



Post-Session Notes

# Inclusive Mentoring & Crewing

## Establishing Mentorship Programs

Creating effective mentorship requires structure and clear expectations:

### Program Design

- ✓ Partner with specialised employment services and training organisations
- ✓ Establish clear learning objectives and progression pathways
- ✓ Create structured mentorship pairings with experienced crew members
- ✓ Implement regular check-ins and feedback mechanisms

### Mentor Selection

- ✓ Choose mentors who demonstrate inclusive leadership and patience
- ✓ Provide mentors with disability awareness training
- ✓ Ensure mentors understand their role in skill development and advocacy
- ✓ Create support networks for mentors to share experiences and advice

## Inclusive Recruitment Strategies

Transform your recruitment approach to access diverse talent pools:

### Sourcing Strategies

- ✓ Connect with disability employment services and training providers
- ✓ Partner with film schools that have inclusive programs
- ✓ Utilise accessible job boards and recruitment platforms
- ✓ Attend community events and workshops focused on inclusive employment

### Application Processes

- ✓ Design accessible application forms and processes
- ✓ Offer alternative application methods (video, phone, in-person)
- ✓ Clearly communicate your commitment to inclusion in job postings
- ✓ Provide clear timelines and accessible communication throughout

## Available Resources

- How To: Working with Mentees
- How To: Inclusive Crew Management
- How To: Working with an Access Coordinator
- Resource Kit: Mentee Job Descriptions
- Template: Accessibility and Participation Plan

## Next Steps

### Download resources

[www.inclusivelymade.com/champions](http://www.inclusivelymade.com/champions)

### Contact us with any questions

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