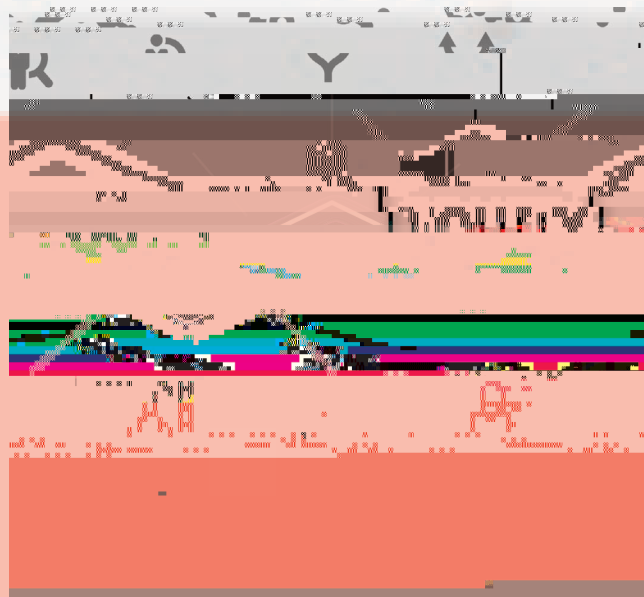


INCREASING EQUITY AT THE WORKPLACE

SUPERVISION AND MENTORING
SYSTEM TOOLKIT



**STEP 1:
TAKE THE AUDIT**



1.0

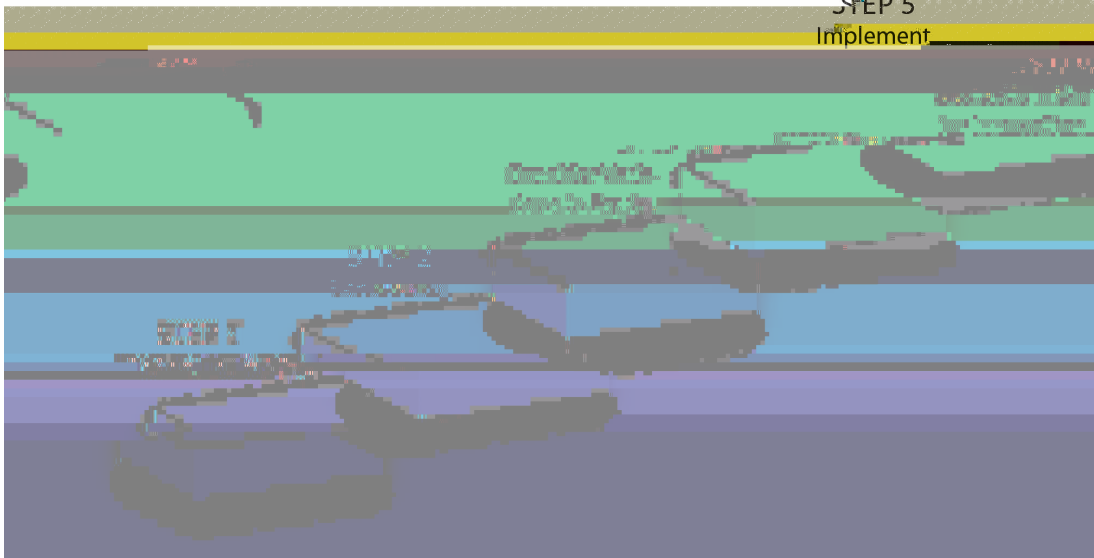


Figure 4: A flowchart illustrating the implementation process, with Step 5 highlighted.

1.1

1. Identify the Need: The process begins with identifying the need for a supervision and mentoring system. This involves assessing the current state of the organization and determining the specific areas where support is needed.

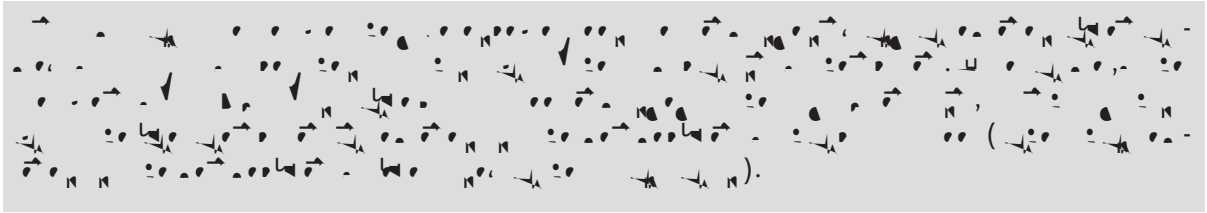
2. Develop the Plan: Once the need is identified, a plan is developed. This includes defining the goals of the system, identifying the key stakeholders, and determining the resources required for implementation.

