

Mentoring in Academia and Research:  
a Tool to Improve Gender Equality in Human Resource Management

**23.10.2020**  
9.30 – 13.30

[www.genderaveda.cz](http://www.genderaveda.cz)  
[www.eument-net.eu](http://www.eument-net.eu)

 

The poster features a colorful background with scientific and educational icons like a microscope, DNA helix, and gears. In the foreground, there are silhouettes of three people's heads in profile, facing each other, with thought bubbles above them containing various symbols like a brain, a gear, and a DNA helix.

## *International Online Expert Exchange*

# Session 1: How to start a mentoring programme

## ■ Experts

Dr. Marta Chiarinotti (Kiel University, Germany)  
Coord. Mentoring Programme for PostDocs



via:mento  
international

Dr. Ruth Kamm (Kiel University, Germany)  
Coord. Mentoring Programme for PostDocs



via:mento

Dr. May C. Morris (Univ. Montpellier France)  
Coord. Mentoring Programme for PhD students



FEMMES & SCIENCES  
ASSOCIATION



## ■ Facilitator

- Xavi Ronald Eekhout Chicharro

# Session 1: How to start a mentoring programme

- **Defining the mentoring programme : who, what and how?**
- **Support and Budget : planning resources**
- **“Public Relations” : announcing the programme**
- **Networking**

## Defining the mentoring programme : who, what and how?

- **Overall objectives / motivation:** institutional and participants' level
- **Target group :** depends on overall aim
- **Specific needs of the target group :** needs of mentees will differ depending on career stage
- **Mentoring format and programme content :** one-to-one / mentoring circles / peer mentoring; workshops; networking events; individual support measures

## **Support and Budget : planning resources**

### **■ Who will support the mentoring programme ?**

Top down: university, academic institution

Bottom up / community-based: association, private

### **■ What is the budget and how will it be used**

### **■ First necessities**

### **■ Sponsorship**

## **Public Relations : announcing the programme**

- **Plan time and resources for describing the programme**
- **Select contacts who will spread the news**
- **Collaborate with the public relations department**

## Networking

- **Externally: with other colleagues with experience in mentoring programmes**
- **Internally: within the institution / community**