

EINLADUNG

Montag 23. September 2013, 9.00 – 12.00 Uhr
Fakultätssitzungssaal Sowi, Universitätsstraße Innsbruck, 3. Stock OST

Mentoring & gender equality: The ‘bifocal approach’ to mentoring for development & change

Mentoring programs have been enthusiastically embraced as a gender equality intervention, but does mentoring deliver the hoped for outcomes for women? Dr **Jennifer de Vries** is a passionate advocate of mentoring, however she argues that many mentoring programs over-promise and under-deliver. Drawing on more than a decade of experience and recent research (her own and others) Jen addresses this shortfall and provides practical solutions to ensure programs deliver productive outcomes not just for the mentee, but also for the mentor, and the organisation.

Jen will present what she calls a ‘bifocal approach’ to mentoring programs, positioning mentoring programs to focus on the development of the individual whilst simultaneously focusing on building more equitable and enabling workplaces. Mentoring programs, she advocates, can be positioned to pursue the short-term goal of assisting mentees to thrive in the current workplace, while pursuing the long-term goal of building an organization where all can thrive.

This will be a wide-ranging presentation of interest to mentees, mentors, those engaged in the provision of mentoring programs, and anyone interested in gender equality and organisational culture change.



Dr Jennifer de Vries is an independent researcher and development consultant, based in Perth, Western Australia. She is a gender and organisational change scholar, with a passionate commitment to contributing to both scholarship and practice. She has recently completed two research commissions; firstly, the publication *Mentoring for Change* (Commissioned by Universities Australia Executive Women) which is designed as a scholarly resource to help build sector wide capacity in the delivery of mentoring programs, and secondly research in a STEM Faculty, examining ways of improving gender equity within the Faculty. Jen works closely with a number of Australian and New Zealand Universities, including University of Western Australia, University of

Melbourne and University of Auckland. Her work has also been enthusiastically received in Europe where she continues to contribute to academic conferences, and has delivered keynote addresses, master classes and workshops to universities and organisations in the UK, Switzerland, Germany, Sweden and the Netherlands. Jen recently completed a GEXcel (Centre of Gender Excellence) Postdoctoral Fellowship with the University of Orebro, Sweden.

▶▶▶ Further details of Jen’s work and publications are available at www.jendevries.com

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