

# Mentoring

## A FEM perspective

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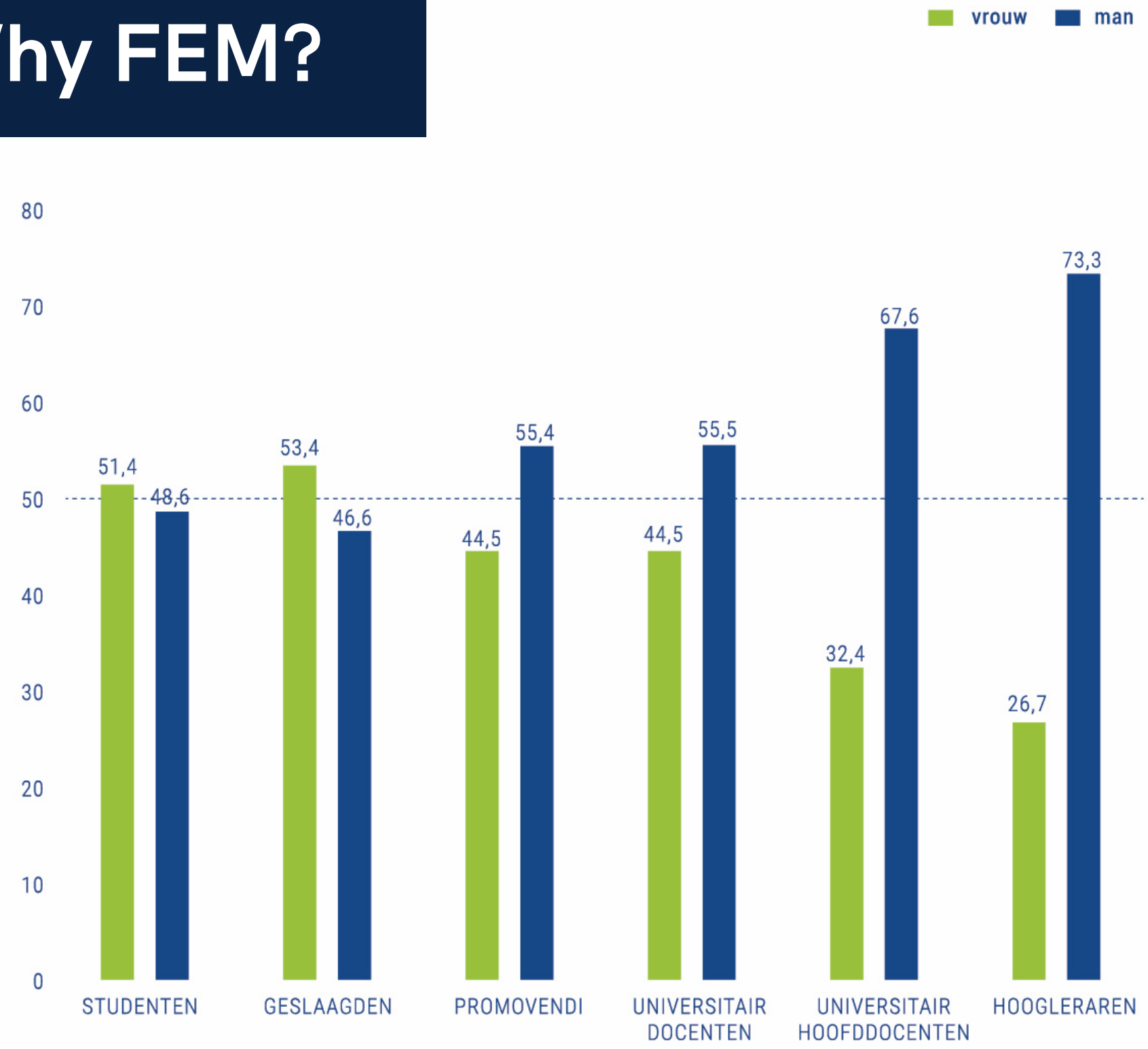


## Overview

- 1** Short intro to FEM
- 2** Overview activities
- 3** Mentoring – the good, bad & ugly
- 4** Open discussion



# Why FEM?





## What is FEM?

- Network under D&I office
- Board with academic and support staff across all faculties
- For all employees, academic and support staff, all gender, all rank



# Our mission

- Raise awareness of challenges and opportunities relating to gender equality and equity within the UM community;
- Encourage an open discussion on gender equality in terms of career and work life within the UM;
- Identify current issues and problematic areas of gender equality and equity and contribute to shape policies;
- Increase the visibility of women at the university at all career stages;
- Cooperate with other platforms with a similar vision within and outside the Netherlands
- Facilitate collaborative interaction between junior and senior staff members at UM, staff from different faculties and different faculty positions (administration and academic);



## Trainings

- Active Bystander training
- Bridging the gap
- Together with Staff Career Centre at Maastricht University





