



## **Report - 30.05.2024**

### **Empowering Future Women Leaders: BPW Istanbul's Gender-Sensitive Mentorship Program**

BPW Istanbul is proud to announce the continuation of its "Gender-Sensitive Mentorship Program," a pioneering initiative designed to activate and empower the personal development of future women leaders. This program, now in its fourth year, has successfully provided mentorship to over 200 young individuals, helping them navigate the challenges of their early careers.

#### ***Objective and Reach***

The primary objective of this program is to foster personal growth and leadership skills in young women through gender-sensitive mentorship. By focusing on university students and early-career professionals, BPW Istanbul aims to build a strong foundation for the next generation of women leaders.

#### ***Program Structure***

The program runs annually from November to June, encompassing a series of structured activities and interactions:

- ***Mentorship:*** Each participant is paired with a mentor who holds an EMCC (European Mentoring & Coaching Certificate). These mentors are selected from diverse sectors, bringing a wealth of experience in personal and professional development.
- ***Training Sessions:*** Mentees receive a 2-hour training session to familiarize them with the mentorship process. Mentors also participate in a 1-2 hour briefing session annually.
- ***Meetings:*** Over the course of seven months, mentors and mentees engage in nine one-hour sessions, conducted online. Supervision meetings are held to ensure the effectiveness of the program and to address any challenges.
- ***Project Development Competition:*** Known as "Young Steps for Equality," this competition encourages mentees to develop projects focused on gender equality. Project groups consist of up to six members, guided by experienced project mentors.

#### ***Application Process***

The program is announced every October through BPW Istanbul's social media channels, the [bpwistanbul.org](http://bpwistanbul.org) website, and collaborating universities. Interested individuals can apply via an online form, including a motivation letter detailing their expectations from the program.

## **Evaluation and Awards**

The program culminates in June with project presentations to the Project Evaluation Committee, comprising senior members of BPW Istanbul and previous winners. The top two projects are awarded as follows:

- ✓ 1st Place: Project implementation, 1-year free Young BPW membership, free attendance at BPW seminars, and access to the alumni club.
- ✓ 2nd Place: 1-year 50% discounted Young BPW membership, free attendance at three BPW seminars, and access to the alumni club.

## **Ongoing Development**

As we look to the future, BPW Istanbul is committed to expanding this program and integrating the valuable insights gained over the past four years. Our vision is to transform this initiative into an internationally recognized program, leveraging the experience and success we have achieved thus far.

## **Collaborative Efforts and Expanded Access**

One of the program's key strengths lies in its collaboration with various university career centers across Turkey. These partnerships enable the program to reach students from diverse regions, ensuring a broad and inclusive impact. During the pandemic, we partnered with one of the world's largest IT firms, adesso Turkey, and this year, we are pleased to announce our sponsorship agreement with Wilo. These corporate collaborations have significantly enhanced the reach and impact of our mentorship program.

## **Conclusion**

BPW Istanbul's Gender-Sensitive Mentorship Program stands as a testament to our dedication to empowering young women and promoting gender equality. We invite corporate members, mentors, and young professionals to join us in this transformative journey.

Together, we can make a significant impact and pave the way for a more inclusive and equitable future.

## **Selda Alemdar Dinçer**

Founding President

2013-2019