3. Obtain Approval: The plan is then presented to the appropriate decision-makers for approval. This may involve a formal review process and the approval of the organization's leadership.

4. Monitor and Evaluate: After implementation, the system is monitored and evaluated to ensure it is meeting its intended purpose. This involves collecting data on the system's performance and making adjustments as needed.

5. Implement: The final step is the implementation of the system. This involves rolling out the system to the relevant staff and providing them with the necessary training and support.

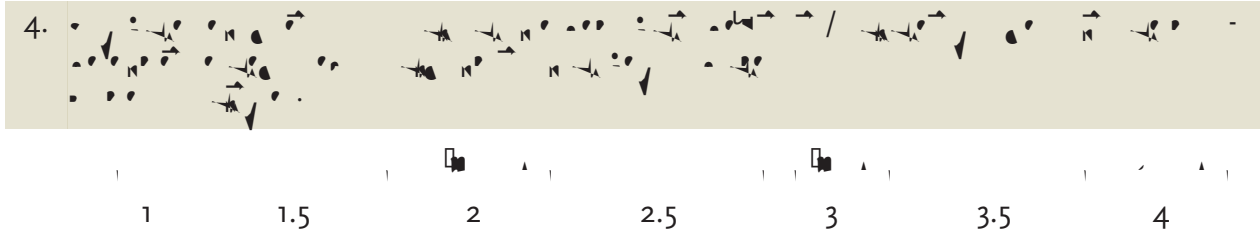
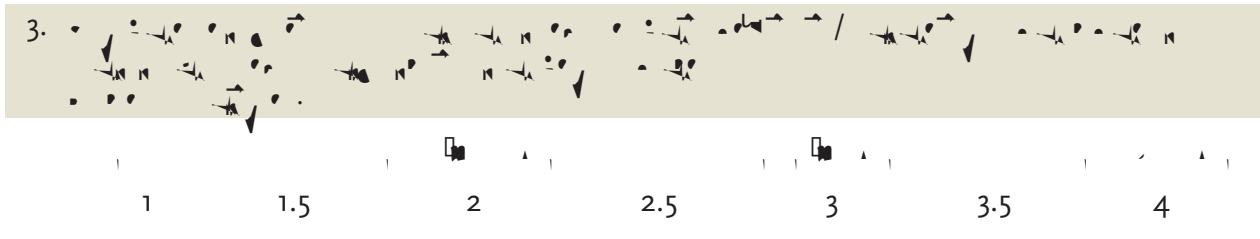
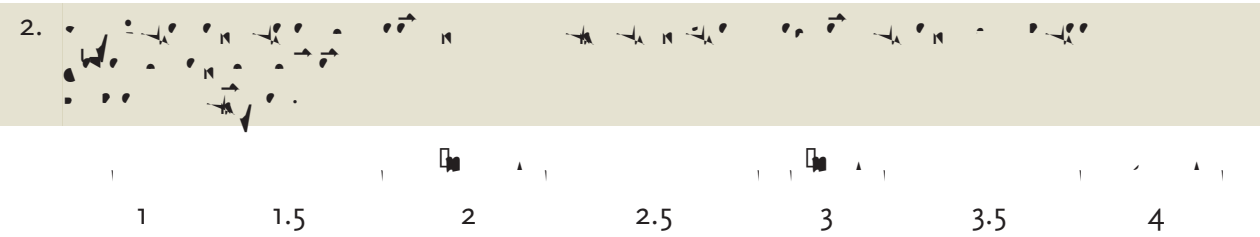
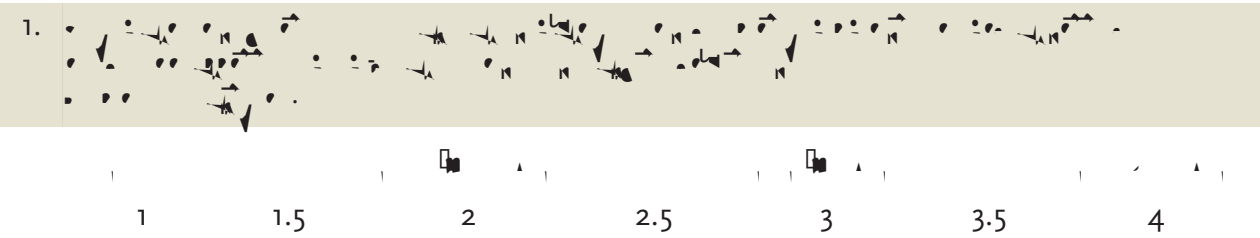
The implementation process is a continuous cycle. As the system is used, new needs may arise, and the plan may need to be updated. Regular communication and collaboration between all stakeholders are essential for the success of the system.

