

**#TMPturns20:
Celebrating
20 Years of
Mentoring
at Ryerson
University**

Ryerson
University

Celebrating
20 YEARS
of TMP

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A home away from home for students, for 20 years

To the Members & Friends of the Tri-Mentoring Program,

The 2020/21 academic year marks 20 years of Mentoring at Ryerson University. Founded in 2001 as one of the first resources within student services created for equity-deserving students, the Tri-Mentoring Program (TMP) began with the goal of helping to retain marginalized and racialized students as they navigate the various systems at Ryerson. The TMP has steadily grown in student participation since day one - going from 60 students at its inception in 2001 to 2,400+ students currently engaged in 2020 across peer-to-peer, career, and group mentoring activities. **Over 26,000 students to date have benefited from the Peer to Peer Mentoring Program alone.** I'm thrilled to share some of their impact stories in the pages that follow.

Countless student volunteers, Ryerson alumni, industry professionals, campus partners and community organizations have helped the TMP expand and grow into what it is today: a formalized mentoring program that matches first year students with upper year students; a gathering place for equity-deserving groups on campus; and a mechanism that allows upper year students to be mentored by volunteer industry

professionals. In all that we do, we never lose sight of our humble beginnings - a coffee here, a supportive smile there, and a nudge in a new direction - and we remain committed to helping students shape, embrace, and express their identities. We know the impact this work has on each individual student's academic and professional careers at Ryerson - and even more, we know how that impact is felt across, and within, communities.

I have been blessed to witness the TMP grow and take shape over the years. What continues to be the most heartwarming is seeing students' first hesitant steps into our office: seeing them go from feeling anxious, alone, or even scared, to leaving with their questions answered. They have gained that feeling and sense of community we cultivate. They know that they have a space they can return to where they can connect with others, relax and be comfortable in their own skin.

The post-secondary experience is daunting for some, challenging for many, and complicated for nearly all - but it is also an exciting time in one's life, ripe with opportunity and growth. 2020 presented a new layer of challenges in all our lives as we navigate the new 'norm' due to the COVID-19 pandemic. We as a program, campus, and society work to challenge the various systems at hand in our efforts to create equity for our Black students, staff, faculty and committee members. As you will notice, many contributors to this commemorative magazine continue to think of the TMP as their home away from home, and it is the hope of the TMP staff and I that this will be the case for our future Rams not only this year, but for many more years to come.

Jen Barcelona,
Manager, Tri-Mentoring Program

About the Tri-Mentoring Program and #TMPturns20

In 2020-2021 the Tri-Mentoring Program (TMP) celebrates its 20th year of Mentoring at Ryerson University. In 20 years, the TMP has evolved and has powerfully supported students from recruitment through to graduation and employment by:

- serving as an equity & retention strategy within Student Affairs, empowering equity seeking students with resources, information, and mentors, resulting in students having access to success strategies, despite their social location;
- continually developing educational curriculum in Peer to Peer Mentoring, Career Mentoring and Group Mentoring that has resulted in strong relationships with students, a passionate and engaged TMP alumni community, and transformational experiences for all TMP participants;
- engaging racialized and/or first generation students at Ryerson, providing them with a brave space to develop a sense of their racial/ethnic/cultural identity and beliefs while navigating the institutional structures of academia;
- providing employment opportunities for equity-deserving students to build confidence and practice expressing their identities in the workplace.

None of these outcomes would have been achieved without many members of our community coming together through the power of mentoring. As part of celebrating 20 years of Mentoring at Ryerson, the TMP has collected stories from TMP Alumni, Career Mentors, current student mentors and mentees, and staff. These stories are presented below in individual contributors' stories, a timeline of milestones and developments, and memories we hope you will enjoy as a showcase of the work and impact that the TMP has had at Ryerson and the broader community.

What's one word you might use to describe the TMP?

?

Acceptance

Beacon

Family

Open **Support**

Supportive

Welcoming

Togetherness

Opportunity

Community

Inspirational

Benevolent

Inclusive

Catalyst

Home

Lighthouse

Culture

Growth

Impactful

A Timeline of 20 Years of Mentoring at the TMP

2000

- Sari Woodsbaum and Rosemarie Volpe from the Centre for Student Development and Counseling (CSDC) recognize that certain groups of students - non-white, racialized, first generation - are increasingly being suspended
- In discussions with Marion Creery, Liz Devin and Diana Brecher regarding the disconnection felt by these students, the Career Centre and CSDC create a pilot mentoring program

2001

- The Tri-Mentoring Program is born, with 2 professional staff and 60 student Mentors matched with 60 student Mentees
- The Bank of Montreal's Mentoring Program funds the Career Mentoring piece of the TMP

2002

- 500 students take part in the Peer to Peer Mentoring Program
- The first Lead Mentors are hired.
- MTCU funding opportunities become available

2003

- Student participation doubles with 1,110 student participants in the TMP across campus.
- Deans take note, and faculty-based mentoring conversations begin
- Another professional staff joins the team as the first TMP Facilitator

2005

- TMP's new online database allows for electronic matching of mentors with mentees.

