their goals and the challenges or concerns they experienced along the way. You can also gain a lifelong friendship with your mentor/mentee and your relationship doesn't have to end just because the program ended.*

## WHAT WAS THE HIGHLIGHT OF YOUR MENTOR/MENTEE EXPERIENCE??

**Monica Illes, Mentee**

**Monica Solorzano, Mentor**

*Answer: Getting to know each other and connect with another staff member who we wouldn't normally interact with on campus! We connected on so many things and found we share some of the same personality traits and work styles, and we also both like to run and do occasional road races! Being able to connect over these commonalities was a fun, supportive experience, and we look forward to staying in touch and continuing to learn from and support each other even after this GMC cycle!*



# YEAR-END REFLECTIONS



**KAITLYN LEGROS, MENTEE**



**JACKIE GROSSBERG, MENTOR**



**ALANA BEAL, MENTEE**



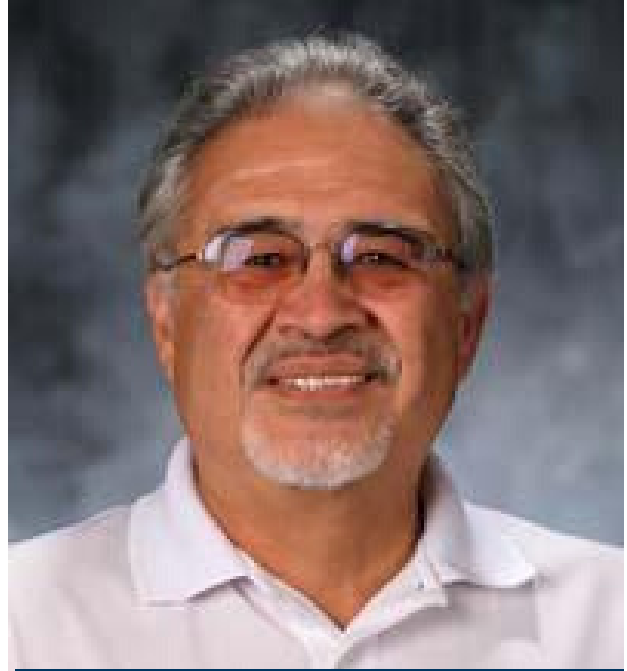
**KAYLA WONG, MENTOR**



# YEAR-END REFLECTIONS



**CLAIRE NAGEL, MENTEE**



**JACK RIVAS, MENTOR**



**CARLI RUSKAUFF, MENTEE**



**DOROTHY SATOMI, MENTOR**

# YEAR-END REFLECTIONS

**KATYA ARMISTEAD, MENTOR**



**MADISON MOTOYASU, MENTEE**



# YEAR-END REFLECTIONS



**SHERYL MONTOYA, MENTEE**



**DOROTHY SATOMI, MENTOR**



**MONICA ILLES, MENTEE**



**MONICA SOLORZANO, MENTOR**



**THANK YOU TO ALL  
OF OUR INCREDIBLE  
MENTORS AND MENTEES!**