Mentoring Women for Career Advancement

Women Need a Network of Champions

January 27, 2021
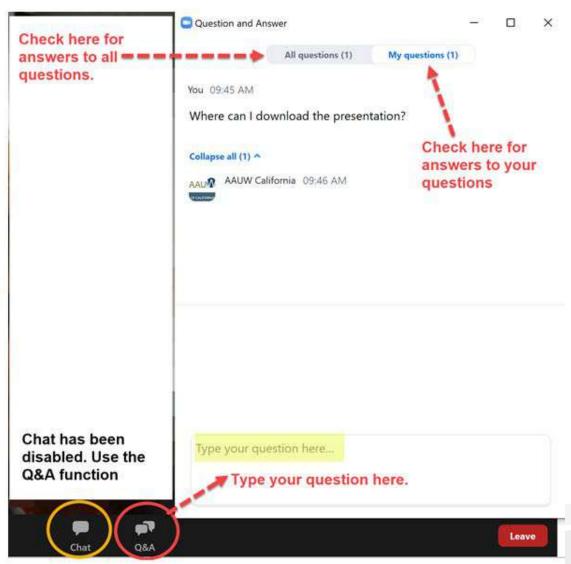
Presentation materials:

- Download the presentation from the AAUW California website home page.
- The meeting recording, a summary Q&A document and example documents will be posted following the meeting.

Questions:

- Use the Q&A function to pose a question. We'll stop periodically to answer general questions.
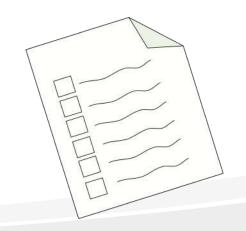- Chat has been disabled.

Presenter

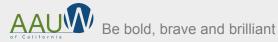Crystal Stebbins, MBA

AAUW California Director

Objectives

- Discuss common issues
- What can we do?
- What is mentoring?
- Being a mentor/mentee
- Creating a branch mentoring program
- Resources

Common Workplace Issues Women Face

01	**Gender income inequality**	● Females make about 20 percent less than their male counterparts ● Gender pay gap will not be eliminated until 2059 at the current pace
02	**Work-family life balance**	● Some companies expect women to prioritize jobs, sacrificing flexibility for working parents-according to a study by Lean IN
03	**Gender bias and stereotypes**	● Generalizations are still prevalent
04	**Career advancement barriers**	● According to Catalyst, 31 females hold CEO positions at S&P 500 Organizations-representing 6% of CEO's
05	**Harassment**	● Not out in the open but still exists

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So Where are We Today?

- Workplace conditions have come a long way in the past few decades.
- Some women have successfully navigated roadblocks and risen within organizations.
- Society is working on changing circumstances but progress is slow.

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What Can We Do?

Create a women's mentorship program and create an environment where issues can be discussed

- You can help women navigate careers and network within career paths
- You can attract and retain younger members

71% of Fortune 500 companies offer mentoring programs

Mentored students are 14% more likely to stay in college and 13% more likely to graduate college after four years

What is a Mentoring Program?

- A formal mentoring program is a one-on-one relationship at work, in an organization or academic setting.
- It requires strategic planning and organization to connect people, increase knowledge and build skills for future goals and milestones.
- An impactful program trains mentors and mentees to have productive conversations and meetings, providing them with career development tools and resources to accomplish set goals.
- It allows for experienced women to help other women less experienced in field of choice.
- Mentoring encourages leadership development and teaches new skills.

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Why Have a Mentoring Program?

- Attract:
    - Bring in new members (of all age groups).
    - Help them get up to speed and contribute to the branch faster.
- Retain:
    - Millennial generation 78% feel that a mentoring program made them feel more engaged in an organization.
- Engage:
    - Create new branch leaders and engage organization as a whole.

Can be very impactful if planned and executed properly

Why Would I Want to be a Mentor?

- Motivate to career and personal happiness

- Assimilate mentee into culture of organization

- Help to develop short and long-term goals of mentee

- What do I get out of it?
    - Personal satisfaction
    - Ability to give back to the organization
    - Legacy of knowledge, insight and experience
    - New perspective and insight

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What Do Mentors Do?

