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*"Better Jobs, Better Earnings, Better Living"*



## Mentorship



### Mentorship

Mary Murphree, Women's Bureau Regional Administrator, Region II, welcomes participants to the morning Mentorship session featuring a distinguished panel of presenters. Also pictured are Moderator Jackie Cooke, WB Regional Administrator, Region I; and

panelists Dr. Esther Pearson, Michelle Chambers, and Dr. Lois Zachary.

*"As you climb, also lift. Always reach down and lift others so that they can gain, too."*

-- Mary McLeod Bethune, former President, Bethune-Cookman College.

A second set of breakout sessions at the National Women's Leadership Summit focused on the topic of **Mentorship**. In the past three years, the Women's Bureau has designed and implemented several mentoring programs, including:

- GEM-SET (Girls' Electronic Mentoring in Science, Engineering, and Technology; [www.gem-set.org](http://www.gem-set.org))
- GEM-Nursing (Group E-Mentoring in Nursing; [www.gem-nursing.org](http://www.gem-nursing.org))
- Wi\$e Up (a financial education project for Generation X women; [www.wiseupwomen.org](http://www.wiseupwomen.org)), and
- Flex-Options (a mentoring program for business owners on how to develop flexible workplace policies; [www.we-inc.org](http://www.we-inc.org)).

At the Summit, the Women's Bureau shared some of the lessons learned from these programs. For example, mentoring is a way to connect people with similar interests and promote learning. The Mentorship breakout sessions gave the leaders of several organizations the opportunity to talk about their experiences with mentoring programs. These leaders were:

■ **Michelle Chambers**

*Executive Director, Tennessee Economic Council on Women, Nashville, TN*

- **Dr. Esther Pearson**  
*Founder, Mary McLeod Bethune Institute & Pearson Group, Groton, MA*
- **Dr. Lois Zachary**  
*President, Leadership Development Services, LLC, Phoenix, AZ*
- **Nancy Chen**  
*Regional Administrator, Region V, USDOL, Women's Bureau*
- **Anne T. Onstott**  
*RN, CNOR, Department of Veterans Affairs Medical Center, Denver, CO*



The panelists offered suggestions on how to establish a mentoring program. The first step is to determine clear goals for the program: for example, to provide role models; to identify and overcome challenges; to offer career guidance; to teach leadership and management skills; and to share visions, opportunities, and expertise. The next step is to determine which types of mentoring best achieve those goals: peer-to-peer,

professional to student, face-to-face, online, etc.

A well-designed mentoring program also includes infrastructure – strategies to recruit and retain mentors and mentees and opportunities for interaction between the participants. Communication can occur via the Internet or in-person. It is also key to have the support of supervisors in an organization.

If you would like to find or to be a mentor, you can contact a relevant professional organization, employer, government agency, nonprofit, or college or university to find out about available opportunities.

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*"I learned a lot by attending the Leadership Conference. I will [become involved in]... GEM-Nursing..."*

-- Anne Onstott

*"Thank you for inviting me to the National Women's Leadership Summit. Being there allowed me to see the breadth, depth and impact of the work of the Women's Bureau...The mix of theory and practice added to the participants' experience...."*

-- Dr. Lois Zachary

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The Women's Bureau is proud to support working women as they mentor others.

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*Statements of or attributions to private sector speakers or participants may not necessarily reflect Department views.*

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