2006

- The TMP, which began in the Career Centre, distinguishes itself as its own program.
- TMP is involved in cross-campus collaborations including the creation of the Black History Awareness Committee, and a Science Mentoring course
- With MTCU Funding, the First Generation pilot launches in the summer.
- TMP hires student staff for the first time, and 2 more professional Facilitators join the team
- The TMP has 1,200 student participants involved.

2007

- The TMP relocates to its new home in POD-54.
- In December, the Office of the Vice-Provost, Students is created, where the TMP resides
- The First Generation Ministry of Training Colleges and Universities funding is granted.
- TMP's first student group partnership is crafted with WISA
- TMP co-hosts the Toronto Community Housing Corporation (TCHC) Youth Gala and presents at the Cannexus Conference
- Career Mentoring expands to include 3rd year students

2009

- 900 First Generation students served through the FG Project
- 2,000 mentors and mentees involved in peer-to-peer mentoring
- Toronto Community Housing Corporation & TMP Hosts Grad Gala for all TCHC residents/students graduating from high school
- TMP participates in United Black Students at Ryerson's (UBSR) Conference by providing financial support and delivers presentations on access to systems and structures within the PSE setting
- FG Summer team doubles in 2009
- 1st Viola Desmond Day Celebration is in February 2009
- FG Ministry of Training College and University Targets met/exceeded in Fall

2010

- 42 student staff marks the largest student staff team for TMP in its history
- TMP creates its first student lead summit
- TMP collaborate with TDSB to facilitate Sister2Sister, a one day conference for female high school students

2011

- A celebration for TMP's 10th anniversary takes place

2013

- Group Mentoring launches with its first cohort of students: Students with Disabilities

2014

- TMP's POD-54 space is renovated to provide enhanced programming opportunities

2015

- #TMPturns15, a celebration and fundraising campaign launches campus-wide, featuring alumni impact stories
- BMO donates large gift to the TMP to extend reach & support the creation of Group

Mentoring initiatives for equity-seeking students including: 2SLGBTQ+ students, Lusophone students, Latinx or Spanish speaking students, Students with Disabilities, Mature students, and Women in STEM

- TMP and Central Orientation collaborate to create an Orientation event specifically for mature students with over 200 attendees
- BMO Gift allows TMP to create a Summer Internship Program which allows 2 upper year students to take part in a fully paid summer internship

2016

- Donor Wall within TMP revealed

2017

- TMP & ISS launch Muslim Women's group mentoring programming

2018

- TMP acquires PeopleGrove Platform (TMP Community Portal) in order to elevate program matching and online communication
- 9,238 online engagement points between users in the TMP Community Portal
- Career Mentoring increases the number of matches to 91, a 72% increase over the last year
- Flash Mentoring launches for any career mentee to reach out to a career mentor for informal mentoring
- TMP successfully advocates for the creation of 5 scholarships specifically for mature students. Ryerson University is the only University in Ontario at the time to offer an award to this population

2019

- Filipinx Focus Groups held to shape the launch of Filipinx Group Mentoring in 2020
- TMP & Ryerson Aboriginal Student Services collaborate for the soft launch of Indigenous Students Group Mentoring
- TMP launches Community Week - a week of programming once a month focused on well being, community building and food security
- TMP supports 2nd year and above FCAD and FEAS students through Flash Mentoring and a collaboration with the NEXT program
- Career Mentoring increases the number of matches to 142, and has a total of 169 flash mentors

2020

- TMP office space redesigned to create student lounge
- TMP instrumental in striking the Black Excellence Committee which is comprised of staff from TMP, Campus Engagement, OPVECI and Experiential Learning. This results in RU's first ever "Black Student, Staff and Faculty Mixer" and "Black Student Excellence Awards"

