CCS Champions of GEDI mentorship scheme

The CCS recognises the importance of mentoring

In the Central Clinical School (CCS) Gender Equity Diversity and Inclusion (GEDI) committee 2021 Lived Experience survey, a primary outcome was that researchers reported the need for mentoring relationships, suggesting there is scope to enhance the mentoring provided at the CCS.

In consultation with the CCS Executive, the GEDI committee would like to put out an EOI for CCS leaders to put themselves forward to be identified as mentors, who could support early-mid career researchers (EMCRs) that currently lack mentorship and academic guidance, as well as to those that would like to increase their networks across the CCS.

Why the CCS needs you!

EMCRs need mentors

Junior academics report a wide range of challenges: they need to acquire a varied skill set from writer, editor, presenter, educator, supervisor and researcher and they are instantly held accountable to meeting research output benchmarks including awards, grants, publications, opportunities to review and conference presentation. Although many commence their career set for a fulfilling, long-term career as academic researchers, often EMCRs become overwhelmed by workloads and a continuous pressure to be achieving more.

There are unique, additional challenges faced by female and gender diverse academics

For those from underrepresented and minority groups, the pressure to take on additional roles and commitments, in addition to the significant lack of funding success adds additional stressors. Apart from the higher likelihood of being excluded from the informal networks that are valuable for career advancement. Women and gender diverse academics can face career gaps that are more frequent and longer in duration than men academics. This may result in delayed research output metrics, grant success or delayed promotion. Because of those additional challenges, the role of mentoring is critically important. Research shows that EMCRs with a greater number of mentoring relationships achieve higher academic rankings compared to those with none at all. Similarly, mentors have reported the benefits from engaging in mentoring relationships such as improved organisational commitment and broadened networks, and in particular has improved the leadership aspirations of researchers from underrepresented and minority groups.

The requirements of your participation

The CCS GEDI committee will create posters to be circulated and advertised across the School, with your photo, short bio and contact details – please see the example below.

It will be up to EMCRs to reach out and facilitate communication and commence the mentoring relationship. There will be information linked at the bottom of the poster and in CCS GEDI communications on how to find a mentor and drive the relationship: https://www.npr.org/2019/10/25/773158390/how-to-find-a-mentor-and-make-it-work

If you are able to support this valuable initiative please provide the following:

1. A photo of yourself
2. 1-3 sentences about yourself. This should diverge from your professional bio (we will supply a link to your Pure site), but more provide a personal angle to help EMCRs align with personalities
3. A sentence on why you would like to be a mentor, was expertise you can provide

“Meet our CCS GEDI mentors” example:

Meet Prof. Robyn Slattery “I am a Professor of Immunology, currently the Director of Education at the Central Clinical School. I am passionate about making a difference through inspiring and leading medical science communication internationally. I arrived at this vision via a childhood filled with adventure and curiosity, the inspiration provided by wonderful mentors who demonstrated the power of tenacity, and the instinct to trust my feminine strengths in balancing sole parenthood to raise three incredible daughters, with an international scientific career in autoimmunity research and medical education”

I am a CCS GEDI mentor because “I believe it is very important that feminine strength is galvanized to take centre stage in leading the international community in both medical education and research (and beyond)”

To know more about my academic roles: https://research.monash.edu/en/persons/robyn-slattery

Please reach out to me if you would like to connect: robyn.slattery@monash.edu