

MENTORSHIP POLICY STATEMENT

BACKGROUND:

The 30 by 30 goal is Engineers Canada's commitment to raising the percentage of newly licensed engineers that are women to 30% by the year 2030. This national goal is endorsed by both Engineers Geoscientists Manitoba and the University of Manitoba. As of 2021, the percentage of undergrad students enrolled at the University of Manitoba who identify as women was approximately 23%, (2022 enrollment reports not yet available), the percentage of newly licensed engineers who identified as women in 2022 was <23%, and the percentage of total professional engineers in Manitoba who identify as women is approximately 12.3%. Engineers Geoscientists Manitoba is committed to achieving the 30 by 30 goal. While there is still work to do to increase the recruitment of women into engineering and geoscience education programs, there is a strong need to support women during their education and as they progress through their careers.

While women are very underrepresented in engineering and geoscience, Two Spirit and non-binary people face similar issues of gender marginalization such as unwelcoming, biased and discriminatory workplace cultures and policies. Two Spirit and non-binary participants are therefore welcomed and encouraged to participate in this program should it resonate with any overlapping experiences. A briefing on inclusive practices will be included in the orientation sessions for all participants. An optional, but encouraged, longer workshop by EngiQueers for those who would like to improve knowledge and skills of binary gender constructs, respectful and inclusive language and best practices, will also be offered via the Association.

Mentorship has long been known as an effective way to support skill development and learning. Successful mentoring relationships can also extend well beyond knowledge transfer and develop into life-long relationships that are mutually beneficial to both the mentor and the mentee. As such, Engineers Geoscientists Manitoba has established a formalized mentorship program aimed at supporting the 30 by 30 goal.

GOALS:

The goal of the Women in Engineering & Geoscience Mentorship Program is to build community and provide engineering and geoscience students and interns (referred to in this program as 'Protégées') with an opportunity to connect with professional members (known as 'Mentors') who are women through a formalized tri-party Mentorship Program.

For the **Student**, this program is expected to provide:

- Insight into what it's like to be a working engineer/geoscientist;
- A picture of how they can see themselves in an engineering/geoscience career;

- An understanding of specific engineering/geoscience disciplines;
- An opportunity to network with professional engineers/geoscientists.

For the **Protégée**, this program is expected to provide:

- Insight into what it's like to be a working professional engineer/geoscientist;
- Experience in mentoring, coaching, and developing interpersonal relationships;
- The opportunity to be a role model;
- An opportunity to network with professional engineers/geoscientists

For the **Mentor**, this program is expected to provide:

- An opportunity to share their passion for their chosen field of engineering/geoscience and their career;
- Experience in mentoring, coaching, and developing interpersonal relationships;
- The opportunity to be a role model;
- A medium for influencing the future of the profession.

REQUIREMENTS:

Students must be:

- Women, Two Spirit and/or non-binary;
- Registered for the current academic year in the Faculty of Engineering at the University of Manitoba or with the Faculty of the Environment, Earth, and Resources, and as student members of Engineers Geoscientists Manitoba (ideally);
- Entering at least their second year of studies;
- Willing to embrace their role as a Student in the program by making a diligent effort to connect with their protégée and mentor.

Protégées must be:

- Women, Two Spirit and/or non-binary;
- Registered as Interns with Engineers Geoscientists Manitoba
- Willing to embrace the role of a protégée by making a diligent effort to connect with both their student and their mentor.

Mentors must be:

- Women, Two Spirit and/or non-binary;
- Professional Engineers/Geoscientists registered with Engineers Geoscientists Manitoba;
- Willing to embrace the role of a mentor by making a diligent effort to make themselves available to their student and protégée.

Students, Protégées, and Mentors must understand that this is a student/protégée-driven relationship.

For the 2023-2024 academic year, acceptance into the program will be based on a number of factors, including:

- Field of engineering/geoscience (discipline) and area of interest;
- Suitable mentor availability;
- Experience.

