



TENT



HUMAN
RIGHTS
CAMPAIGN®

Capacitación para empresas sobre el programa de mentoría para refugiados LGBTQ



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¿Qué es un refugiado?

Refugiado

Un **refugiado** es una persona que se ha visto obligada a huir de su país a causa de un temor bien fundado de persecución o violencia.

Solicitante de asilo

Un **solicitante de asilo** es una persona que ha dejado su país de origen y ha solicitado asilo en otro país formalmente, pero está a la espera de una resolución.

Migrante

Un **migrante** es alguien que ha decidido mudarse deliberadamente para mejorar su vida en otro lugar.

Canadá, México y Estados Unidos acogen a miles de refugiados LGBTQ

Muchos huyeron de la persecución a causa de su identidad LGBTQ en países como Rusia, Uganda, Honduras e Irán.

Otros huyeron de conflictos en países como Siria y Venezuela, pero se enfrentan a desafíos adicionales por pertenecer al colectivo LGBTQ.



Los refugiados LGBTQ se enfrentan a obstáculos para obtener empleo

Las ONGs que apoyan a refugiados y solicitantes de asilo LGBTQ se enfocan principalmente en los derechos legales, y rara vez en la inserción laboral

Las ONGs tradicionales que apoyan a los refugiados no suelen tener programas específicos dirigidos a refugiados LGBTQ, quienes pueden enfrentarse a obstáculos adicionales para integrarse con éxito

Creemos que la mentoría por parte de empleados y aliados LGBTQ es la manera más eficaz de que las empresas ayuden a los refugiados LGBTQ a integrarse económicamente en sus países de acogida

Tent & HRC lanzaron una iniciativa de mentoría para refugiados LGBTQ en Norteamérica y en el Reino Unido

Tent y la Human Rights Campaign organizaron la primera **Cumbre Empresarial Norteamericana sobre Refugiados LGBTQ**

Tent y Stonewall organizaron la primera **Cumbre Empresarial del Reino Unido sobre Refugiados LGBTQ**



Cada empresa se comprometió a asesorar a 50 refugiados y/o solicitantes de asilo LGBTQ durante los próximos 3 años

Stonewall

47 empresas se comprometieron colectivamente a ofrecer mentoría a 2,000+ LGBTQ refugees en Norteamérica y en el Reino Unido

accenture



BAIN & COMPANY

Biogen

BMO

Chobani



citi

COSTA COFFEE

ENBRIDGE Fueling Futures

ENDEAVOR

FINASTRA



Hilton



HURON

IBM



Jacobs

JPMORGAN CHASE & Co.

KEARNEY

Linklaters

Medtronic

NOMURA

NOVARTIS

PayPal

Pfizer

pwc

SAP

Scotiabank

softchoice

SONY

Sun Life



WARBY PARKER

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Guía empresarial de asesoramiento a personas refugiadas LGBTQ

- ▲ Tent, HRC y ORAM han desarrollado una guía para empresas que les ofrece los componentes básicos para implementar un programa de mentoría para refugiados LGBTQ
- ▲ La guía incluye un currículo para el programa de mentoría y se puede descargar en la página web de Tent: www.tent.org/resources



LGBTQ Refugee Mentorship Program

Mentors are expected to meet with their mentees **at least 4 times** over the course of the year. Mentor-mentee pairs are encouraged to meet more often than that if their schedules permit

The curriculum for the mentorship sessions can be found in the guide, but please **tailor your support** to meet your mentee's career goals

Sesión 1: Objetivos profesionales (págs. 44-46)



1

Familiarizarse con la persona refugiada

2

Desarrollar pasos concretos para su trayectoria profesional

3

Establecer metas y expectativas para la mentoría

Sesión 2: Currículum y cartas de presentación (págs. 48-50)



1

Explicar el propósito y la función del currículum

2

Explicar el propósito y la función de la carta de presentación

3

Mejorar el currículum y las cartas de presentación de la persona refugiada

Sesión 3: Proceso de entrevista (págs. 52-54)



1

Discutir las habilidades y los principios básicos de la entrevista

2

Realizar un simulacro de entrevista

3

Explicar cómo dar seguimiento después de una entrevista

Sesión 4: Desarrollar una red de contactos (págs. 56-57)