2021

- The Black Excellence Committee plans and executes the first Black Graduation Reception, celebrated online in June 2020 during COVID-19
- Proposal developed and approved by YSGS to start ground work on Mentoring for Graduate students
- TMP celebrates 20 years of mentoring #TMPturns20 with:
 - 4414 students in peer mentoring
 - 132 career mentoring matches and 223 flash mentors
 - 641 students served through group mentoring
 - 129 students involved in graduate student mentoring pilot programs
- Challenges of COVID-19 and its impacts on society have moved our programming online and TMP is challenged also to match all incoming 1st year students to a Mentor in 2021/22
- TMP launches the Chang Career Flash Mentoring program with RCCC & Chang School to connect Chang School CE students with industry professionals
- TMP begins research towards best suited mentoring practices for Ryerson Graduate Students
- Group mentoring now serving 10 groups: 2SLGBTQ+ students, Black Students, Filipinx Students, Indigenous Students, Latinx Students, Lusophone Students, Mature students, Muslim Women, Students with Disabilities, and Women in STEM





TMP taught me that you can't do everything by yourself. Growing up in turbulent conditions and environments may lead some to build distrust, receiving help and letting others into your life. Though I've engaged in youth and community development, I would be resistant to accepting this for myself. TMP taught me that it's okay to share vulnerabilities and that there are people and communities out there who have your back, and want to lift you forward.

- Brian Millado

For a lot of students (especially those from marginalized communities) mentoring can be that connection into Student Life at Ryerson. It can make the student feel like they are connected to their campus and making an impact versus just being a number that shows up for class and goes home.

- Michelle Woolfrey

Because Tri-Mentoring is crucial for first-generation students. Hopefully there are a lot more first-generation students than when I was there, and it will keep increasing. Just the fact that TMP was there gave me a place of belonging. A place where I could interact with like minded students and faculty who understood my struggles, insecurities and goals as a first-generation student.

- Michael Mederos

The TMP office was so warm and friendly to all students, but students that were racialized had a space on campus where the staff coached them up and supported them to be excellent. We were able to be brave in our dreams and to know that not only were we going to positively impact the Ryerson community but also the Canadian landscape.

- Jerome Morgan

Group Mentoring

The Group Mentoring Component of the Tri-Mentoring Program was launched in 2013 as a response to the underrepresentation of certain communities in the post-secondary environment. The first group mentoring cohort to be launched supported Students with Disabilities and was so successful, that for the Tri-Mentoring Program's 15th. In 2015, support for 6 other communities was added. TMP received a large gift thanks to the Bank of Montreal's recognition of the crucial work TMP was doing to create capacity for expanded support of these additional student communities.

The additional 6 groups supported the following identities:

- 2SLGBTQIA+ students
- Lusophone students
- LatinX students
- Mature Students
- Women in STEM

Also in 2015, TMP collaborated with Central Orientation and created an event that welcomed over 200 Mature Students. The Bank of Montreal's gift also created 2 PAID summer internships for students from equity

deserving groups. In 2017, due to exponentially increasing demand, the Internship program evolved from an event competition application format to a job application and interview process. Also in 2017, in collaboration with International Student Support, group mentoring for Muslim women is launched. In 2018, TMP successfully advocates for the creation of 5 scholarships specifically for mature students. Ryerson University is the only University in Ontario at the time to offer an award to this population. 2019 saw the continued growth of group mentoring with the introduction of communities of support for the following student populations:

- FilipinX students
- Indigenous students in collaboration with Ryerson Aboriginal Student Support
- Black Identified Students

In 2020/2021 - TMP saw a 112% increase in students taking part in Group Mentoring with a total of 629 students taking part in 1 or more equity deserving groups

Future goals:

The Tri-Mentoring program would like to present the case that due to abysmal employment rates of students with disabilities, a specific pool of funding needs to be created for the on campus employment of this population and the establishment of scholarships specifically for students with disabilities from endowment funding.



Featured Story

Claudia Sanchez-Jara

Can you share one lesson or moment that stands out to you from your experience in TMP?

A moment that stands out to me from TMP was when we would check in with each other to share updates. The purpose of these gatherings was to bring staff together to explore different topics related to identity exploration and be aware of new program information. There was one gathering where I felt really connected with my co-workers. We engaged in an activity that created space to authentically share vulnerabilities, and have a

brave space to feel comfortable expressing ourselves.

What was the greatest thing your Mentor/Mentee taught you?

One of the greatest things that was taught to me was from Rudhra during a check in. I was not doing well emotionally, I did not know how to express myself because I didn't even know what I was feeling. He said a phrase that I had not really paid attention to before: "It's okay to not be okay." It really moved me. From that day forward, I remind myself that my feelings are valid, that it is okay to take a moment to feel my feelings because it can help my well-being. It is okay if I do not have all the answers I am looking for.

