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This is the final edition of the Women in CUDOS (WIC) e-Newsletter. Thanks to all who have supported this initiative including our Director, Ben Eggleton. The aim of the newsletter was to “keep you in touch with relevant research relating to women in science, key events & opportunities in CUDOS and, most importantly, each other”. I hope we have achieved that objective with the six editions of the newsletter since 2015, and I believe that this initiative has contributed to the Centre’s commitment to building a gender-inclusive organisational culture. I would like to thank the three editors for their wonderful efforts in producing these newsletters: Emily Higginson, Jacqui Charlesworth and Silke Weiss.

This final issue celebrates the fabulous female talent, past and present, in the CUDOS community – we hope you enjoy seeing where these women’s careers have taken them. It is pleasing to note that all of the CUDOS HDR graduates currently hold professional roles in industry, government and academia, both in Australia and all over the globe!

Judith Dawes looks back at the initiatives the Centre has implemented to mentor and encourage the women already within CUDOS, and to develop the supportive climate that would encourage more women to join CUDOS; an objective that perhaps we fell short on as the proportion of female students and researchers remained constant over the life of the Centre. But the seed has been planted!

This issue also features Marita Cheng, former Young Australian of the Year, who gave an inspirational talk about her passion for science and technology, held in September 2017 at the >CUDOS Legacy Showcase<. Drawing on her background and personal experience as solutions driven inventor, talent mentor and fearless entrepreneur, Marita discusses the power of role models and mentors.

Mentoring is a mutually beneficial relationship which involves a more experienced person helping a less experienced person to achieve their goals. CUDOS offered several mentoring programs in Education & Training, Outreach and Women in CUDOS over the past few years to promote personal and professional growth for both women and men through community building, networking opportunities, and encouraged young women to choose optics as a career.

Now that the Centre wraps up its mentoring programs, we provide in this final WIC newsletter issue an overview of some of the mentoring programs that the Centre’s university nodes offer, and also resources and information on how to find a mentor, find someone to be a mentor to, and build your own peer networking group.

To set an example, never stop learning and use your network to change the world.

SHELLEY MARTIN
Centre Manager, CUDOS
Looking around in the first CUDOS meeting, we noticed how few women there were, with even fewer at senior levels. So we decided to create a mentoring program for women in CUDOS. Our goal was to mentor and encourage the women already within CUDOS, and to develop the supportive climate that would encourage more women to join CUDOS. Since we work at different institutions, it can be difficult to make significant changes in hiring practices, but the network across the centre has enabled women to meet and share their experiences beyond their own research groups or departments.

Some examples of the events that we have organised for the women of CUDOS are described below. At each CUDOS Annual Workshop, we have arranged guest speakers and gatherings for women of each CUDOS node to meet and exchange ideas. These have included a breakfast meeting with CUDOS alumna Prof. Baohua Jia as guest speaker, when she talked about her L’Oreal Fellowship and her recipe for her personal and professional success. Other featured speakers have included Dr Melanie Bagg, talking about her career in biomedical research and science communication, and our own CUDOS Advisory Board member, Dr Katherine Woodthorpe, describing how she navigated a highly successful and diverse career and a satisfying family life, while accompanying her husband as he moved jobs and locations. Ms Kate Gunn, Board member of National Foundation for Australian Women and one of the Top 100 Women of Influence, as well as COO of the ARC Centre CAASTRO, addressed all 2013 CUDOS workshop attendees on gender in science. She spoke compellingly about the advantages and benefits of gender balance, and inclusive and family-friendly policies for everyone in all types of organisations, and she gave specific advice to both men and women on how to improve the situation for women at all levels of an organisation.

We were delighted to join with the women of Finisar, a technology company in Sydney, who are also a minority in their organisation, to hold two events. First, CUDOS women were invited to tour the Finisar labs and to meet women at Finisar. This stimulated some interesting discussions about gender pay gaps, and family-friendly workplaces.
It also gave the CUDOS women helpful insights into working in an industry environment. An agreed outcome was to meet again, and to organise a workshop aimed at improving our communications skills.

In a later visit by Finisar women to CUDOS, held on International Women’s Day 2017, professional trainer Yvonne Collier gave us some exercises to use our voices more effectively. She emphasised projecting energy and certainty but also ensuring that what you say is important. Her advice on developing confidence as negotiators has already been effective for some of the attendees.

We also enjoyed a great talk about the history of the gender pay gap in Australia by Finisar payroll officer Ms Dawn Cheater. After some lab tours for interested people, this visit was capped off by a beautiful high tea, enjoyed with the gentlemen of CUDOS!

One of the highlights for the women in CUDOS program was the invitation of Dame Athene Donald as the Dr Peter Domachuk Memorial Lecturer in 2017. She was the first female Professor of Physics at Cambridge University, and was also named a L’Oreal Fellow, and more recently Dame. She is prominent for her advocacy of gender equity in Science. Her Domachuk Lecture concerned the multilayered topic of “Imagery”. She described the challenge of interpreting images in her research in microscopy, but also explained the importance of images in the context of her career as a woman in science. The women of CUDOS were privileged to meet Dame Athene for lunch separately and to hear informally about her career, and some of her practical strategies on how to improve the position of women in Science now.

We want to acknowledge, in particular, the women of the CUDOS administration team, who have been the core operational and implementation team for each of these initiatives. Their creativity and organisational skills have been invaluable for the smooth running of each event, and we have valued their participation as women of CUDOS.

