



# Sponsorships and Mentorships Matter!



“80-85%

of diverse professionals sought career development opportunities and employees with a formal sponsor had a higher chance of being assigned to a high visibility project.

The Center for Talent Innovation (CTI)

”





**How are you helping to  
advance your diverse talent?**





**Prepare your employees for a lifetime  
of sustainable career success.**



**Learn more at Vanguard today.**

**[foundation.aaaa.org/vanguard.html](https://foundation.aaaa.org/vanguard.html)**