The Data Advocates Reciprocal Mentorship Program

A strong data culture isn't built on technology alone — it's built on people.
People who can understand, champion, and apply data in real ways.
That's why GAC launched this initiative: to **put people at the heart of our data transformation**.
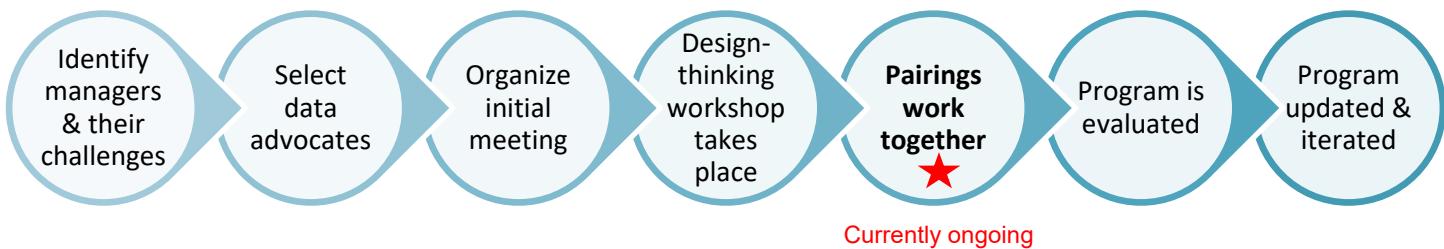
What it is

A 12-month program **connecting managers and data experts to co-create solutions to real-life data challenges**, where:

➤ Managers build data literacy and benefit from internal expertise.

➤ Data experts (the Advocates) apply their expertise in strategic contexts and gain mentorship access.

How it works

The program follows a **structured process** designed to yield real-world impact while providing the necessary guidance and support needed to **drive collaboration and maximize results**.

Identify managers & their challenges → Select data advocates → Organize initial meeting → Design-thinking workshop takes place → **Pairings work together** ★ *Currently ongoing* → Program is evaluated → Program updated & iterated

Key elements

Reciprocal Mentorship
Two-way learning opportunity between manages and data advocates.

Shaped by Insights
Inspired by proven programs, adapted to departmental realities, and strengthened through pilot feedback.
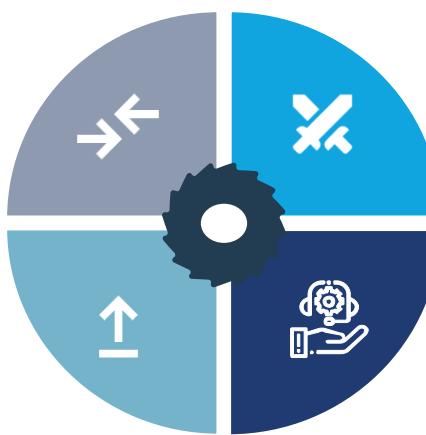
Real Challenges
Focus on solving concrete, actual and pressing departmental operational issues.

Design Thinking Approach
A human-centered process to create innovative, user-focused solutions.

Still curious?

👉 Check out our full program detailed overview and Terms of Reference here.

Global Affairs Canada