Why, in your opinion, is mentoring so important, especially at Ryerson?

Mentoring is so important because it is a way of connecting with other people, a chance to build relationships and learn about yourself. Mentoring can so much more than just sharing advice, it can be an opportunity to build friendships and listen to different experiences.

During my first year, I felt lost at times because I did not know where certain buildings were and I did not know what my major was going to be. I did not know who to talk to or who would want to listen to me. My friend would always mention her mentoring relationship from the

Tri-Mentoring Program and how it was a great support when she had questions. Even though she would always encourage me to sign up, I did not want to get involved on campus and was a bit shy. It wasn't until I was offered a position to work at TMP, the summer after my first year, that I was introduced to mentoring and all that was offered on campus. I was excited and surprised to see that Group Mentoring programming at TMP included Latinx students. I felt identified and represented because I had not met many Latinx students during my first year. It showed to me that Ryerson cared, and that this initiative was going to offer a space for the Latinx community and other communities to connect. Knowing that this resource existed made me feel a sense of belonging.

How would you describe the Tri-Mentoring Program to new or prospective students looking for resources on campus?

TMP is an open space for all students at Ryerson to relax, build friendships, find support and be heard. During my first year, I had a lot of questions but did not know who to ask. If I had joined TMP earlier, I think that my transition would have been much smoother. The mentoring opportunities that are offered for students to receive support, build leadership skills and connect with other students is pretty cool and a great learning experience.



Featured Story

Tamara Paiva

Can you share one lesson or moment that stands out to you from your experience in TMP?

A moment that stands out is when I was the Portuguese Speaking Group Mentoring Lead. I was having my first Group Mentoring Session when a first year student from Brazil showed up. She was new to Canada, anxious and had a bunch of questions surrounding life in Toronto, Ryerson and the cultural differences she had

noticed. I love asking and answering questions, I was able to help her transition. She became comfortable, experienced her first winter snow and our friendship grew. I have had the privilege to become friends ever since that moment because we connected through one of the pieces of our identities. I'm so proud to see how she has grown in the past three years and appreciate her presence in my life.

What was the greatest thing your Mentor/Mentee taught you?

The greatest thing my mentor has taught me is how to let go and take some time for myself. I had a problem of not being able to say no, which led to burnout. She supported me through the time where I had to pick myself up and put the pieces back together. It was a point in my life where things clicked and made a huge impact. Now I am happy to say I know what I can handle — with a healthy dose of me-time.

Why, in your opinion, is mentoring so important, especially at Ryerson?

Mentoring is super important for several reasons. It is an opportunity to learn from others, as we all have stories

to tell about ourselves. We are also able to build connections through different parts of our identities through storytelling. To learn more, you have to listen and reflect, because each mentoring relationship is different. It is a two way street that can bring a lot of significance into your life if you put in the effort.

I have had the pleasure of working as a student staff for three years and have learnt so much — so many valuable life lessons of getting through life and the hardships, but also taking the time to celebrate successes. Being a student can be stressful but having mentors to provide the support you need pushes you outside your comfort zone to challenge you. They see your potential to grow. The community aspect is something I love the most — I have been able to grow and become a part of the community because sometimes all you want to do is enter a space where you can belong.



I tell all my students at orientation that they should join TMP. This was the first place I got involved in when I was 17 years old coming to university. This program connected me with so many people who are still in my life and have become my closest friends. TMP is about mentorship, relationships, friendships and support. You never feel alone when you are a mentee or mentor of TMP!

- Saira Batasar-Johnie

The greatest lesson I've learned was to be yourself and always ask questions. Sometimes we don't always know what to do or always have the right answers, but if we care enough to ask, we'll be one step closer to finding the right path.

- Darius Sookram

There is a place for you at TMP! Participating as a mentee, even if it's just to connect with one new person on campus that can support you through your transition to university - I cannot recommend TMP enough! The practical information-sharing that TMP provides, whether it be how to apply to bursaries/awards/scholarships or how to navigate campus, will help you in ways you didn't even know you needed support with.

- Fazeeda Shamshuddin

Mentoring is important because there's so much to learn from another person's experience. What you take away from hearing someone's decisions or opinions can help shape your thoughts in multiple ways. You'll take away lessons and learnings that will help you better understand what you want. Ryerson is a unique campus with an extremely diverse student body and program offering. Because of this mentorship plays an important role in helping Ryerson's diverse student body navigate post secondary as a first generation student or understanding what possibilities are out there after their post-secondary years. as a first-generation student.

