



MENTORSHIP PILOT PROGRAM 2015-17

UNCSW60

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Canadian Federation of University Women

A national, bilingual, independent women's organization striving to promote equality, social justice, fellowship and life-long learning for women and girls.

CFUW's Engagement

Promote high standards of public education in Canada, advanced study and research by women, and sound concept of life-long learning.

Advocate for the advancement of the status of women, human rights and the common good locally, nationally and internationally

Promote cooperation, networking, support and understanding among women.

Encourage and enable women to apply their knowledge and skills in leadership and decision-making in all aspects of the political, social, cultural, educational and scientific fields

Key International Agreements

Advocacy Workshop on Consultation Day (A Guide: NGOs and Women's Human Rights Activists at the UN and CSW 2016 p. 18)

“priorities” coming out of a selected set of Women's and Sustainable Development Conferences in the past three-and-a-half decades.

Beijing Platform for Action - Critical Areas of Concern

B. Education and training of women

Convention on the Elimination of all Discrimination Against Women, CEDAW

Article 10 Women and girls should receive career and vocational guidance and have access to education opportunities on par with men or boys.

The 2030 Agenda for Sustainable Development

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 5. Achieve gender equality and empower all women and girls



Education Is Not Enough

"Women make about 73.5 cents for every dollar that men make." Globe and Mail (March 8, 2016)

Barriers include:

- part time work
- family choices
- underrepresentation in some of the most lucrative and in-demand jobs, such as STEM fields

Education Is Not Enough

Our job in this mentorship pilot program is to help young women in organizational leadership, Politics and STEM areas to navigate their programs, careers, and advise as to projects, papers, opportunities.

National Mentorship Program (pilot)

CFUW offers opportunities for members to engage in collaboration across Canada.

The Mentorship Program links members across Canada to work on initiatives that support women's empowerment.

CFUW engages community partners to enhance programs for their members.

Partners

University of Waterloo's Women in Engineering Committee, Ontario
Network for Women in Engineering (ONWIE)

Laurier Centre for Women in Science (WinS)

Diane Salter, PhD.

Co-VP CFUW White Rock/Surrey, BC.

Senior Partner Buell/Salter & Associates

Volunteer Mentors

National Mentorship Focuses on...

- Promoting women's leadership
- Empowering participants
- Formalizing the mentorship relationship
- Encouraging young members
- Building capacity
- Prioritizing life-long learning
- Developing partnerships with other organizations

Research Questions

- What is engagement level of the mentors and mentees during the program?
- What specific goals were set by the mentors and mentees and how well were they achieved?
- What were the specific outcomes of the program?
- Was the program overall successful in making and maintaining matches?
- How successful were the matches in achieving goals?
- What were their specific goals and deliverables? (as determined within the match)
- What factors facilitated participation in the program?
- What factors hindered participation in the program?

Formal Program...

Three characteristics of mentoring

Coach = guide actions

Co-Construct = plan mutual development

Consult = seek advice

Mentorship is a formal relationship that focuses on deliverables

Voluntary participation for both the mentor and mentee

Follow through is important for the success of the program

Who can participate?

