MENTORSHIP FOR WOMEN OF COLOR

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

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

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

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

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

580 TOTAL MENTEES
8% ACCEPTANCE RATE FROM 7200 CANDIDATES
18-62 AGE RANGE FOR UPLICANTS
9300 COMMUNITY MEMBERS

*This includes cis, trans, non-binary, femmes, gender non-conforming, gender-expansive, & gender-fluid people.
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 J oey Bada$$, CNN anchor Sara Sidner, ABC Nightline anchor J uju Chang, and other mentors will speak on topics like Balance, Financial Wellness, Networking, Pitching, Impostor Syndrome, and more.

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

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

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
sUP 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.