



TENT



HUMAN  
RIGHTS  
CAMPAIGN

# Training Webinar for Companies on How to Mentor LGBTQ Refugees



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## What is a refugee?

### Refugee

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A **refugee** is an individual who has been forced to flee their country because of a well-founded fear of persecution or violence.

### Asylum Seeker/Refugee Claimant

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An **asylum seeker** is an individual who has left their country of origin and has formally applied for asylum in another country but is waiting for a determination.

### Economic Migrant

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An **economic migrant** is someone who deliberately chooses to move to improve their life elsewhere.

Forcibly displaced people enter the US and Canada under a variety of legal immigration statuses, including as refugees, asylum seekers, humanitarian parolees, special immigrant visa holders and TPS holders. All forcibly displaced people are eligible for this mentorship program.

## Canada and the United States host thousands of LGBTQ refugees

**Many fled persecution related to their LGBTQ identity** in countries like Russia, Uganda, Honduras, and Iran

**Others fled conflicts** in countries like Ukraine, Syria and Venezuela but face additional challenges as LGBTQ individuals



## LGBTQ refugees face challenges obtaining jobs

NGOs focused on supporting LGBTQ refugees and asylum seekers are mainly focused on legal rights, not job placement

Traditional refugee-focused NGOs typically do not have specific programming for LGBTQ refugees, who may face additional barriers

**We believe mentorship by LGBTQ employees and allies at companies is the most effective way for companies to help LGBTQ refugees integrate economically into their new host countries**

## Tent launched an LGBTQ refugee mentorship initiative in North America and in the UK

Tent and HRC co-hosted the  
**North American Business Summit  
on LGBTQ Refugees**

Tent and Stonewall co-hosted the  
**UK Business Summit  
on LGBTQ Refugees**



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Companies were asked to each commit to mentoring 50 LGBTQ refugees and asylum seekers over 3 years

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**Stonewall**

## 47 companies collectively committed to mentoring 2,000+ LGBTQ refugees in North America and the UK

accenture



BAIN  
& COMPANY

Biogen

BMO

Chobani



citi

COSTA  
COFFEE

ENBRIDGE  
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ENDEAVOR

FINASTRA



Hilton



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WARBY PARKER

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## Guide on “How Companies Can Mentor LGBTQ Refugees”

- ▲ **Tent, HRC** and **ORAM** have developed a guide for companies that provides them with the building blocks to develop and run a mentorship program for LGBTQ refugees
- ▲ The guide includes a curriculum for this mentorship program and can be found on Tent’s website: [www.tent.org/resources](http://www.tent.org/resources)



## LGBTQ Refugee Mentorship Program

Mentors are expected to meet with their mentees **at least 4 times over six months**. 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

## Session 1: Career Planning (p. 44-46)



1

Get to know your mentee

2

Develop concrete steps for their career trajectories

3

Establish goals and expectations for mentorship

## Session 2: Resumes and cover letters (p. 48-50)



1

Explain a resume's purpose and function

2

Explain a cover letter's purpose and function

3

Strengthen your mentee's resume and cover letter templates

## Session 3: The Interview Process (p. 52-54)



1

Review interview fundamentals and skills

2

Role play a mock interview

3

Discuss how to best follow up after an interview

## Session 4: Networking (p. 56-57)



1

Explain fundamentals of networking

2

Practice networking skills

3

Discuss aspects of networking that pertain to LGBTQ job seekers

4

Discuss expectations for your relationship after the mentorship program concludes

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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 over 6 months, 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

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# Conversation with a Mentor



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## Next steps



- 1** | Tent 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 ([Link here](#)) that Tent developed) and texting their mentee or sending them a whatsapp message.

*If* the mentee doesn't respond after those 3 attempts, please inform notify the Tent team by filling up the form in the link [here](#). The Tent team will then reach out to the mentee on your behalf.

**Prior to the training, Tent has sent an email to inform your mentee that their mentors will be reaching out to them. However, the mentee's professional or personal needs may have changed. 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.

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- 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.

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- 3 Starting March 20, 2023, mentors will be able to share updates with Tent** on their mentorship sessions, get answers to frequently asked questions, download the mentorship guidebook, access additional mentor resources by visiting a website dedicated to mentors. (Link [here](#))

## Tent will be launching three new mentorship programs in the U.S in 2023



In partnership with leading NGOs, Tent is launching **three new mentorship initiatives in 2023** focused on mobilizing employee resource groups (ERGs) at major companies to mentor refugees in the U.S. Please contact [mentorships@tent.org](mailto:mentorships@tent.org) if you would like more information about any of our mentorship programs

### Afghan Refugees

Recruiting **veterans ERGs** at major companies to mentor Afghan refugees (Q1)



### Refugee Women

Recruiting **women's ERGs** at major companies to mentor refugee women (Q2)



### Latinx Refugees

Recruiting **Hispanic ERGs** at major companies to mentor Venezuelan, Cuban, & other Hispanic refugees (Q3)





# Q&A

