

Diverse Paths to Leadership in Infrastructure

Mentorship Program



Message from Jen Kim, VP of Diversity

Thank you for making this knowledge sharing opportunity possible. Mentoring is a research-based intervention tool that promotes personal and professional development. It can be a valuable tool for furthering the growth and development not only of individual careers but also the health of the industry as a whole. We hope that through this program, we will be able to nurture diversity and inclusivity in the future leadership of the infrastructure industry, through an enriching experience for all participants involved.

Code of Conduct

Duration

- The duration of the program is a six-month period starting in April 2022. Both the mentor and the mentee are not expected to continue their commitment for participation outside of the defined mentorship session. Any additional participation outside of the formal process is completely optional.

Respect

- Both parties are expected to maintain a level of professionalism and respect throughout the program. If at any point either party has an issue that may not be resolved among themselves, please reach out to Raul Sanchez (raul.sanchez@cintra.us) or administrator@ypinfrastructure.com with “Membership Program” in the subject line.

Honesty

- In order to build trust that facilitates professional learning, YPI asks for both parties to be truthful in the information and experiences that are shared throughout the program.

Confidentiality

- YPI expects confidentiality from both participants, the mentor and the mentee, regarding the information and experiences that are shared throughout the program. YPI prohibits the use of trade secrets or confidential information acquired from either party. Please be cautious of what information is shared and be mindful of individual employer’s confidentiality regulations.

Engagement

- By accepting to participate in the program, YPI expects commitment to partake in the set meetings by both parties. This includes participating to the best of one’s ability, being on time and prepared for each mentorship session.

Reassignments

- YPI understands that unforeseen circumstances occur which may prevent one from continuing with the program. If for any reason either party will need to prematurely terminate their participation in the mentorship program, please contact administrator@ypinfrastructure.com.

Please sign to acknowledge you have read the program rules and intend to follow to the best of one's ability.

Participant

Date