ROLES:

The Mentor, the Protégée, and the Student will:

- Discuss expectations for the mentoring relationship;
- From a student/protégée-driven perspective, work together to communicate and arrange meetings as needed;
- Attend Mentorship Program Events.

The Mentor

As an individual, the Mentor will strive to:

- Be supportive and encouraging;
- Be honest and realistic;
- Be flexible in the mentoring relationship;
- Help build confidence in the Student;
- Be respectful of the Student's social and cultural environment.

As a career coach, the Mentor will strive to:

- Advise the Student and Protégée on career paths and technical development opportunities;
- Provide guidance in networking and developing business relationships;
- Help the Student and Protégée formulate and articulate her career goals;
- Share their experience, knowledge, and wisdom with the Student and Protégée;
- Provide the Student and Protégée with honest and constructive information and feedback.

The Protégée

As an individual, the Protégée will strive to:

- Be flexible in the mentoring relationship and understand its bounds;
- Listen to what their Mentor has to say;
- Be honest and realistic
- Help build confidence in the Student;

As a prospective engineering/geoscience professional, the Protégée will strive to:

- Formulate and articulate her career goals;
- Ask questions of their Mentor and take advantage of advice and wisdom provided;

- Be proactive in pursuing opportunities;
- Share their experience and knowledge with the Student;
- Provide the Student and Mentor with honest and constructive information and feedback.

The Student

As an individual, the Student will strive to:

- Be flexible in the mentoring relationship and understand its bounds;
- Listen to what their Protégée and Mentor have to say;
- Be respectful of the Protégée and Mentor’s social and cultural environment.

As a prospective engineering professional, the Student will strive to:

- Formulate and articulate her career goals;
- Ask questions of their Mentor and take advantage of advice and wisdom provided;
- Be proactive in pursuing opportunities;
- Provide the Protégée and Mentor with honest and constructive information and feedback.

All parties agree to provide confidential open and honest feedback about the Mentorship Program to each other and the Women in Engineering & Geoscience Mentorship Program Coordinators.

By applying to enter the Mentorship Program, you are agreeing to share your email address with all program participants in order to receive program information and build a community.

EXECUTION:

The following (tentative) schedule outlines the schedule of events for the 2023-2024 Women in Engineering & Geoscience Mentorship Program:

Date	Task	Method
Late August to September 25	Program Recruitment	Association e-news, Friends of Engineering, Direct emails, Announcements by Faculty reps, UMES, and W.O.M.E.N.
Friday, September 15, 2023 at 12 p.m.	Mentor/Protégée Orientation Session	Engineers Geoscientists Manitoba McKinley A

<p>Wednesday, September 20 OR Thursday, September 21, 2023 at 5:30pm</p> <p>5:30-6:30pm, Hybrid in-person and remote: Classroom TBA and Zoom link</p>	<p>Mandatory Student Orientation Sessions</p>	<p>Email, posters, and UMES class announcements</p>
<p>Friday, October 6, 2023</p>	<p>Tri-Partnerships set and teams to participants</p>	<p>e-mail</p>
<p>Thursday, October 12, 2023(5:30-8:30pm)</p>	<p>Mentorship Event #1</p>	<p>In-person in engineering building, room TBA, and Zoom link for remote attendees</p>
<p>Wednesday, November 22, 2023 (5:30-8:30pm)</p>	<p>Mentorship Event #2</p>	<p>In-person in engineering building, room TBA, and Zoom link for remote attendees</p>
<p>Wednesday, January 17, 2024 (5:30-8:30pm)</p>	<p>Mentorship Event #3</p>	<p>In-person in engineering building, room TBA, and Zoom link for remote attendees</p>
<p>Thursday, March 21, 2024 (5:30-8:30pm)</p>	<p>Mentorship Event #4</p>	<p>TBD</p>
<p>March 17 – April 15</p>	<p>Program Assessment</p>	<p>Survey</p>