Mentors and Mentees in the STEM fields

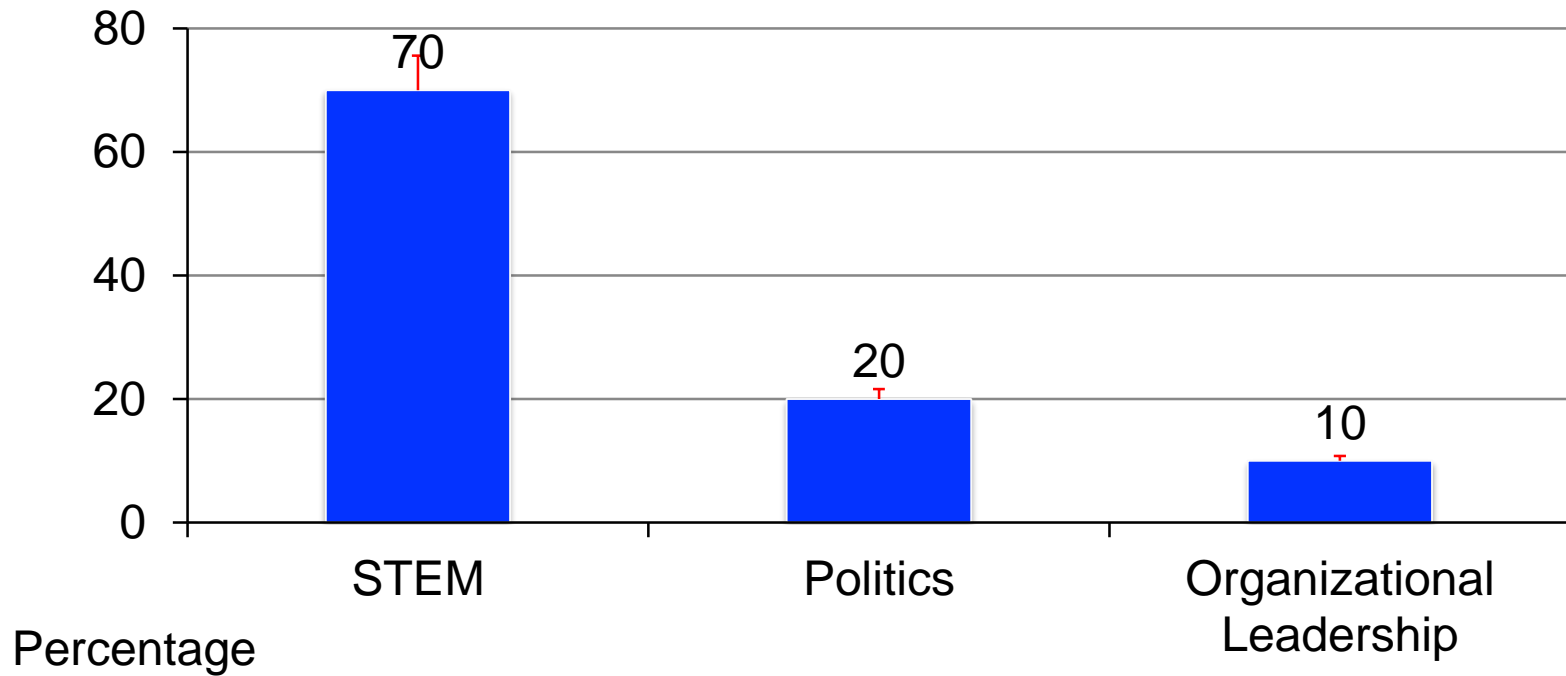
Mentors and Mentees in Politics

Mentors and Mentees in Organizational Leadership

STEM

STEM: an acronym referring to the academic disciplines of science, technology, engineering and mathematics. The term is typically used when addressing education policy and curriculum choices in schools to improve competitiveness in science and technology development.

Mentorship Areas



The Mentor's Role

Clarence Thomas Hearings: Biden Questions Thomas 3

“Make sure that I look out for her career. That she got solid work, everything was o.k. at work, that she got her promotion.”

Judge Clarence Thomas regarding the deliverables in his relationship with Prof. Anita Hill

Who is mentoring?

12 mentors responded to our survey

7 mentors in STEM

2 mentors in Organizational Leadership

3 mentors in Politics

The majority of mentors had mentored before, but most had not participated in a formal mentoring programme.

Who Are The Mentees?

None of the **mentees** had been in a formal mentoring program before

Started in November 2015 with 6 mentees

There are currently **9 mentees (9 matches made)**



How Can A Mentor Help You?

“I finished my BA Political Science in June of last year, and I am looking for guidance to put my degree to work. I am particularly interested in international relations, environmental issues, and conflict negotiation. Ideally I would like to combine all three of those areas into a career, as I believe that the greatest conflicts of the future will be centered on resources. I applied to this program because I am hoping that I could gain some insight as to how to enter the international realm of politics, and make a career out of it. I could also benefit from guidance concerning what potential employers are looking for, so that I can be as best prepared for the exigencies of my future career. I am committed to living in this small town for the next year or so, and would like to pinpoint what I can do from here, as well as make a plan for when I live in a larger city”.

How Can A Mentor Help You?

“To learn the "politics of politics " and political savvy”.

“To learn about the real world, and to have a smooth transition between school and the real world”.



