

#FirstMentor

On International Women's Day (IWD), 8 March 2018 the First Minister will publicly pledge to commit more of her time to mentoring by announcing that she will run the 'First Mentor' opportunity again this year.

First Mentor is a joint initiative between the Scottish Government and Young Scot to offer one young woman aged 18-23 the opportunity to be mentored by the First Minister for a year. Those shortlisted for the opportunity will have the chance to take up another mentorship through the Scottish Chambers of Commerce.

This year, the First Minister is inviting other woman in leadership positions to join her, by pledging to give some of their time to help a woman or girl to fulfil her potential.

The Pledge

"I'm giving my time to help a woman fulfil her potential"

You can take part in 4 easy steps:

- 1.) Let us know you would like to participate by emailing lesley.cunningham@gov.scot. Include your address so that we can send you a pledge card.
- 2.) On IWD 2018, Thursday 8 March (but not before), post a photo of yourself on social media holding the pledge card, using #FirstMentor and #IWD2018. You might also want to link to the First Minister's handle @NicolaSturgeon. You could use additional hash tags too. Here are a few suggestions but you might have your own ideas!

#HelpHerBe #PressforProgress (this is the theme for IWD 2018)
- 3.) Get mentoring!
- 4.) Stay in touch. We'd love to know how you and your mentee are getting on and whether mentoring is a positive experience for you both.

FAQ

Can I make a pledge if I already mentor a woman? Do I need to find an additional mentee?

Yes, and no you don't need to find an additional mentee. Though if you wanted to then great! Making the pledge is all about raising awareness of mentoring as a tool to empower and support women and girls so if you are already mentoring a woman you can make a pledge.

What do you mean by women leaders? Do I need to be a Chief Executive to take part?

Absolutely not. We mean any woman who is willing to offer her time and share her experience with a woman or girl to help her reach her potential. You could be a Chief Executive, but equally maybe you run a small business or social enterprise or you are in a profession that you love.

The opportunity to be the First Minister's mentee is open to young women aged 18-23 who live in Scotland. Would my mentee need to fit those criteria too?

No, it would be totally up to you to select your mentee. For example, you might want to mentor a woman from your leadership team or wider organisation who you think has great potential but perhaps needs some help to see that same potential in herself. Or maybe you already work in partnership with a voluntary organisation or a school and you would like to partner with them to identify a young woman to mentor. Your mentee could be any age and come from anywhere across the UK, and beyond.

Do I need to run a competition or selection process to find my mentee.

Only if you want to. How you go about identifying your mentee is up to you. Perhaps your organisation already has a mentoring programme that matches mentors with mentees that you could take part in.

How long should the mentorship last?

This is totally up to you. If you decide to participate, the Scottish Government won't direct how you and your mentee choose to run the mentorship. How long the mentorship lasts and how often you meet would be up to you and your mentee.

I don't use social media. Can I still part?

Yes. The mentoring is the really important part so as long as you, and we, know you have made a pledge then you can take part.

How will I get a pledge card?

If you email us to let us know that you would like to participate we will send you a pledge card by post. Or you can print off your own too.

I don't know how mentoring works. Will the Scottish Government help?

Yes. We would be happy to direct you to helpful resources on mentoring and other sources of information if you would find that useful.

Will the Scottish Government keep a record of everyone who makes a pledge?

Yes, provided that you are happy for us to hold your name and contact details. We would like to get back in touch with you to see how you and your mentee are getting on and whether mentoring has been a positive experience for you both.

I'd like to encourage other women I know to get involved too, is it ok to forward on details of the pledge?

Absolutely! We would love for you to share details of the pledge and encourage other woman you know to get involved. The more the merrier!

I have another question...

No problem, you can get in touch with us at lesley.cunningham@gov.scot