

<p style="text-align: center;"><b>Defy the Odds Mentoring &amp; Leadership Development Program Timeline</b></p>
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October 19, 2020	<b>Application opens for mentors and mentees</b>
November 9, 2020	<b>Application closes</b>
November 9-15, 2020	<b>Application Review</b>
November 16-20, 2020	<b>Mentor/Mentee Match week</b>
Week of December 1, 2020*	<b>Mentor/Mentee Orientation (tentative)</b>
January 9, 2020	<b>Program Kick-Off. Vision Planning &amp; Goal Setting</b>
January 23, 2020	<b>Workshop Leadership Skills &amp; Styles</b>
February 13, 2020	<b>Emotional Intelligence Matters</b>
February 15-19, 2020	<b>Mid-program Evaluation; mentor &amp; mentee check-in (Evaluation survey close on 2/19/2020)</b>
February 27, 2020	<b>Decision Making</b>
March 13, 2020	<b>Workplace &amp; Career Readiness</b>
March 27, 2020	<b>Financial Literacy 101</b>
April 3-7, 2020	<b>End of program Evaluation and mentor &amp; mentee check-in (Evaluation survey close on 4/7/2020)</b>
April 10, 2020	<b>Culmination Ceremony</b>