

THE PERIOD PANTRY

& Interview Guide

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FROM THE EXECUTIVE DIRECTOR

Welcome, Future Ambassador

A letter to kick off your journey with The Period Pantry.

**Leanne Listman**

Founder & Executive Director, The Period Pantry

Dear Student Ambassador,

I am so incredibly glad you are here. The fact that you opened this packet means you already share something powerful with all of us at The Period Pantry — the belief that no one, and I mean *no one*, should ever have to choose between their basic dignity and the other necessities of life. Welcome to the team.

The Period Pantry grew from a girl's determination to eradicate period poverty after seeing it firsthand, growing up right here in Baltimore. What started as a grassroots effort has become a movement that has helped over 6,000 women and donated more than 10,000 products — all without a single grant. Every bit of that impact was powered by ordinary people who decided to show up. People exactly like you.

In Maryland, 1 in 4 students struggle to afford period products. That is not just a statistic — it is a student in your homeroom, a friend in your group chat, someone sitting a few seats away pretending everything is fine. This program was created to change that, and you are now part of how we change it.

Student ambassadors are the grassroots future of this movement. You can reach your classmates in a way no adult, no website, and no flyer ever could. When you speak up about period equity, you give other people permission to speak up too — and that is how stigma starts to break. That is how a school changes. That is how a state changes.

Inside this packet you will find everything you need: what we do, what your role looks like, the questions we will ask in your interview, your onboarding checklist, and the simple code of conduct we ask every ambassador to hold. Nothing in here is meant to intimidate you — it is meant to set you up to lead with confidence.

You do not need to have all the answers. You do not need to be the loudest voice in the room. You just need to care enough to show up, speak honestly, and keep showing up. We will be right beside you the whole way.

Thank you for raising your hand. Let's get to work.

Leanne

Leanne Listman

Founder & Executive Director · The Period Pantry

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WHO WE ARE

About The Period Pantry

Maryland's answer to menstrual inequity — grassroots, community-funded, and growing nationwide.

OUR MISSION

The Period Pantry provides free menstrual products — no questions asked — to anyone who needs them, with a unique focus on the underserved victims who are everywhere but too often overlooked.

Our Story

The Period Pantry grew from a young woman's determination to eradicate period poverty after seeing it firsthand, growing up in Baltimore. There are many period pantries, but ours is different because we aim to help the victims who are everywhere — partnering directly with domestic violence shelters, homeless shelters, addiction recovery centers, and allies like Baltimore Safe Haven. What started as a grassroots effort has become a statewide movement reaching thousands, now shipping help to all 50 states.

Our Programs

Donation Stations

Community drop-off points where anyone can give pads, tampons, period underwear, and cups to be redistributed to those in need.

Period Pantries

Accessible, stigma-free pantries stocked with free products — open a chapter at your school, business, or community group.

Student Ambassador Program

Empowering high school and college students to lead change on their own campuses and in their communities.

H.O.P.E. Kits

Free period & postpartum supplies shipped to survivors fleeing domestic violence — reaching victims across all 50 states.

24/7 Emergency Period Kits

Crisis kits available any time, day or night, through our physical hub in Pasadena, MD for individuals in immediate need.

National Shipping

Expanding beyond Maryland — emergency kits and H.O.P.E. kits now ship to women facing hardship nationwide.

Our Impact

6,000+

women helped

10,000+

products donated

0

grants — 100% grassroots
& community-funded

1 in 4

students in Maryland
affected by period poverty

YOUR ROLE

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Student Ambassador Program

You are the bridge between The Period Pantry and your campus. Here is what that looks like.

What Ambassadors Do

Represent TPP at your school

Be the friendly face of The Period Pantry on campus — table at events, share our story, and answer questions.

Organize donation drives

Run product drives that turn your school's generosity into real supplies for people in need.

Speak about period poverty

Lead classroom talks, club presentations, and conversations that break the stigma around menstruation.

Host period pantries

Set up and maintain a stocked, stigma-free pantry so no student misses class over a period.

Recruit peers

Invite classmates to volunteer, host drives, and join the movement — grow the team one friend at a time.

Share on social media

Spread TPP's mission on the platforms your peers already use, tagging @theperiodpantrymd.

Time Commitment & Expectations

- **~2–5 hours per week**, flexible around your class and activity schedule.
- **One term minimum** (a semester or quarter) so you can see a drive through.
- Attend **orientation** and a brief **monthly check-in** with TPP staff.
- Represent TPP **professionally** and treat every person with respect.
- **Log your service hours** so we can verify them for school credit.
- Communicate openly — if you need help, ask early. We have your back.

