



EMPOWERHER PROJECT MENTORING GUIDELINES

OCTOBER – DECEMBER 2024

EMPOWER PROJECT TEAM

Prof. Yasser Gaber Dessouky, *Dean of Scientific Research and Innovation, The Arab Academy for Science, Technology and Maritime Transport “AASTMT”, Egypt.*

Dr Renuka Thakore, *Director, Centre for Socio-legal Studies, Institute for Criminal, Legal and Social Justice, University of Central Lancashire (UCLan), United Kingdom.*

Eng. Rania Rageh, *Head of Research Data Science and University Ranking, The Arab Academy for Science, Technology and Maritime Transport “AASTMT”, Egypt.*

Dr Andy Clarke, *Senior Lecturer in Enterprise & Entrepreneurship, School of Business, University of Central Lancashire (UCLan), United Kingdom.*

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INTRODUCTION

The **EmpowerHER Mentoring Program** is designed to create a structured, supportive, and inclusive mentoring environment that empowers women in STEM to develop their careers, overcome barriers, and thrive in leadership roles. This initiative aligns with the broader goals of the EmpowerHER project to address gender disparities, promote leadership, and foster innovation in STEM fields. By providing mentees with access to role models and mentors, we aim to build a stronger network of women leaders in STEM who can navigate challenges and seize opportunities for career advancement.

OBJECTIVES OF THE MENTORING PROGRAM

- **Empower Women in STEM:** The mentoring program aims to enhance the personal and professional growth of women in STEM by offering tailored guidance and support.
- **Leadership Development:** The program will provide mentees with leadership development opportunities, helping them build the confidence and skills needed to take on leadership roles in their respective fields.
- **Overcoming Barriers:** The mentorship initiative will focus on overcoming challenges such as gender bias, work-life balance issues, and limited access to networks and resources.
- **Building Global Networks:** Mentees and mentors will connect across borders, fostering international collaboration and the exchange of knowledge and experiences.

ROLES AND RESPONSIBILITIES

MENTEES

- **Engagement:** Mentees are expected to actively participate in the mentoring relationship, set clear goals for their development, and seek feedback from their mentors regularly.
- **Commitment to Learning:** Mentees should be open to learning and should come prepared with questions, challenges, and reflections on their experiences.
- **Career Development:** Mentees will identify specific areas of career development and leadership growth they wish to focus on and communicate these goals with their mentors.

MENTORS

- **Guidance and Support:** Mentors are expected to provide tailored guidance and advice to help mentees achieve their professional goals, while also offering constructive feedback and support.
- **Role Model:** Mentors will serve as role models by sharing their experiences, career paths, and strategies for overcoming challenges in STEM fields.
- **Facilitation of Opportunities:** Mentors will help mentees identify and pursue opportunities for career advancement, skill development, and networking within the STEM community.

MENTORING STRUCTURE

- **Frequency of Meetings:** It is recommended that mentoring pairs meet at **least twice a month**, either virtually or in person, for a minimum of 1 hour per session.
- **Duration of the Program:** The mentoring relationship will last for a **minimum of 3 months**, with the possibility of extension based on mutual agreement between the mentor and mentee.
- **Goal-Setting:** At the start of the mentoring relationship, mentees and mentors should establish clear, measurable goals. These goals should be reviewed and adjusted as necessary throughout the program.

KEY FOCUS AREAS

1. **Leadership and Career Advancement:** The mentoring program will emphasize leadership development, helping mentees to climb the career ladder in STEM and take on leadership roles within their organizations.
2. **Work-Life Balance and Policy Advocacy:** Mentees will be supported in managing work-life balance challenges and advocating for policies that promote gender equality in the workplace, including flexible work arrangements.
3. **Networking and Collaboration:** Mentors will encourage mentees to expand their professional networks and seek out collaborations that can enhance their career growth and visibility in STEM.

CODE OF CONDUCT

- **Respect and Confidentiality:** Both mentors and mentees are expected to maintain the highest level of respect and confidentiality throughout their interactions.
- **Open Communication:** Both parties should communicate openly, setting clear expectations and addressing any concerns as they arise.