



From Barriers to Belonging: The Importance of Mentorship Programs for Women

November 26, 2024

Who We Are

The Prosperity Project (TPP) was founded in April 2020 to mitigate the pandemic's impact on **Canadian women who were being disproportionately affected**.

Today, TPP has a mission to **identify and address long-standing societal barriers** that the pandemic exacerbated.

These barriers stand in the way of **women's economic security and Canada's improved prosperity**.



Our Initiatives

Three key initiatives, working in tandem, drive The Prosperity Project's mission:



The Annual Report Card
(ARC)



The Canadian Households'
Perspective(CHP)



The Rosie Initiative

The Rosie Initiative

The Rosie Initiative **educates, enables and empowers** all women interested in advancing their careers and achieving financial security.

We address biases and barriers identified in our research programs (ARC & CHP) by providing **mentorship opportunities** and **career advancement resources**.



The Rosie Mentorship Program

The Rosie Mentorship Program is the only Pan-Canadian mentorship program focused on women's career advancement that is entirely free!

This **six-month program** carefully matches women seeking career advancement with mentors uniquely capable of helping them reach their goals.

The program focuses on **growing confidence**, providing **skill development opportunities** and facilitating **connections and networking**.

We launch cohorts three times a year: **March, July and November**.

Addressing a Need

74% of our mentees identify as belonging to an underrepresented group

(Black, Indigenous, persons of colour, 2SLGBTQ2IA+, living with a disability and/or single mother)



Challenges for Newcomers and Immigrants

- Credential Recognition
- Professional Canadian experience
- Language Barriers
- Cultural Barriers and Discrimination
- Limited Social Networks and Professional Connections
- Childcare and Family Responsibilities
- Housing
- Precarious Employment
- Limited Support Systems and Resources
- Social Isolation & Disempowerment
- Health and Mental Health Issues

Stories of Challenges

“When I first arrived, **I faced significant hurdles**—like many newcomers do—trying to translate my international experience and qualifications into a Canadian context. This often led **to moments of self-doubt**, uncertainty, and **feeling overwhelmed** by the sheer complexity of the integration process.”

- Sneha

“...one of the big barriers that I [faced] in my professional life was **not having a network that I could count on. I needed to start from the ground up.**”

- Patricia

“As a newcomer to Canada, I’ve found **finding a job difficult**... It’s hard going from being a senior and valued contributor in the workplace of one’s home country, to being **unable to even snag an interview** with a potential employer here.”

- Sidonie

“...many of the immigrant women faced the same challenges: credential recognition, cultural and language barriers, discrimination and bias, and **the lack of Canadian working experience as well as the lack of access to mentorship.**”

- Patricia

The Power of Mentorship

1. Navigating Cultural and Social Differences
2. Access to Networks and Opportunities
3. Building Career Skills and Confidence
4. Advocacy and Empowerment
5. Emotional Support and Sense of Belonging



Mentorship is about creating pathways for success.

Stories of Mentorship

“...the importance of having a **strong support system** and **access to guidance** from others who had already established themselves here. **Mentorship plays a critical role in helping newcomers and immigrants succeed.**”

- Sasha

“We don’t immigrate into a company or a profession, **we immigrate into a society.**”

- Kristin

“...**finding the right people** in the journey of an immigrant can make or break their confidence. It’s very easy to come to a new land, get overwhelmed, doubt your skills and lose your anchor.”

- Isha

“As both a beneficiary and provider of mentorship, I’ve seen firsthand the **transformative power** it holds for newcomers and immigrants. It has not only **accelerated my career and integration into the Canadian workforce** but has also allowed me to contribute to the **success of others** in similar situations.”

- Eme

Take Action

- For experienced professionals - become a mentor
- For immigrant and newcomer women - seek mentorship
- For organizations or community leaders - invest in mentorship programs

Stay Engaged

Follow our **social media channels** to learn more about The Prosperity Project's news and other initiatives!

LinkedIn: <https://www.linkedin.com/company/canadian-prosperity/>

Twitter: https://x.com/CA_Prosperty

Instagram: <https://www.instagram.com/cdnprosperity/>

Facebook: <https://www.facebook.com/CanadianProsperity>