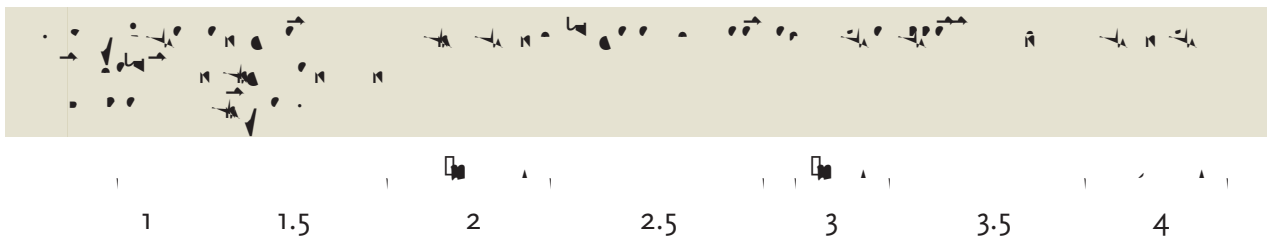
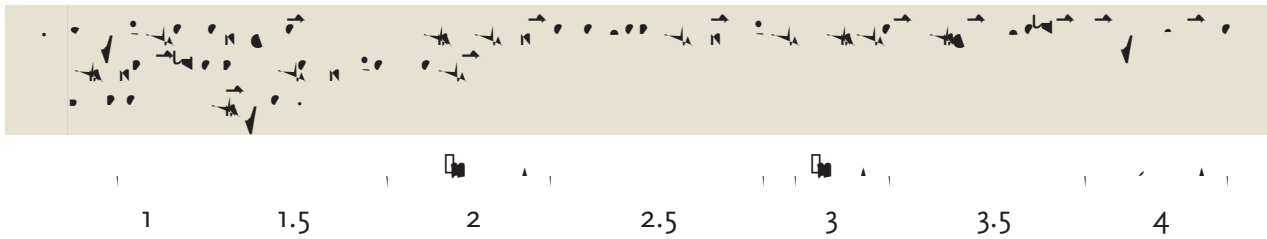
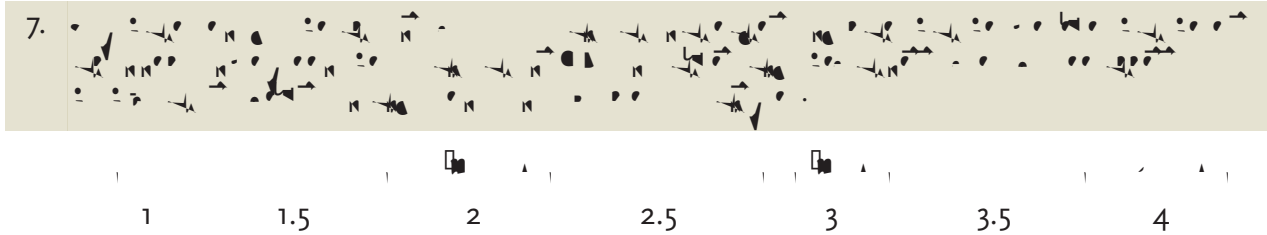
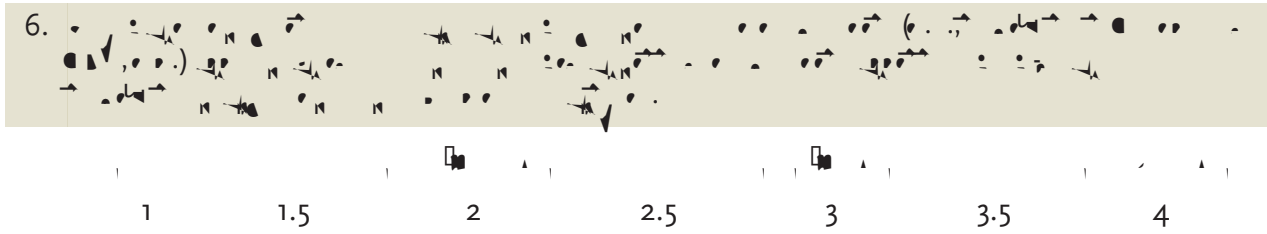
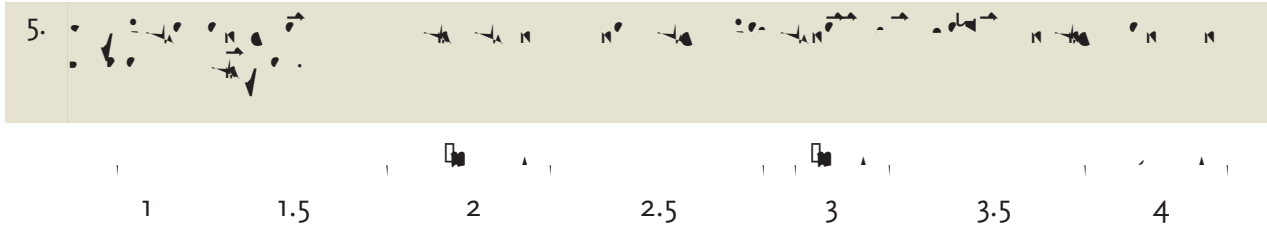