Mentor Experience

27 years in technology and management

40 years in IT

16-27 years in politics

30 years in restoration architecture

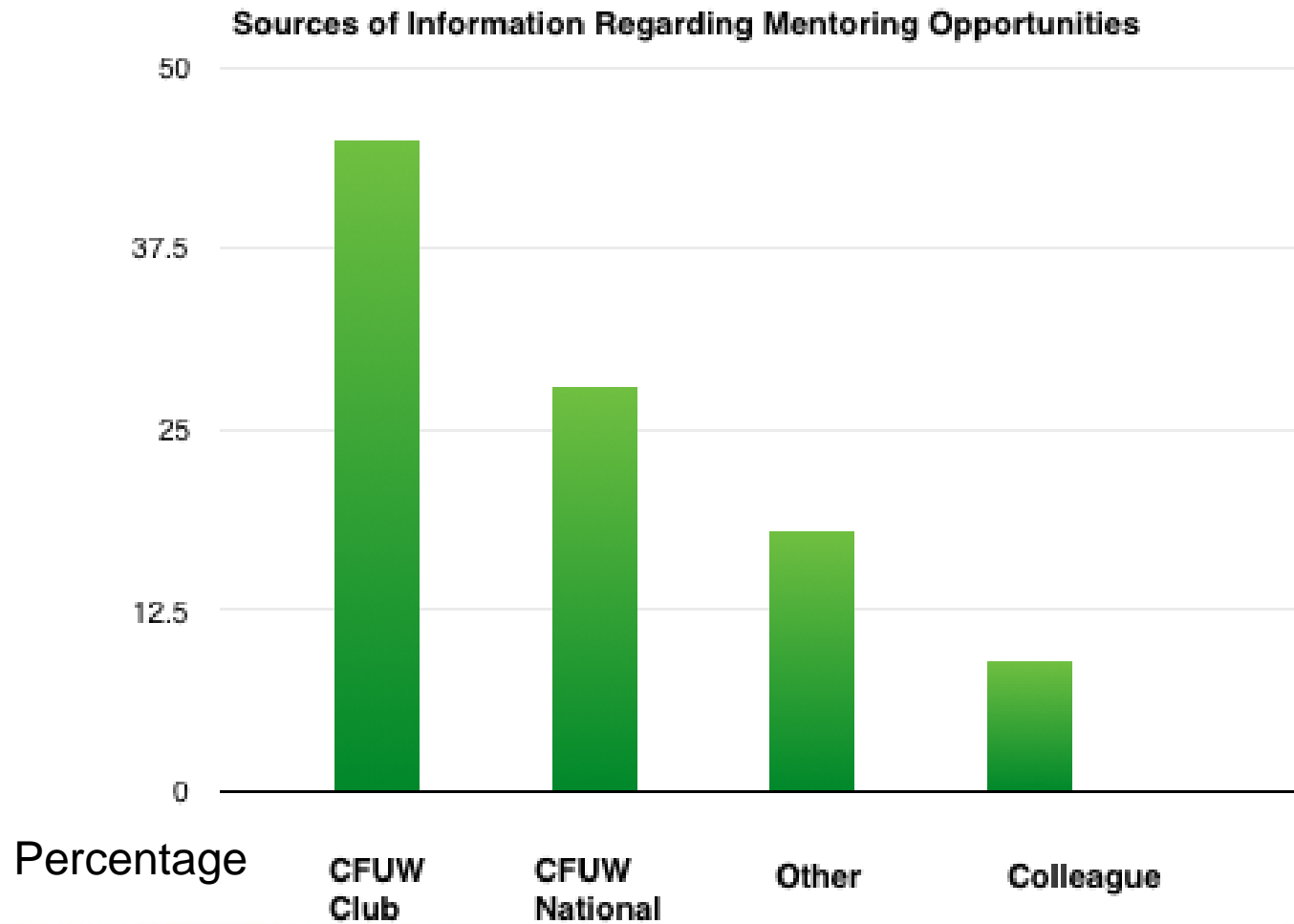
37 years in the chemical industry

20-50 years in education

3 years of graduate school in neuroscience

25 years as a biologist in evolutionary biology and population genetics

Mentors Found Out About The Program...



Reasons For Interest In Mentoring

“I am interested in networking across institutions”.

“I felt that this would be an opportunity to help others interested in my area of expertise”.

