

Figure 1

Phases and components of the RPiF Pilot Program

<i>Phase 1: Mentorship Development (2 months)</i>
The mentorship development program consisted of the following workshops: <i>Mentors:</i> 1) mentor development (90 min), and 2) coaching skills (90 min). <i>Mentees:</i> 1) career planning & development (90 min), and 2) mentee development (90 min). <i>Mentors and Mentees:</i> 1) relationship building (90 min), 2) matching session (120 min), and 3) academic career development panel (90 min)
<i>Phase 2: Engagement (5 months)</i>
The frequency of mentor/mentee dyad meetings were determined by the needs of the mentees and as agreed upon by the dyad. <i>Mentors:</i> group check-in with research team (60 min) <i>Mentees:</i> 1:1 check-in with research team (2 x 30 min)
<i>Phase 3: Feedback</i>
<i>Mentors:</i> Focus group (60 min) <i>Mentees:</i> Focus Group (60 min) <i>Mentors and mentees:</i> adjournment event (60 min)