



SABA-NJ

The South Asian Bar Association of New Jersey

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Overview

The SABA-NJ Mentorship Program (“Program”) will match junior, mid-level, and senior-level members of the South Asian Bar Association of New Jersey (“SABA” or “SABA-NJ”). The Program aims to match participants in small 3-4 person groups called Mentorship Working Groups. The Program will endeavor to match participants by practice area and interests as much as possible, but this is not guaranteed. The Program will officially last approximately six months from the match date.

Objectives

The objectives of the Program include the following:

1. To provide South Asian legal professionals opportunities to seek career guidance;
2. To support networking opportunities between and among SABA-NJ members;
3. To deepen the connections between SABA-NJ and local law schools; and
4. To encourage SABA-NJ attorneys to develop skills as mentors and contribute to the development of emerging lawyers.

Participation

Active participation is essential to the success of this Program.

Requirements for participation:

1. You must be a current member of SABA-NJ to participate in the Mentorship Program. Please visit the website at www.SABANJ.org to join or renew your membership or

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contact us to confirm your membership status by contacting the Director of Mentorship – Gigio K. Ninan at gio@shankarninan.com.

2. One call or in-person check-in with your Mentorship Working Group members in the first month of the Program (we will assign a “Liaison” to ensure fluid movement);
3. Periodic in-person or over-the-phone check-ins with your Mentorship Working Group members;
4. Attend SABA-NJ’s introductory Mentorship Panel and Kick-Off Reception; and
5. Attend SABA-NJ Mentorship Program events as they become available.

Program Details

To encourage a meaningful mentorship relationship, the Program recommends that participants use their first meeting with their Mentorship Working Group to identify specific goals to complete during the length of the Program with an associated timeline for each goal. Participants should review progress for these goals periodically during the Program.

Roles and Responsibilities

Mentorship Working Group may comprise the following types of participants with the responsibilities listed below:

Senior Member (~10 or more years)

This participant will be able to provide career guidance and access to their broader professional network.

- a. Help junior participants identify and refine goals at their first meeting.
- b. Assist in the completion of goals to the extent possible.
- c. Recommend specific action items to assist junior participants in completing goals.
- d. Review junior participants’ progress on goals periodically.

Mid-Level Member (~5-10 years):

This participant will enjoy the guidance of Senior Members while offering more direct and immediate guidance to junior attorneys and law students.

- a. Help junior participants identify and refine goals at their

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first meeting.

- b. Assist in the completion of goals to the extent possible.
- c. Recommend specific action items to assist junior participants in completing goals.
- d. Review junior participants' progress on goals periodically.

Junior Member (0-5 years):

This participant will enjoy the guidance of Senior and Mid-Level Members while offering more direct and immediate guidance to law students, if applicable.

- a. Reach out to schedule periodic meetings with senior participants, ideally monthly.
- b. Brainstorm a list of goals to discuss during the first meeting.
- c. Track progress of each goal.
- d. Help junior participants identify and refine goals at their first meeting.
- e. Assist in the completion of goals to the extent possible.
- f. Recommend specific action items to assist junior participants in completing goals.
- g. Review junior participants' progress on goals periodically.

Law Student

This participant will enjoy the guidance of attorney members.

- a. Reach out to schedule periodic meetings with senior participants, ideally monthly.
- b. Brainstorm a list of goals to discuss during the first meeting.
- c. Track progress of each goal.

Five Core Expectations

1. Follow through with the Mentorship plan that is created in the small group during the first meeting.
2. Mentors and Mentees should meet virtually or in-person at least two (2) before September 1, 2023.
3. Make best efforts to attend at least one SABA-NJ 2023 Follow-Up Event.
(Dates TBD)

4. Be prompt and respectful in all communications.
5. Stay in contact with SABA-NJ as need: Gigio K. Ninan (gio@shankarninan.com)

Questions

If you have any questions or concerns about the Program, please contact Gigio Ninan at gio@shankarninan.com. Any constructive feedback about the Program is welcomed and encouraged.

Sincerely,
SABA-NJ Executive Board