At Monash, our focus on gender equity and inclusivity has been fundamental to our organisational strategy for more than three decades. We believe equity makes us better as a University and stronger as a community.

We strive to foster a culture that is inclusive where female staff participate equally at all levels in our pursuit of excellence. The biennial Women’s Mentoring Program was introduced in 2000 and supports the career progression and development of female professional and academic staff.

The program facilitates mentoring partnerships which provide women with opportunities to reflect on and grow their leadership capabilities, build professional skills and more effectively navigate Monash.
MENTORING?

WHAT IS MENTORING?

Mentoring is a partnership where one person offers help, guidance, and support to facilitate the learning and development of another.

At Monash the mentor is a more experienced staff member who assists the less experienced mentee by offering support, encouragement, access to organisational knowledge and assistance in setting and reaching career and development goals.

Modern mentoring relationships are collaborative learning alliances where mentees set individual goals and works towards them with the support of their mentor.
MENTORING TIMELINE

INFORMATION SESSION
Mentees and mentors attend an information session in May.

MENTORING MEETINGS
Mentees and mentors are expected to meet 6-8 times between May and December 2019.

GROUP EVENTS
Attend two networking events/workshops (mid-year & end of year).
ELIGIBILITY

MENTEES

• a woman
• employed at HEW 6 – 10 or Academic level A-E
• in an ongoing appointment or a fixed-term employment contract which expires no earlier than 31 December 2019¹
• employed at one of the Australian locations of Monash University
• available between May and December 2019
• have your supervisor’s support to participate in the program.

MENTORS

• any gender
• employed at HEW 8 and above or Academic level C and above
• in an ongoing appointment or a fixed-term employment contract
• employed at one of the Australian locations of Monash University
• available between May and December 2019

¹ If a contract ends before 31 December 2019, eligibility can be attained by providing a supporting statement from your supervisor outlining that a contract renewal is expected, covering the period up to 31 December 2019. This statement must be provided as part of the application process.
MENTOR EXPRESSION OF INTEREST

To become a mentor in the 2019 Women’s Mentoring Program, please complete the Expression of Interest. This form asks that you:

• provide details of your employment at Monash
• confirm you are able to attend an information session if applicable. This is optional for mentors who have previously participated in the Women’s Mentoring Program
• outline your areas of strength/areas in which you feel confident to mentor others
• briefly share your motivation for being a mentor

Unfortunately not all interested mentors will be able to be matched with a suitable mentee. Mentors will be provided with an opportunity to declare any conflict of interest before the match is confirmed.

Closing date: Monday 1 April
MENTEE APPLICATIONS

To apply to be a mentee in the 2019 Women’s Mentoring Program please complete the Application form.

This form asks that you:

• provide details of your employment at Monash
• confirm that your supervisor is supporting your participation in the program
• confirm you are able to attend an information session in May
• define and articulate your mentoring goals
• share what characteristics are important to you in a mentor
• highlight what value you expect to gain from participating in the program

Applications close: Monday 1 April

MENTORING GOALS

Clarity of your mentoring goals is one of the key success factors in establishing a purposeful mentoring partnership.

Most applicants wish to be mentored for career progression. Think about more specific challenges or development goals unique to you and your role at Monash, for example:

• Do you want to better understand the university structure and processes?
• Are you looking to attain better work/life balance?
• Do you wish to develop particular professional skills?
• Are you aspiring to enhance your leadership capability?
MENTEE SELECTION CRITERIA

- Clarity of your mentoring goals and developmental needs
- Alignment between your mentoring goals and expected outcomes
- Clarity in articulating the anticipated benefits of program participation
- Preference will be given to applicants who did not participate as mentees in the 2017 program and have been employed at Monash for more than 12 months.

The selection panel will aim for a balance of professional and academic staff, spanning diverse areas of the University and at different levels of seniority. It will also take into consideration the University’s strategic focus on supporting gender equality in areas where women have been historically under-represented.

Limited places are available in the program, requiring a selection process

Applicants will be advised of the selection outcome by end April 2019
MATCHING PROCESS

Effectively matching mentees with mentors is crucial to any mentoring program’s success.

We will use information captured in the application form including demographic details, mentoring goals and other preferences to assign you a suitable mentor.

Your developmental needs are a top priority in the matching process. Your mentoring goals will be correlated with the skills and experiences nominated by mentors.

Key characteristics you are looking for will be taken into consideration, however we cannot guarantee that your assigned mentor will match all criteria noted on your application form.
FURTHER INFORMATION

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