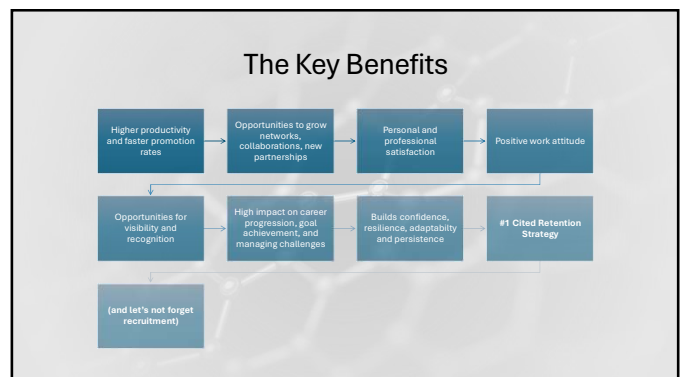


Roles and Responsibilities

A Mentor Advises	An Advocate Champions	A Sponsor Acts
<ul style="list-style-type: none"> • Goal setting • Role model • Coach • Mutual trust and respect • Relatively safe • Mentee leads • No direct control • Not a trusted advisor 	<ul style="list-style-type: none"> • Your voice in the room • Know, trust and believe in you • More direct role in advancement • Put their reputation on the line for you • Vouch for you • Has influence, respect and connections 	<ul style="list-style-type: none"> • Advocate+ • Invests in you • You are the protégée • Focus on career advancement • Makes opportunities happen – opens doors • Has influence, respect, connections and means



Mentors, Advocates and Sponsors


Define	Define why this is important and share
Understand and communicate	Understand and communicate the difference
Be	Be very intentional and inclusive
Provide	Provide a good structure – organic does not work
Measure	Measure impact – short, medium and long-term
Provide	Provide the training at all levels

Measurement Strategies

- Pick program goals and decide what to measure
- Identify and track multiple types of engagement data; not just participation
- Reflect on, and respond to, what the data tells you









Professional Development for All Roles



- Early is Important! and often not recognized
- Multidisciplinary and organization agnostic options are desired (with a word on ERGs)
- It is key to provide:
 - networking skills & opportunities
 - role models (mentors, advocates, sponsors)
 - career navigation tools and skills
 - clear pathways
 - peer circles
 - shared experiences and solutions
 - safe places

Advancing Women In STEM





www.stemupnetwork.org


Stay in Touch!

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Thank You



Connect with me on LinkedIn to get access to the poll answers and resources referenced during this talk

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