



MNL WOMEN'S CAUCUS

Mentorship Program 2019



Our Commitment

By ensuring the participation of women in the political life of their community and by responding to their specific needs, municipal governments can play a leading role in helping to achieve gender equality.

Women's Mentorship Program

Municipalities Newfoundland and Labrador created a Women's Caucus to focus on how we can encourage more women to take on leadership roles within the municipal sector and how to provide support once they are there. Through tools such as the Women's Mentorship Program, we hope to build a stronger community of women and provide opportunities to improve their skills and advance their political and professional careers. Widely considered to be an important strategic tool, mentoring is often used to attract and retain a diverse workforce.

This program is voluntary, mentors have self-identified and are willing to draw upon their own personal experiences to inspire hope, share knowledge and empower others working in the municipal sector in Newfoundland and Labrador. Mentoring can be a mutually beneficial relationship in which both individuals form a long-term professional connection that will be highly rewarding.

How to Mentor

Given the large geographical landscape of the province it is most likely that mentoring will occur long distance.

- Individuals are encouraged to use technology such as email, video chat and direct messaging to connect with one another.
- How the mentorship relationship develops with each pair of mentor and mentee will depend on the preferences of the individuals involved.
- Mentoring can happen over a coffee once a month, it can happen through phone calls or text messages and emails, it can be rigorously scheduled or spontaneous and organic.

MNL has committed to providing space at the Municipal Symposium and the annual conference each year for the Women's Caucus where networking and face-to-face mentorship can occur.

MNL will compile a list of women in the municipal sector who are willing to become mentors. However, organic or spontaneous connections are encouraged through the MNL Women's Caucus Facebook group, or during networking sessions, workshop and other events.

MNL will obtain feedback from mentors and mentees regularly to monitor the effectiveness of the mentorship program. We will also provide participants with support material designed to help you make the best of the mentorship opportunities.

Mentorship Program Details

The foundation of this program is building relationships and connecting a community of women. The municipal sector as a whole will benefit greatly from mentoring programs as it contributes to the development of a better-trained and engaged municipal sector.

Our mentorship program is based on an informal model where the mentee is accountable for drawing out what she needs and wants, while the mentor is accountable for giving knowledge and support when requested. Privacy is at the discretion of both mentor and mentee.

Mentorship Benefits

Benefits of being a mentor

- Personal and professional growth
- Improve communication and personal skills.
- Develop leadership and management qualities.
- Reinforce your own work habits and knowledge of the municipal sector
- Increase your confidence and motivation.
- Expand your professional and personal networks
- Engage in a volunteering opportunity, valued by employers.
- Enhance your CV.

Benefits of being a mentee

- Learn more about your role as a councilor or administrator and how others are succeeding in similar roles.
- Increase confidence and self-awareness.
- Development of new knowledge and skills
- Personal and professional growth.
- Expand your professional and personal networks

To become part of this initiative, please contact the MNL office at 753-6820 or via email at gwoodfine@municipalnl.ca.

Mentorship Program Registration

Name _____ Date _____
Municipality _____ Region _____
Home Phone _____ Cell Phone _____
Email _____

I am interested in participating in the MNL Women's Mentorship Program as a:

- Mentor
- Mentee

Comments/Suggestions _____

Your consent will give permission for the exchange of information between the mentor and the mentee participating in the Women's Mentorship Program.

Signature _____
Date _____