1.2 **1**

Task 1: Respond to Questions about the Equity of the Supervision and Mentoring System

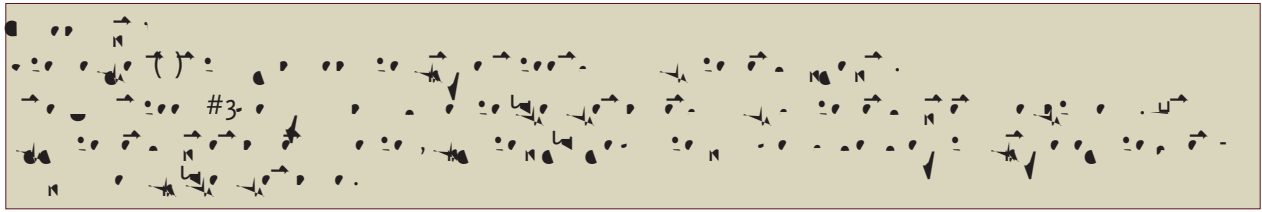
1. How do you think the current supervision and mentoring system is fair? **#2**





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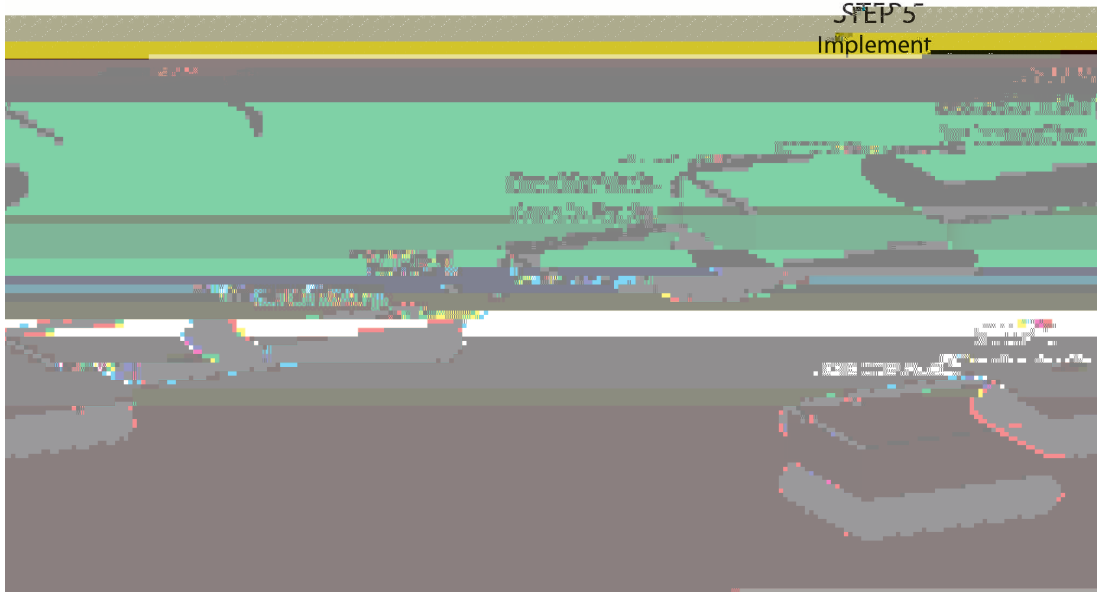
Task 2: Calculate the Means



	#1	#2		Sum #
				Keep for Step 2 (Benchmark) and Step 4 (Innovations).
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				



2. Identify the specific skills and knowledge needed for the position.



5. Adjust the plan