

Tips for a Successful Partnership with Your Mentee

Expose your mentee to YOUR network

Using your network to uplift your mentee and expand her own network is one of the most important aspects of mentoring.

Create a personal relationship rather than solely a professional mentorship

Mentees are more likely to open up and come to you for support if they know you are invested in their overall wellbeing in addition to their professional development. Be honest with your mentee about what you are and aren't comfortable sharing and discussing.

Make time for your mentee

Everyone's busy. But, a successful mentoring relationship is dependent upon communication, in all its forms. It is discouraging for mentees to feel as though you don't have time for them.

Invest in your mentee's success.

The best mentors go beyond just meeting with their mentee every so often. Be a resource and advocate for your mentee!

Acknowledge gender issues exist and how they affect you

Young women may have different professional experiences compared to their male counterparts. One of the biggest ways you can be useful is to validate her experiences and help her navigate through her professional career given any obstacles related directly to gender.

Tips for a Successful Partnership with Your Mentor

Set realistic expectations

Remember that your mentor is a human being. While they can advocate for you, and give advice, don't expect them to completely change the trajectory of your career.

Help your mentor help you

Your mentor can't help you if they don't know what you need. Don't be embarrassed to tell them about any challenges you're having.

Follow through

If you and your mentor set goals or action steps, follow through on them! Your mentor is there to help you, but they will quickly lose interest if they see you're not dedicated.

Be yourself and don't be afraid to open up

It's always awkward to start a mentoring relationship, but the more your mentor knows you, the more they'll want to help you.

Be respectful of your mentor's time

Your mentor volunteers their time to be a resource to you. Be respectful of their time by coming to meetings prepared, following through, and cancelling with sufficient notice.

TAKE ACTION

- 1. Join a mentoring network and/or civic engagement organization**
 - Eleanor's Legacy—www.eleanorslegacy.com
 - Ellevote Network—www.ellevotenetwork.org
 - Emily's List—www.emilyslist.org
 - Higher Heights—higherheightsforamerica.org
 - League of Women Voters—www.lwvny.org
 - New American Leaders—www.newamericanleaders.org
 - VoteRunLead—www.voterunlead.org
 - Voto Latino—www.votolatino.org
 - Women's City Club of New York—www.wccny.org
- 2. Commit to prioritizing and improving your mentoring partnership**
- 3. Send comments/suggestions to genderequity@cityhall.nyc.gov on**
 - how you're prioritizing and improving your mentoring partnership
 - how CGE can continue its support of your mentoring and leadership development activities
- 4. Attend your Community Board's upcoming meeting**
 - Visit www.nyc.gov/cau to locate your community board
- 5. Send motivational quote on leadership and/or mentoring by close of business Monday, March 12, 2018 to contribute to our digital booklet.**
 - Send quotes to genderequity@cityhall.nyc.gov

ABOUT THE COMMISSION ON GENDER EQUITY

Created in June 2015, the Commission on Gender Equity (CGE) works with city agencies to address issues of inequity and discrimination facing girls, women, and transgender and gender non-conforming individuals regardless of age, ethnicity, immigration status, sexual orientation, socioeconomic status, and physical and mental ability.

CGE fulfills its mandate by:

- Studying the nature and extent of inequities facing women and girls in the City and their impact on the economic and civic, and social well-being of women, girls, and TGNC individuals,
- Advising on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies,
- Making recommendations to the Mayor and City Council for the reduction gender-based inequality,
- Reporting annually to the Mayor and City Council on its activities over the previous twelve months, goals for the following year, and recommendations to advance gender equity.

For more information and to contact the Commission on Gender Equity, please send an e-mail to genderequity@cityhall.nyc.gov.