



The Essential Role of Mentorship for Women in Science

Speaker: Tamara Greenfield King, Provost for University Life at the University of Pennsylvania

Mentorship in science/STEM is crucial, as it offers distinct value and support to mentees. Science/STEM mentors, often more educated and experienced, provide guidance based on their experiences and introduce their mentees to networks that will nurture their career growth. Mentoring relationships are even more critical for underrepresented groups, especially people of color and those with caregiving responsibilities, by providing tailored support to navigate their unique challenges and ensure their career progression. In this webinar, Tamara emphasized that finding the right mentor is essential to ensuring a good fit for continuous development and sustaining women in the pipeline of this Science/STEM academy.

Discussion Questions:

1. How can mentorship contribute to cultural shifts in the sciences and in what ways can mentors help increase representation of women in STEM?
2. Have you ever felt hesitant to approach a potential mentor? What were your concerns?
3. What strategies can you use to initiate a mentorship relationship with someone senior in your field?
4. How can you ensure that a mentor is the right fit for your specific needs?
5. Tamara mentioned that it may be beneficial to have multiple mentors for different aspects of your career. How can you manage relationships with multiple mentors effectively?
6. What specific actions can mentors take to support women and people of color in STEM and those with caregiving responsibilities?
7. How can mentors help you achieve a better work/life balance?

8. What stereotypes about women in science have you encountered? How can mentorship help in overcoming these stereotypes and fostering a more inclusive environment?
9. Tamara talked about the importance of recognizing when to move on from a mentorship relationship. How do you determine the right time to end a mentorship relationship and how can you ensure a smooth transition?
10. A mentoring relationship could be useful in helping you achieve your career goals, for example, grant writing and securing funding for research. What tips have you received from mentors regarding funding that have been particularly useful?

Action Items:

Write down three specific goals you want to achieve through mentorship.

1. Identify potential mentors within your network or field and plan your approach to initiate a conversation with them. Develop a list of questions or topics you want to discuss with your current or potential mentors.
2. Reflect on your current mentorship relationships and evaluate if any changes are needed.
3. Explore new networks or resources introduced by your mentors and make a plan to engage with them.

Resources for Continued Learning:

- [Getting Mentorship Right: Proven and practical keys to effective mentoring relationships](#) by [Bob Alonge](#) and [Samuel Ekundayo](#).
- [Building Mentorship Networks to Support Black Women a Guide to Succeeding in the Academy](#) by [Bridget Turner Kelly](#) and [Sharon Fries-Britt](#) (Eds).
- [The Science of Effective Mentorship in STEMM](#).
- [Success Strategies From Women in STEM: A Portable Mentor](#) by [Peggy A. Pritchard MLIS](#) and [Christine Grant](#) (Eds).
- [Organic Mentoring: A Mentor's Guide to Relationships with Next Generation Women](#) by [Sue Edwards](#) and [Barbara Neumann](#).
- [The Ultimate Guide to Great Mentorship: 13 Roles to Making a True Impact](#) by [Scott Jeffrey Miller](#).
- [Mentorship Unlocked: The Science and Art of Setting Yourself Up for Success](#) by [Janice Omadeke](#).
- [Career Mentorship: Get The Guidance You Need](#) by [Destiny S. Harris](#).