What You Gain

- **Verified community service hours** you can use for school and honors.
- **Leadership & public-speaking** experience you will actually use.
- **Resume & college-application** building with real, measurable impact.
- **Reference letters** from TPP leadership for standout ambassadors.
- **TPP swag** and a certificate of completion at the end of your term.
- The pride of **tangible impact** on your classmates' lives.

INTERVIEW GUIDE

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Interview Questions

There are no wrong answers — be yourself. Use the lines to jot notes during the conversation.

Interviewer tip: look for empathy, comfort with the topic, and genuine motivation — not a perfect resume.

1

What made you want to become a student ambassador for The Period Pantry?

MOTIVATION

2

How would you describe period poverty to someone who has never heard of it?

UNDERSTANDING

3

Have you or someone you know ever struggled to afford period products?

PERSONAL

4

What school or community groups are you involved in that could help spread the word?

NETWORK

5

How comfortable are you speaking publicly about menstruation and period equity?

COMFORT

6

Do you have any experience organizing events, drives, or fundraisers?

EXPERIENCE

7

How do you handle conversations where people feel uncomfortable or judge you for talking about periods?

RESILIENCE

8

What is one idea you have for raising awareness at your school or in your community?

CREATIVITY

9

Are you active on social media? Which platforms? How would you use them to promote our mission?

SOCIAL

10

How many hours per week can you dedicate to ambassador activities?

CAPACITY

11

Would you be okay with being featured in TPP's social media or website content?

CONSENT

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What do you hope to gain from this experience?

GOALS

GETTING STARTED

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Onboarding Checklist

Five simple steps from application to your first event.



1

Application

Complete the **Student Ambassador application** online. Tell us about yourself, your school, and why period equity matters to you.



2

Interview

Meet with the TPP team for a friendly **conversation** using the questions in Section 4. It is a chat, not a test.



3

Parent / Guardian Consent

If you are under 18, have a parent or guardian sign and return the consent form before you begin volunteering.



4

Orientation

Attend **orientation** to learn about TPP, your role, available resources, and the code of conduct in Section 6.



5

First Event Shadowing

Shadow a TPP volunteer or experienced ambassador at an event before leading one of your own. Then you are officially ready.

Heads up: Keep this checklist handy and check off each step as you complete it. Questions at any stage? Email leanne@theperiodpantry.com — we would rather you ask early.

HOW WE SHOW UP

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Code of Conduct

Five simple commitments every ambassador agrees to uphold.

1 Professionalism

Represent The Period Pantry with **integrity**. Be punctual, reliable, and prepared. Communicate clearly, follow through on what you commit to, and dress appropriately for the events you attend. You are the face of TPP on your campus — make it a face people trust.

2 Respectful Communication

Speak kindly, listen actively, and assume good intent. Handle disagreements **gracefully** and never harass, demean, or exclude anyone — online or in person. Period equity is about dignity, and that starts with how we treat each other.

3 Inclusive Language

Use **gender-inclusive, stigma-free** language. Not everyone who menstruates is a woman, and not every woman menstruates — respect all identities. Say "period products" and "people who menstruate," and meet every conversation with openness.

4 Social Media Guidelines

Tag **@theperiodpantrymd** and share approved messaging. **Never post** identifying information about the people we serve, and always ask before posting photos of peers. Keep content positive, accurate, and on-mission. When in doubt, run it by TPP staff first.

5 Confidentiality

Protect the **privacy** of recipients, partners, and fellow volunteers. Never share personal stories, locations, or circumstances without explicit consent. Trust is the foundation of everything we do — guard it.



AGREEMENT & SIGNATURE

Signature Section

Your signature makes it official — welcome aboard.

By signing below, I acknowledge that I have read, understood, and agree to abide by the policies and expectations outlined in this onboarding packet.

SIGNATURE



Sign Here

Click or tap inside this box to type your signature, or print this page and sign by hand.

Printed Name

Date

*Return this signed page to **leanne@theperiodpantry.com** or bring it to your orientation. If you are under 18, a parent or guardian must also sign the consent form from Section 5 before you begin.*



YOUR SPACE

Space for Notes

Jot down ideas, questions, and reminders as you go.

"When you speak up, others feel permission to do the same. Thank you for raising your voice."

— Leanne Listman, Founder & Executive Director

The Period Pantry · theperiodpantry.com · leanne@theperiodpantry.com · [@theperiodpantrymd](https://www.instagram.com/theperiodpantrymd) · Pasadena, MD & nationwide