



## MENTORSHIP FOR WOMEN OF COLOR



### VISION

A society materially improved by the rise of more women\* of color yielding power and influence while leading prosperous and balanced lives.

### MISSION

To accelerate women of color's\* professional ascension through mentorship, career development and community

\*This includes cis, trans, non-binary, femmes, gender non-conforming, gender-expansive, & gender-fluid people.

### WHAT WE DO

- FREE MENTORSHIP - Signature UP program offers an hour of monthly mentorship for a year
- CONSULTATION - Creating bespoke programs for clients as well as other engagements
- SUPOSIUM - Community and skill building convenings

**580**

TOTAL  
MENTEES

**8%**

ACCEPTANCE RATE FROM  
7200 CANDIDATES

**18-62**

AGE RANGE FOR  
APPLICANTS

**9300**

COMMUNITY  
MEMBERS

### EXTRAORDINARY MENTORS

100% of our mentors are volunteers at the top of their industries.

- Art
- Music
- STEM
- Culinary
- Film & TV
- Marketing
- Publishing
- Social Impact

MENTOR COHORT OF:

- C-suite and senior executives from companies including AT&T, Amazon, CNN, FX, Hello Sunshine, NYT, Meta. Universal Music Group.
- Pulitzer, Emmy, Grammy, Oscar, Tony awards winners
- Journalists, producers, directors, creatives, and social impact and advocacy leaders

### RESULTS

MENTEES REPORT UP HELPED THEM:

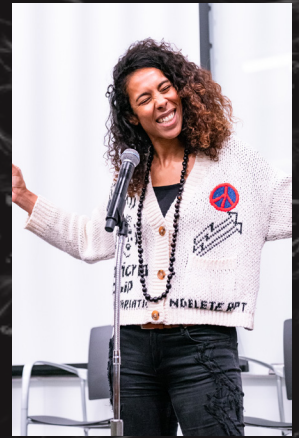
- Change careers
- Secure a promotion and/or raise
- Create a career path and goals
- Develop a business, practice, or major project
- Grow in confidence and strengthen their voice and network

# sUPosium

Our second annual sUPosium on April 6, 2024 will be a singular gathering of 200 multi-generational, multi-ethnic, multi-racial women of color building community, coalition, and citizenry. Hip hop artist and actor Joey Bada\$\$, CNN anchor Sara Sidner, ABC Nightline anchor Juju Chang, and other mentors will speak on topics like Balance, Financial Wellness, Networking, Pitching, Impostor Syndrome, and more.

**97%**  
OF ATTENDEES WOULD  
CONSIDER ATTENDING IN 2024

**95%**  
OF ATTENDEES WERE INSPIRED  
TO TAKE A STEP TOWARDS  
SOMETHING PURPOSEFUL



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*I spent the day in awe at the sUPosium—so much joy, so many stories of triumph over hardship, and life changing support for the community. I was so enthralled by Sophia's dedication to real change that I nominated her as a CNN Champion for Change. I'm thrilled to take part as a mentor this year.*

- Sarah Sidner, CNN anchor



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*I felt a sense of belonging and acceptance...We are not alone, or exaggerating. Surviving the workplaces as a woman of color is difficult. Thank you for validating that I am enough!*

- Sabinah Nimrod

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## 2024-2025 ASPIRATIONS

We are actively raising \$300,000 to expand programming and community-building to serve thousands of women of color while shifting the mindset of stakeholders and gatekeepers.



## FOUNDER

UP is the ceiling-shattering vision of founder Sophia Chang – author, screenwriter, legendary manager who guided the careers of legends like RZA, GZA, ODB (RIP), Q Tip, A Tribe Called Quest, Raphael Saadiq, and D'Angelo, life/career guide, tireless advocate for women of color, and indisputably the BADDEST BITCH IN THE ROOM.



JOIN OUR REVOLUTION

Contact Sophia Chang directly at [sophchang@gmail.com](mailto:sophchang@gmail.com).