



Mentorship

Women's Hack
10-02-2024



Mentorship

Why is mentoring so important?

25% of STEM workforce women

3% of STEM workforce is women of color

We identify people who inspire us (work, research, etc.)

- Learn more about industry and language our disciplines
- Can be same or different from our identity (but usually have shared values or outcomes/goals)
- Allies as mentors

What is a mentor?

- Peer mentor
- Professional
- Academic

Mentors as Your Board of Directors

The people who will help you make professional decisions

This list will grow and change over time (Mentorship is dynamic)

Create your Board of Directors: Aim for 2-3 if you can

When you need to make a decision these are the people who can help:

If two people on your board (who haven't talked to each other) give you same advice...you should consider!

Industry Expert	Academia	Professional (job/conference)
My family/friends	Someone Like Me (peer)	

Find a mentor & build your community of peer support

How do you find a mentor?

Professional organizations

WiSTEM

Grace Hopper

Society of Women Engineers

Women of Color STEM Conference

Technolochicas (Latinas in Technology)

STEMWomen.com

Find a mentor & build your community of peer support

How do you find a mentor?

Formal and informal groups (Mentorship can happen spontaneously, especially peer mentors)

Professional ask (if they are unable to mentor, it is usually a reflection of their bandwidth and not about you. Try not to take it personal)

Email, office hours, professional conference

Join a mentorship program (organizations run intentional mentorship programs)

Mentee best practices

- Create specific, written goals for time-specified periods (one month, three months, one year, etc.) and meeting time (30 min, 1 hour, etc.--may be informed by frequency)
 - Allows for a strategic approach to daily and weekly activities
 - Ensures progress is being made in all arenas
 - Creates accountability with mentor
 - Be willing to set/schedule meetings and come with an agenda (unless planned differently)
- Be receptive, ask clarifying questions, consider mentor's advice, ***but it doesn't always need to be followed!***
- Build a relationship that goes beyond formal interactions so that both can speak candidly.
- Show appreciation regularly.
- Offer timely feedback to the mentor on whether the guidance was helpful & solved the issue, as well as feedback on what is working well and what is creating challenges.
- Ask mentors for introductions with key people and to help create a support network.

Always consider how you can give back

How to be a mentor:

Girls Start (Empowering Girls in Science, Technology, Engineering, and Math)

Women in Data Science (WiDS)

Values Identification Activity

Living in alignment with your values starts with being able to name them.

Identifying your 3 core values is important – and hard! However, if too many values on the list are important to you, then nothing is a priority or a true driver of your decisions.

References and extra reading

We will add to Discord and a shared space:

Mentorship:

<https://inausa.org/empowering-women-in-stem-the-power-of-mentorship-and-innovation/>

<https://www.insidehighered.com/opinion/views/2023/04/28/why-peer-mentors-are-crucial-women-stem>

<https://www.mentoringcomplete.com/importance-of-mentoring-gen-z-women-in-stem/>

<https://orwh.od.nih.gov/sites/orwh/files/docs/ORWH-Mentor-Factsheet.pdf>

<https://education.lamu.edu/mentorings-impact-on-women-in-stem-fields/>

Women in STEM:

<https://hcses.nsf.gov/pubs/nsf23315/report/the-stem-workforce>

<https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics>

<https://hcses.nsf.gov/pubs/nsf23315/report>

<https://www.pewresearch.org/social-trends/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/>