- A mentor is an advisor who provides guidance and support to help someone develop, understand, and navigate their role and career.
  - Typically someone who is experienced helping someone less experienced
  - Share experiences, lessons learned and a path for mentees to obtain career aspirations

Responsibilities of Being a Mentor

- Create
  - a culture to bring the branch to the next level by bringing out high performers and future leaders to move into leadership roles
  - an environment for real relationships, but it can not be a "check the box" type

- Model
  - a learning/ development focus
  - how to build productive relationships for both mentor and mentee
- Present yourself as someone who can be sought out for advice, not to be just a sounding board
- See and assess opportunities and threats
- Guide, counsel and coach
- Teach
- Motivate and inspire
- Practice authentic leadership

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Being a Mentee

- Have an understanding of what a mentor/mentee relationship entails. It's more than just asking for quick answers.
- Know what you want.
- Consider who already knows what you need to learn or could offer a perspective you would value and build on that relationship, then reach out.
- Create a personal brand
  - Similar to company branding
- Practice networking
- Self-advocate

Implementing a Mentoring Program

- Identify the program purpose and vision.

- Understand the mentor/mentee pool of candidates.

- Incorporate periodic participant check-ins.

- Provide consistent communication.

Can be a rewarding experience for both, if done correctly

Creating a Mentoring Program

Define the program	Attract participants	Connect Mentors and Mentees	Guide Mentoring Relationships	Measure Mentorship Program

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Creating a Mentoring Program (continued)

Define the program	Attract participants	Connect Mentors and Mentees	Guide Mentoring Relationships	Measure Mentorship Program

- Create a vision
  - Define the program scope (i.e. number of participants)
  - Assess the community needs.
  - Identify who needs mentoring.
  - Identify your target audience.
  - Identify a champion.
- Create a strategy, what does it look like when it's done and done well?
  - Identify member skills ?
  - Create goals (SMART goals)
  - Identify challenges

16

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Creating a Mentoring Program (continued)

| Define the program | Attract participants | Connect Mentors and Mentees | Guide Mentoring Relationships | Measure Mentorship Program |

- Recruit women who can serve as mentors
  - Can be AAUW members or external resources
  - Identify their skills
- Recruit mentees
  - Identify their needs

Creating a Mentoring Program (continued)

Define the program	Attract participants	Connect Mentors and Mentees	Guide Mentoring Relationships	Measure Mentorship Program

- Create solid profile for all participants.
- Provide training and reinforcement through the program.
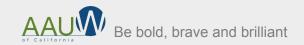 - Training provided
  - Roles and responsibilities

Creating a Mentoring Program (continued)

Define the program	Attract participants	Connect Mentors and Mentees	Guide Mentoring Relationships	Measure Mentorship Program

- Provide structure and guidance.
- Set expectations.
- Provide help and resources.
- Establish checkpoints and progress reporting.
- Establish a formal process for closure (if needed).

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Creating a Mentoring Program (continued)

Define the program	Attract participants	Connect Mentors and Mentees	Guide Mentoring Relationships	Measure Mentorship Program

- Understand how program measures up to expectations.
- Develop measurement strategy.
- Share results with key stakeholders.

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Books to Read

- *Outliers by Malcom Gladwell*
- *Rising Strong-How the Ability to Reset Transforms the way we Live, Love, Parent and Lead by Brene Brown*
- Dare to Lead: Brave Work. Tough Conversations. Whole Hears *by Brene Brown*
- Mindset: New Psychology Of Success *by Dr Carol Dweck*
- In the Company of Women: Inspiration and Advice from over 100 Makers, Artists and Entrepreneurs *by Grace Bonney*

References

How to Create a Women's Mentorship Program in Your Company. (n.d.). Recruiterbox

10 Tips for Building a Personal Brand & Boost Your Career. (2019, January 14). Northeastern University Graduate Programs

List: Women CEO's of the S&P 500. (2020, December 02). Catalyst

Women in the Workplace-2020 McKensy & Company

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Resources

The following resources are available on the AAUW California website [HERE](#).

- Sample first meeting agenda
- Mentoring agreement
- Mentoring agreement and action plan example
- Good questions to ask your mentee