

## Lucy Mentoring Program – Operation and Key Principles 2009

### Background

The Office for Women's Policy (OWP), NSW Department of Premier and Cabinet has developed the Lucy Mentoring Program together with the University of Sydney, the University of Western Sydney and Women Chiefs of Enterprises International. The Program aims to increase the number of women in senior executive positions in the areas of business, finance, economics, accounting and law by establishing mentoring relationships between women undergraduate students and mentors who are senior professionals.

### Key Principles

The Program will encourage the development of women, who, given the right opportunities and support, will become our future leaders.

The Program specifically targets university students who otherwise would not have the opportunity to develop their leadership potential. It will support students who have demonstrated a disadvantage or are considered by their University to be disadvantaged. This could include but is not limited to disadvantage in the areas of education (including disrupted schooling, disadvantaged secondary school environment), rural, isolated or migrant family backgrounds, financial hardship, family disruption, English language difficulties, or personal illness or disability.

The Program will communicate and demonstrate to student participants the diversity of opportunities available for them in the private and public sector, and the personal advantages of achieving job satisfaction, and will provide an opportunity to build networks.

The Program partners will endeavour to create an environment that facilitates a positive, high quality mentoring experience for women undertaking tertiary studies, and provide them with an opportunity to work with senior professionals in the public and private sector.

The Program partners will work collaboratively to give student participants opportunities to meet and learn from students from other participating universities, to give mentors opportunities to work together, and to support one another to ensure costs are minimised and unnecessary duplication avoided.

### Operation of the Lucy Mentoring Program

The Program consists of student and mentor briefings, a combined first session where mentors and students meet each other, a flexible work based activity of some 35 hours in total, mid placement debriefs for mentors and students, and a combined second session where students report on key learning experiences and celebrate their achievements in an environment where students and mentors can extend their networks.

Since the commencement of the Program, the University of Newcastle, University of Wollongong, University of New England, and University of New South Wales have also joined the Program. The Office for Women's Policy will continue to encourage additional universities to become partners in the Program.

A Steering Committee with representatives of all Program partners and convened by the Office for Women's Policy will oversee the ongoing development and evaluation of the Lucy Mentoring Program. All members of the Steering Committee will work collaboratively to support and develop the Program, plan and deliver it consistently, collaborate on Program materials and publicity and share information for reporting about the Program, e.g. for use in Annual Reports, websites, press releases or speeches.