- Carli Yim

When you are in high school, they tell you that you are on your own when you go to university — that it is going to be very tough. Getting involved and engaged in TMP will make your university life easier than you imagine. There will be people who have successfully navigated what you will be encountering. There are tons of resources that TMP can help you connect with. It is a safe place you can go to when you want space and peace at the campus. It is an open space for all and they are always welcoming.

- Abba Diane Gutierrez

Peer Mentoring

In 2000, Sari Woodsbaum and Rosemarie Volpe from Ryerson's Centre for Student Development and Counseling (CSDC) recognized a troubling increase in suspensions of first-generation students and students from racialized communities. In conversation with the Career Centre, CSDC created a pilot mentoring program. The Tri-Mentoring Program launched in 2001, with the peer to peer mentoring component serving 60 student mentors and 60 student mentees. In its 2nd year, it had already grown to 500 participants; by 2003, only two years after its launch, TMP more than doubled in size with 1110 student participants. This year, as the Tri-Mentoring Program celebrates 20 years of mentoring, there are **1935** first-year mentees and **2479** student mentors taking part in peer mentoring.

The rapid growth of the program resulted in TMP securing its own space on campus and hiring student staff — a team that would grow to 42 members by 2010 — as well as acquiring an online database to electronically match mentors and mentees. TMP soon distinguished itself as its own program outside

of the Career Centre. By 2009, TMP saw 2000 students involved in peer mentoring and had served 900 first-generation students since its inception just 8 years prior.

As the stories shared by previous and current program participants indicate, peer to peer mentoring has significantly impacted students' experiences at Ryerson University for the better. The Tri-Mentoring Program aims to continue supporting as many students as possible through peer mentoring. Due to the impact of COVID-19, we transitioned peer mentoring to an online format for the time being and are constantly adapting to students' needs. Going forward, TMP also plans to better incorporate graduate students into peer mentoring, and has already begun researching and implementing graduate mentoring pilot programs to this effect.

In the years to come, the Tri-Mentoring Program aims to be known as mentoring experts and leaders in this field throughout higher education in this province, country, and continent.



Featured Story

Cole Sabaot

Can you share one lesson or moment that stands out to you from your experience in TMP?

I remember hosting my first ever TRSM Community event and only 1 person showed up... 1 person out of the 400 students that were invited. I felt pretty defeated and thought the whole event was just a waste of time. Little did I realize, for the 1 person who came it turned out to be an incredibly valuable 1:1 conversation. It was after this event I learned it's about the quality of the connections you make, not the quantity.

What was the greatest thing your Mentor/Mentee taught you?

People have complex lives and carry a lot of baggage with them. They could be dealing with 1000 problems right now, and the least you could do is make sure you ain't one of them.

Why, in your opinion, is mentoring so important, especially at Ryerson?

Being a commuter school, it can be difficult making connections on campus. Programs like TMP ensure that students can have somebody that can be their friend, guide and mentor while on campus.

How would you describe the Tri-Mentoring Program to new or prospective students looking for resources on campus?

It's an opportunity to learn from other students' mistakes and for you to eventually teach/warn others about yours.



Featured Story

Tharsy Selvanantham

Can you share one lesson or moment that stands out to you from your experience in TMP?

TMP allowed me to meet new people which bloomed into long-lasting friendships and be part of the largest community at Ryerson. It's so beautiful to be able to still stay connected, attend each other's weddings and to celebrate each other!

What was the greatest thing your Mentor/Mentee taught you?

It's okay to fail. It's the learning you take away from that experience that is valuable. TMP has given me the space to reflect on the learning, celebrate the growth, and encouraged me to keep going.

Why, in your opinion, is mentoring so important, especially at Ryerson?

Mentoring has more of an impact than you realize on others around you.

How would you describe the TMP to a student looking for resources on campus?

As a first-generation student, I didn't have anyone I can lean on in my family. TMP helped me to understand what it means to be a first-generation student and be proud to have this identity.





The biggest moment in my experience was when my mentor invited his work colleagues to join us for lunch. I had the opportunity to practice speaking with industry professionals about various subjects including the kind of questions to ask someone in a position to guide you professionally.

I learnt the importance of fighting the fear of failure and trying out new things and implementing new ideas especially as a current university student.

Should the new experience fail, the consequences can be minimal.