1

Explicar los principios básicos del “networking”

2

Poner en práctica las habilidades necesarias para el “networking”

3

Discutir aspectos del “networking” que sean relevantes para personas LGBTQ en México

4

Abordar las expectativas de su relación después de que finalice el programa de mentoría

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Understand Your Role as a Mentor



1. Help your mentee identify their career goals and create plans to achieve them
2. Your role is to serve as an advisor, not a decision maker
3. Advocate for your mentee and connect them to other professionals in your network
4. You are not a case manager, and this program is **not** focused on a mentee's social needs
5. Be patient with your mentee as they might be facing a challenging personal situation

Be Aware of Important Sensitivities



1. Do **not** ask probing questions about your mentee's life in their country of origin that may require them to relive traumas. It is appropriate to ask about their professional experiences
2. Make sure to ask your mentee how they would like to be addressed (name, pronouns, etc.)
3. Keep in mind that there may be tremendous cultural, political, and philosophical differences between you and your mentee, even if you share a similar LGBTQ identity

Tailor Your Support to Your Mentee's Career Goals



1. The refugees participating in this program come from a range of professional and educational backgrounds, and will be looking for different types of roles
2. Refugees often need immediate opportunities to make money upon resettlement, and if they aren't fluent in the local language or their credentials are not recognized locally, they may need to work in lower-paying jobs before they can find work in their area of interest
3. Some refugees may be content with remaining in lower-paying or lower-skill roles longer-term, while for others, these kinds of roles may be a necessary stepping stone to jobs in their fields of interest

Manage Your Mentee's Expectations



1. Your role is to work with your mentee to make them a stronger candidate for employment, but you cannot guarantee that your support will help them land a job by the end of the program
2. Be honest about what you can bring to the mentorship experience. Consider whether you're open to meeting more than 4 times per year, as well as how much time you are willing to commit to activities to support your mentee outside of your scheduled meetings

Model Appropriate Behavior and Conduct



1. Maintain trustworthiness and respect your mentee's confidentiality
 - However, if your mentee discloses information that reflects that they are in danger or that they are putting someone else in danger, notify your company's program coordinator immediately and they will inform the Tent team
2. Your company's sexual harassment and conduct policies should apply to mentor-mentee relationships
 - Sexual and romantic relationships between mentors and mentees are prohibited
 - Some LGBTQ refugees may experience a newfound freedom in a workplace that is affirming of their LGBTQ identity. This can sometimes lead to a lack of awareness of appropriate behavior in a professional environment. If you feel uncomfortable with your mentee's behavior, notify your program coordinator immediately



Conversation with a Mentor



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Next steps



- 1** | Your company's program coordinator will share with you the [survey data of an LGBTQ refugee or asylum seeker](#) who has signed up to be mentored through the program. The refugees heard about this program through a referral by a non-profit and signed up through filling out an online survey.
- 2** | Please use the [email template](#) that Tent has developed to reach out to your mentee.
- 3** | **Reach out to the mentee** in their native language if you speak that language as well *(e.g. a mentor should reach out in Spanish to a Spanish-speaking mentee if they have limited English language proficiency)*

What should I do if my mentee does not respond?



Mentors should try emailing their mentee twice (using the email template that Tent developed) and texting their mentee.

If the mentee doesn't respond after those 3 attempts, please inform your company's program coordinator so that they can notify the Tent team. The Tent team will then reach out to the mentee on your behalf.

The mentee's professional or personal needs may have changed between when they signed up for the program and hearing from their mentor. We appreciate your patience and understanding as we implement this mentorship program.

Preparing for your first meeting



- 1** Familiarize yourself with the [mentorship guide](#), reading both the “pre-read section” for mentors that provides you with more information about LGBTQ refugees and the curriculum for your first session together.

- 2** Mentors should [continue using the guide](#) throughout your mentorship experience, tailoring the curriculum that we’ve laid out to meet your mentee’s needs.

- 3** Please [communicate with the program coordinators](#) at your companies on how the mentorship program is going. We’d love to hear through them success stories from your mentorship experiences and any additional resources that you might need to effectively mentor a LGBTQ refugee.



Preguntas