“As an experienced professional, I hope to have an opportunity to strengthen my knowledge and improve communications skills”.

“I wish to enhance my leadership and coaching skills as a mentor and learn more about how to be a reflective practitioner”.

“I have had a mentor myself in the past and wish to contribute back to the community”.

“I am interested in the development of self and colleagues for personal and professional ends”.



Mentorship Program Guide

Framework to engage in the 3 C's

Participants in the program receive their guide once the mentor/mentee team has been confirmed

Cross Country Connection

Mentor Comment:

“We have connected via email and telephone conversations. I live in AB and mentee lives in ON so it was not possible to meet in person”.

Maintaining Connection

Mentor Comment:

“We have met 16 times via email and two telephone conversations and will continue to meet. There were 4 additional emails today regarding written submissions”.

Mentor/Mentee Team Areas Of Focus

Mentee Comment:

“I am interested in writing formal letters to my MP (Member of Parliament) on issues of particular importance to me. I have sent one letter to the MP via email on January 26. To date I am still awaiting a response. I have notified mentor of my intention of following up on Feb. 16 with the MP”.

Mentor Comment:

“A major goal was to develop my mentee’s political savvy when writing to local politicians and for me to give guidance on the writing of such letters and to discuss any visits she had with politicians. We will continue to connect on this”.

Specific Growth and Development Goals

Mentor Comment:

"We have specific deliverables:
reviewed her resume and resume 2.0 was developed
reviewed her personality and work history for the types of work she would like to find - recommended she expand her search to include engineering consulting firms because of the varied work, client facing aspects and resume potential"

"We also spoke about mentee looking into a membership in SCWIST networking group".

"Reached out to my network to put in a word at an engineering consulting firm that she subsequently sent her resume to – hope to hear about an interview soon".

"Next steps include: reviewing her cover letter format and interview skills".

As A Result Of This Relationship, Identify Specific Growth And Development

Mentee Comment:

“I realized that the initial tone of my letter was sharp. I have softened it after mentor reviewed and offered suggestions for better wording”.

Mentors Feel they can contribute...

"Architecture was a non-traditional career for women when I entered the profession. Women now represent 50% of the class in accredited programs. The workforce, however, is largely male dominated. I have worked in this field and believe that I can help other women entering the field".

"My passion for helping people, my life experiences, my encouragement and support".

"Knowledge of the current state of University funding and applying for academic Positions".

"I have a lot of experience and feel by sharing I can give back to the STEM Community".



One of 9 Mentor/Mentee Teams



What Would You Like The Project Leaders To Know?

Mentor Comment:

“In my opinion, the mentor/mentee programme is a valuable resource for both mentors and mentees and should be continued. It has been an excellent experience for me as a mentor. I believe we both benefited from the pilot programme. I would like to see it continue”.

We learned

Build the community in ways that will enhance the work the teams are doing together

Provide larger library of electronic resources

Resources Developed by CFUW

Program Guide

Mentoring Agreement

Consent Form

Pre-Survey - looked at background and interests of participants

Mid Point Survey to check the pulse of the program

Post Survey - determine if deliverables were met

Bank of Mentors in STEM, Politics and Organizational Leadership

Next Steps?

Third survey in April

National Mentorship Award - Presented at
AGM in June 2016

Remember...

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has”.

Margaret Mead

“Energy flows where attention goes”.

Dr. Micheal Bernard Beckwith

Contact

CFUW is a non-partisan, voluntary, self-funded organization with over 100 CFUW Clubs, located in every province across Canada. Since its founding in 1919, CFUW has worked to improve the status of women, and to promote human rights, public education, social justice, and peace.

To request a mentor, or information about the mentoring program, please contact: Robin Jackson, Executive Director, 613-234-8252, ext. 102, cfuwed@rogers.com



SISTER DOCUMENTS

WHAT DO YOU WANT TO BE WHEN YOU GROW UP?
MENTORSHIP PROGRAM GUIDE 2015-17
MENTORSHIP PROGRAM POWERPOINT For CFUW Members 2015-17
MENTORSHIP PROGRAM PARTNERS
MENTORSHIP AWARD CRITERIA
MENTORING AGREEMENT
CONSENT FORM
RESEARCH QUESTIONS