# Informing



- Twitter, LinkedIn, Instagram
- Website
- Grant leaflet
- Citation Guide

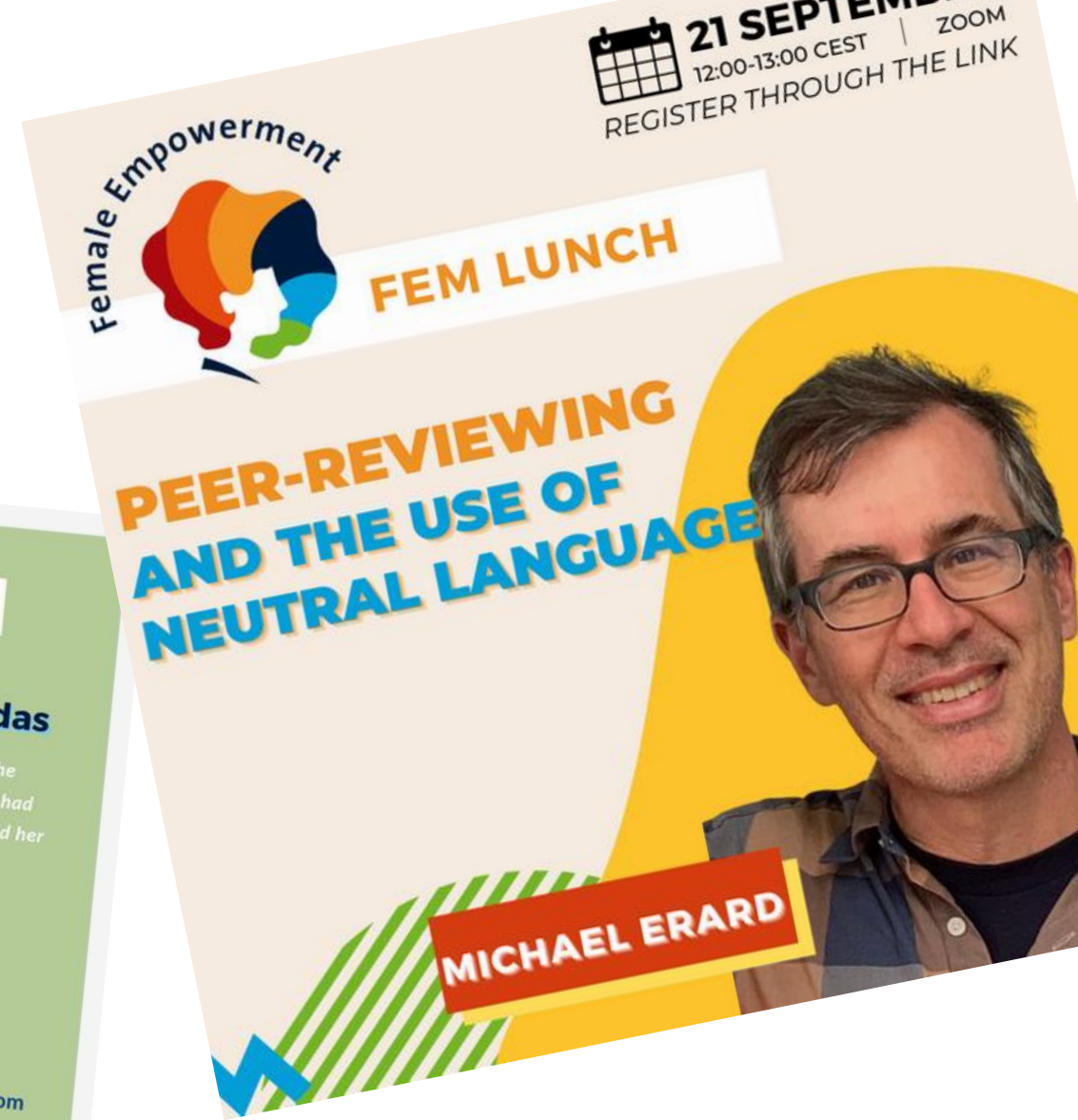






# Networking

- Lunches (very succesful!)
- Women Researcher's Festival
- Webinars







# Networking



## SEXUAL HARASSMENT IN THE ACADEMY WORKSHOP

This workshop identifies the main causes of sexual harassment culture within the academy, the impacts, how to identify danger signs, and how to empower victims through effective reporting methods.

**- KAREN KELSKY**  
FROM THE BOOK *THE PROFESSOR IS IN*

**5TH OF APRIL**  
15:00-16:30 | ONLINE



- FEM keynote series

## WHY DO WOMEN SAY YES? TO NON-PROMOTABLE TASKS

"When we think about who is a 'good fit' for non-promotable work, women "come to mind" more easily"

"Women feel guilty when they say no - Because we expect them to say yes"

"Women experience backlash when they say no"

### DE NEE CLUB

LINDA BARDOCK, BRENDA PETER, LISE VESTERLUND & LAURIE BEINGART

BOOK LAUNCH OF "DE NEE CLUB"  
MONDAY 12 DECEMBER  
14:00 - 17:00

Female Empowerment **EVENT** **SAVE THE DATE!**

## ANGELA SAINI

HOW HAVE MYTHS ABOUT FEMALE INTELLECTUAL INFERIORITY DAMAGED OUR UNDERSTANDING OF HUMAN DIFFERENCE, AND ALLOWED SEXISM TO PERPETUATE?

**19** DAY    **04** MONTH    **22** YEAR

## FIGHTING THE MYTH OF FEMALE INFERIORITY







# Policy

- VIDI Extensions
- ERC negotiations
- COVID 19 – FEM White Paper
- R&R





## Mentoring

- Pilot 2019
- Asked for mentors/mentees (+/- 10 couples)
- Matching (because of high profile mentors)
- Only female mentees
- Provided rules of engagement
- Survey to gather feedback





## Lessons learned from mentoring pilot

- Hard to find mentors (time consuming but rewarding)
- Matching is not perfect (personality, faculty)
- Rules of engagement are important to set bounds
- Mentees seek very different things



## Next steps

- Inventory of UM initiatives
- Harmonize initiatives
- Mentor training
- Database of mentors



## Food for thought

- Should we call it mentoring?
- Incentives for mentors? Part of academic citizenship?
- How to do the matching? How to ensure good chemistry?
- Should it be per faculty or interfaculty?
- Diversity aspects – are we not overburdening particular groups?



# Female Empowerment Maastricht

*Thank you!*

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