As a result, I decided to write my first ever article on LinkedIn and share it with my professional network. Initially it was terrifying as the doubts and excuses crept in. However, I was able to push through and wrote about my experience as a career mentee, how the Tri-mentoring program helped me become a better person and laid out the path for me to develop as a successful Mechanical engineer.

- Fazleabbas Janmohamed

It is so important for students to have a safe space to connect with their peers and career mentors - to learn about so many different aspects of themselves. The opportunities to provide an academic and professional network for students is so well done by the TMP team. The building of community on and off campus is a phenomenal feature of TMP.

- Janice Pinto

Navigating the university experience can be a daunting task for any student - but if you face additional barriers of any form, this process becomes even more convoluted and elusive. There is so much opportunity and potential that a student can become a part of during their undergraduate degree but we must learn the ropes before we can truly thrive and take advantage of everything possible. Having a person to turn to in times of uncertainty can make a world of difference in this way. In addition, Ryerson is a very unique community where students from all over the GTA in very different phases of life come together. It is a truly diverse campus in this way and so having a mentorship program in place to address such a wide variety of needs is extremely necessary.

- Sadia Mehmood

Career Mentoring

The Career Mentoring component of the Tri-Mentoring Program was launched in 2001 at the program's inception thanks to generous funding from The Bank of Montreal. Career Mentoring was initially created to match graduating students with Career Mentors who were professionals in the field of industry the students wanted to enter after completing their degree at Ryerson. Career Mentoring began with 60 students and in 2007 expanded to include matching third year students with industry professionals as Career Mentors. In 2018, Career Mentoring matches 91 students with Career Mentors which represented a 72% increase over the previous year. In person meetings between Career Mentors and Mentees increase to 134 representing a 51% increase over the previous year. 2018 also sees the introduction of flash mentoring for Career Mentoring whereby any Career Mentee can reach out to any Career Mentoring for answers to specific questions the student may have. Career Mentoring continued to flourish

in 2019, with 142 matches created between Career Mentors and Mentees with the number of flash mentors also increasing to 169. 2021 has been a banner year with Career Mentoring at the Tri-Mentoring Program currently supporting 564 matches between Career Mentors and Mentees with 305 flash mentors availing themselves to all Career Mentees.

Moving forward, the Tri-Mentoring Program would like to see its career mentoring programming component situated as the "must have" campus partner for all things mentoring. To further this aspiration, the Tri-Mentoring Program will seek to formulate specific training sessions for industry professionals and students towards their personal and professional development. We aim to create a community for mentors and mentees where they can discuss and support each other through mentorship, specifically as it relates to their career goals.



Featured Story

Jerome Morgan

Can you share one lesson or moment that stands out to you from your experience in TMP?

The TMP office was so warm and friendly to all students, but students that were of colour had a space on campus where the staff coached them up and supported them to be excellent. We were able to be brave in our dreams and to know that we were going to positively impact the Ryerson community but also the Canadian landscape.

What was the greatest thing your Mentor/Mentee taught you?

Don't be afraid of where you come from, Jane and Finch, Rexdale etc. but use it to push you forward and excel. Prove them wrong about who you are and the community you come from.

Why, in your opinion, is mentoring so important, especially at Ryerson?

Ryerson has such a diverse population and students

of colour face different obstacles around balancing cultural expectations, family challenges, low income, racism and you just need someone that been through what you have been through to help you get through first year or second year and teach you how to navigate the post-secondary but also life. In addition, how to prepare for life after Ryerson before you graduate so you are on a trajectory of success.

How would you describe the Tri-Mentoring Program to new or prospective students looking for resources on campus?

Be a part of TMP, get connected to other students and staff, and celebrate who you are; learn and be connected. Use it as a place to study, get resources and excel because TMP students leave a legacy at Ryerson Academically, through leadership and through social impact. Don't be afraid but make your mark.



Featured Story

Sadia Rahmani

Can you share one lesson or moment that stands out to you from your experience in TMP?

TMP is a dynamic, friendly, and safe environment. It was just amazing to meet so many awesome individuals from a variety of different programs at Ryerson all working for the common goal of supporting each other and making the experience of incoming and current students better! In addition, I learned so much about other people and other cultures while being part of TMP, which I wouldn't have been able to do so in the same capacity if it wasn't for my involvement with TMP.

What was the greatest thing your Mentor/Mentee taught you?

Mentoring is so important to a number of incoming students to undergraduate studies. It helps from very basic things like encouraging students to seek help when they need it to plan their next steps in their careers.



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