



STEM for HER Mentorship Program

Program Overview - Mentors

Mentor Expectations

Welcome! We are thrilled that you have volunteered to be a mentor with STEM for Her.

The STEM for Her mission is to create awareness, excitement and opportunities among girls and young women to launch successful STEM-related careers.

***Mentorship** is a critical component of that mission.*

- Through regular coaching sessions, you will provide guidance to your mentee, allowing them to:
 - Explore new ideas
 - Think critically about the skills they have and the skills they want to attain
 - Be curious about the world and opportunities around them
- Benefits to being a mentor:
 - Give back to the next generation of women entering STEM-related careers
 - Assume a leadership position
 - Expand professional network to other participating mentors
- The details:
 - Pilot program: Began in April 2022.
 - Time commitment: Approximately two hours per month
 - Number of mentees: One freshman or sophomore college student

Mentor Engagement

*While mentees should schedule and drive the agenda of your meetings, it's up to **you** to meet her halfway.*

To that end, the program requires a minimum level of engagement to which mentors must commit.

- Required engagement
 - Meet with mentee individually twice per month
 - First meeting: Discuss mentee current interests and goals, provide feedback and help her finalize three goals for the program
 - Subsequent meetings: Advance those goals through discussion and assignments
 - Assignments can include reflection exercises, research on internship opportunities, introductions to your professional network (if appropriate), etc.
- Additional engagement:
 - Mentors may be asked to attend additional events and/or provide content to the program
 - All mentors will be required to attend a training session led by program leadership during the first week of the program
 - All mentors will be required to attend one virtual social networking event with all mentees and mentors

Mentee Topic Brainstorming

While your mentee may have specific ideas into what they want to get out of the program, it is helpful to have some probing topics for what your mentee may be going through at their stage in life.

- Freshman/Sophomores in College
 - Courses to take, getting your first internship, navigating life away from home, making new friends, time management, major and minor selection, extended education, finances
- Juniors/Seniors in College
 - Internships, full-time roles, industry knowledge, graduation, extended education
- Graduate School
 - PHD vs Masters, Medical school, Nursing school, MBA
 - Transitioning from academia to industry, Job transition, industry knowledge, navigating the workplace, growing your career, going back to school

Mentor Engagement Agreement

When you agree to participate in the *STEM for Her* Mentorship program, you agree to the following:

Commit to your mentee. Mentees should be scheduling regular meetings with you and are expected to drive the relationship. That being said, you must meet them halfway. You should provide guidance, feedback and assignments to help the mentee reach their program goals. You may introduce your mentee to individuals in your network if appropriate.

Commit to the entirety of the program. If you cannot commit to the full session and required meetings with your mentee, please do not apply for the program.

Escalate. If at any time your mentee is not engaged, skipping sessions or showing other signs of disinterest, please escalate immediately to program leadership. We will work with you and the mentee individually resolve.

Leverage other mentors. We will provide you with the contact information of other mentors who have agreed to share it. You may network as a group, brainstorm ideas and share best practices related to working with mentees.

Ask questions. If at any point you have a question related to program logistics, your mentee or otherwise, please contact program leadership.

Mentor FAQs

How long is the program?

The pilot program began in 2022. We launch the program each fall and winter.

How many mentees will I be responsible for?

Initially, we will only pair you with one mentee. If you choose to participate beyond the pilot, you may have up to three mentees at a time.

How do I know who my mentee is?

Program leadership will share your mentee with you during the first week of the program.

How do I initially engage with my mentee?

You will meet with your mentee for an initial meeting to discuss her current interests and goals for the program/relationship with you. You should provide feedback on those goals - are they actionable and measurable? Can they be achieved or advanced through the program? You should provide feedback during that meeting and help them define three goals for the program. Mentees will then submit their completed goals via survey to program leadership. At the end of the program, they will be asked whether they were able to achieve those goals.

How do I engage with my mentee after the first meeting?

You should meet with your mentee twice a month to discuss her goals and what she is doing to achieve them by the end of the program. You can assign them reflections and/or research as part of that process. If appropriate, you can introduce your mentee to someone in your network.

Mentor FAQs Continued

Do I have to do anything other than meet with my mentee(s)?

You may be asked by program leadership to speak on program panels, attend events and/or provide content to the mentee population as a whole. We plan to host an “Ask Me Anything” panel, where we will select a few mentors to staff the panel. We will also gather all mentees and mentors for one virtual social event in the middle of the Program. Details along with calendar invitations are forthcoming.

What do I do if my mentee skips meetings, isn't engaging or is displaying other inappropriate behavior?

Escalate to program leadership immediately. Do not confront the mentee without discussing the situation with program leadership.

Is this program virtual?

Yes, this program is fully virtual.

What technology should we use for communication?

It is up to you and your mentor/mentee to determine the technology that works best for you. If you have a Gmail account, you can use Google Meet. You can also sign up for a free basic membership to Zoom.

Additional questions can be sent to staff@stemforher.org