



## MEMORANDUM

To: Faculty & Librarians, University of Toronto Scarborough  
Cc: Susan Shi, Manager Academic Finance, Office of the Vice-Principal Academic & Dean  
From: Professor Jessica Fields, Vice-Dean Faculty Affairs, Equity & Success  
Date: 9 February 2022  
Re: **Mentorship Initiatives Fund (MIF) - Call for Applications**  
Note: For broad distribution

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Applications for the **Mentorship Initiatives Fund (MIF)** are now being accepted for proposals to be implemented during the 2022-23 academic year. The MIF supports grass-roots initiatives of U of T Scarborough Faculty or Librarians aimed at supporting career development through mentorship. Up to \$30,000 is available to support several proposals, with no award expected to exceed \$7500.

We define mentorship broadly to include one-to-one and group efforts and support offered by peers and by more experienced scholars. Drawing on the work of the [National Center for Faculty Development & Diversity](#), we understand mentorship to involve access to opportunities, accountability, emotional support, intellectual community, professional development, role modeling, safe space, sponsorship, and writing support. No matter its focus, mentorship is most meaningful when intentional, reflective, and focused on the mentees' needs.

Examples of eligible proposals include, but are not limited to, invited speakers, panel discussions, mentorship workshops or symposia, lunches that facilitate informal discussion, and reading groups. Proposals may focus on activities for affinity groups (e.g., these might be based on librarian or faculty rank, stream, or other self-identified demographics) or communities of practice (e.g., based on field of scholarly interest). We especially encourage applications that advance established and emerging Office of the Vice-Principal Academic & Dean's priorities and activities, including support for Black, Indigenous, and racialized faculty; engagement with the final report of the Anti-Black Racism Task Force; responses to Covid-19's immediate and long-term impacts; and recognition and support for Teaching Stream faculty.

Any U of T Scarborough UTFA-appointed faculty (full-time, part-time, and CLTAs; tenure stream or teaching stream) and full-time librarians are eligible to apply by the **17 March 2022** deadline. More information is available online. Any questions can be directed to [Eileen Egan-Lee](#), Faculty Development Administrator.

Best,

A handwritten signature in blue ink, appearing to be 'Jessica Fields'.

**Jessica Fields**  
Vice-Dean Faculty Affairs, Equity & Success  
University of Toronto Scarborough