



DWL MENTORING PROGRAM

Successful mentoring relationships have a positive and long-lasting impact for mentors and mentees. It is common that people remember that one teacher or colleague who was fundamental in leading change, inspiring careers, and giving valuable advice.

The main purpose of the DWL Mentoring Program (the **Program**), in line with our primary aims, is to foster and support mentees to access quality mentoring, gain inspiration from positive role models and feel supported as they navigate through their careers. A secondary aim of the program is to provide exposure around career pathways and the multitude of opportunities available within the law.



MENTORS AND MENTEES

Who are our MENTEES?

Our program mentees are law students or junior lawyers who:

1. self-identify as female; and
2. self-identify as being from one or more underrepresented backgrounds, such as, for example;
 - a. culturally and ethnically diverse persons;
 - b. Aboriginal or Torres Strait Islander persons;
 - c. people who identify as LGBTQ+;
 - d. people with a disability;
 - e. people who experience or have experienced socioeconomic disadvantage;
 - f. people with caring responsibilities; and/or
 - g. mature age law students and lawyers.

Who are our MENTORS?

DWL welcomes expressions of interest from legal practitioners (from all backgrounds beyond those defined for mentees above) who would like to participate as a mentor. Mentors from any of the following backgrounds are encouraged to apply:

- (1) Private practice;
- (2) Government;
- (3) The Bar or Judiciary;
- (4) Academia;
- (5) Non-legal (e.g., policy);
- (6) In-house; and
- (7) Community Legal Centres/NFPs.

In addition to the primary aim of facilitating access to support and role models in the law, providing mentees with exposure to the varied career pathways open to them within the law is a significant benefit of the Program.

The Program could also informally operate as a reverse mentoring, where the mentors will have the opportunity to learn from their mentees and gain a better understanding of barriers and challenges faced by their respective mentees.



PROGRAM DETAILS

Program Structure

The structure of this Program will be implemented on a 2:1 (mentor to mentee ratio) basis. Mentees will have the opportunity – depending on their preliminary preferences – to be mentored throughout the Program by 2 mentors who have practised or are practising in different areas of the law.

In summary the Program will comprise:

1. A set duration of 6 months for the Program;
2. A networking event at the start, middle and end of the Program. The interim and final events will be combined with existing DWL events to the extent possible;
3. Mandatory training for mentors; and
4. Mentoring Guidelines which will include a Code of Conduct for the Program's mentors and mentees to sign and adhere to for the duration of the Program.

Timeline and Key Dates

A draft timeline of key milestones of the 2019/2020 Program is below:

EVENT	TIMING
Pilot Program Launch	10 October 2019
Mentor Training	October/November 2019
Program Networking Event	November 2019
Mid Program Event	March 2020
End of Program Event	May 2020

Contacts

For enquiries about the Program or to express your interest to participate as a mentor, please contact Keerthi Ravi or Isabela Deveza at diversewomenlawyers@gmail.com

"MENTORING AND NETWORKS ARE CONSISTENTLY IDENTIFIED AS TWO OF THE MOST POWERFUL STRUCTURAL ENABLERS FOR CAREER PROGRESSION, ESPECIALLY FOR MINORITY INDIVIDUALS. MINORITY LEADERS REQUIRE CONSIDERABLE PSYCHOSOCIAL SUPPORT TO MITIGATE AND CONTINUE TO WORK AGAINST A RANGE OF THE PERCEPTUAL BARRIERS. EFFECTIVE AND QUALITY MENTORING AND NETWORKING OPPORTUNITIES ARE SEEN TO PROVIDE SUCH SUPPORT."

- BEYOND THE PALE: CULTURAL DIVERSITY ON ASX 100 LISTED BOARDS (2018)