Participating in these initiatives, all the women of CUDOS have created their own supportive network, and they have had opportunities to develop and practise their communications and professional negotiation skills. Throughout its operation, CUDOS has produced a number of very successful women graduates and alumni, working in Australia and internationally. We are proud of their achievements and we wish them all every success and happiness as they progress through their careers.
WHERE ARE THEY NOW?
WOMEN IN CUDOS HDR GRADUATES 2011 - 2017

**RESEARCH GRADUATES**
18 PhD graduates
1 Masters by Research Graduate

**JOB SECTORS**
Academia, Industry and Government & Non-Profit

**JOB LOCATIONS**
Australia, Asia & Europe
WOMEN IN CUDOS: HDR GRADUATES
WHERE ARE THEY NOW?

DIANA ANTONOSYAN
Production Scientist
Electro Optics Systems Pty Ltd
Australia

KATIE CHONG
R&D Engineer
Finisar Corporation
Australia

STEPHANIE CRAWFORD
Demonstrator Kickstart Physics Program
The University of Sydney
Australia

YUWEN DUAN
Lecturer, Lab Manager
Beijing University
China

CAITLIN FISHER
Programs Officer, Partner Engagement & Outreach
Faculty of Science, The University of Sydney
Australia

KIRSTY HANNAM
RF Engineer
CEA Technologies Pty Ltd
Australia

DIONNE HAYNES
3D and Multi Object Spectroscopy Researcher
Leibniz-Institut für Astrophysik Potsdam (AIP)
Germany

WAN ZAKIAH BINTI WAN ISMAIL
Lecturer
Universiti Sains Islam Malaysia
Malaysia

IRINA KABAKOVA
Senior Lecturer
University of Technology Sydney
Australia

IRYNA KHODASEVYCH
Senior Lecturer
Melbourne Institute of Technology
Australia
WOMEN IN CUDOS: HDR GRADUATES
WHERE ARE THEY NOW?

QIANG (JOCELYN) LIU
Lecturer
Guangxi University
China

PAN MA
Postdoctoral Fellow
Australian National University
Australia

GERALDINE MARIEN
ISS Operations Engineer
Space Applications Services NV
Belgium

ELISA NICOLETTI
Patent Attorney
Griffith Hack
Australia

DARIA SMIRNOVA
Postdoctoral Researcher
Russian Academy of Sciences
Russia

IZABELA SPALENIAK
Optical Design and Development Engineer
Optoscribe Ltd
United Kingdom

YUE SUN
Staff Scientist
NCI Australia
Australia

SAHAR TABRIZI
Postdoctoral Researcher
LAIN, RMIT University
Australia

IVY YU
Lecturer
National University of Defence Technology
China
WOMEN IN CUDOS: RESEARCHERS
WHERE ARE THEY NOW?

SHAGHIK ATAKARAMIANS
Senior Research Fellow & DECRA Fellow
UNSW

ANDREA BLANCO REDONDO
Professor Harry Messel Research Fellow
The University of Sydney

JUDITH DAWES
Professor
Macquarie University

BAOHUA JIA
Professor
Swinburne University

REBECCA LODIN
Optical Design and Process Engineer
Baraja Pty Ltd

ISABELLE STAUDE
Junior Professor
Abbe Center of Photonics, Germany

BIRGIT STILLER
Senior Research Fellow
The University of Sydney
WOMEN IN CUDOS: PHD STUDENTS
GRADUATING SOON!

ZAHRAA AL-BAIATY
RMIT University

GAYATHRI BHARATHAN
Macquarie University

ZIHAN GENG
Monash University

ELENA GOI
RMIT University

MARIA ROCIO CAMACHO MORALES
Australian National University

MICHELLE WHITFORD
Macquarie University

ATIYEH ZARIFI
The University of Sydney
In May 2017, CUDOS Director Professor Benjamin Eggleton hosted **ELIZABETH BRODERICK**, the former Australian Sex Discrimination Commissioner, showing her and her family his photonics labs at the >University of Sydney Nanoscience Hub<.

From left to right: Ben Eggleton, Sydney Nano Institute Director Susan Pond, Elizabeth Broderick and her family, Sydney Nano Institute COO Gunther Schmidt

**DR KATHERINE WOODTHORPE**, CUDOS Advisory Board Member, has been >recognised in the 2017 Queen’s Birthday Honours list<.

CUDOS researcher **DR BIRGIT STILLER** and her colleagues have demonstrated a way to transfer optical information coherently to an acoustic hypersound wave on a photonic microchip, >published in Nature Communications<. Their research results have been featured in global media, including the >Sydney Morning Herald<, >The Australian<, >Forbes Magazine< and BBC Radio, and were shared on >IFLscience< over 33K times.
CUDOS alumnus PROFESSOR BAOHUA JIA’S research is producing heavy results from light science. Her research on ultra-thin lenses that cap an optical fibre and can produce images with the quality and sharpness of much larger glass lenses has been featured in the >science magazine COSMOS<. Professor Baohua Jia celebrated 25 years at the Swinburne University of Technology in 2017. Read the >feature here<.

The German Physical Society (DPG) has conferred the distinction ‘Hertha Sponer Prize’ on CUDOS alumnus JUN.-PROFESSOR ISABELLE STAUDE in acknowledgment of her contribution to basic research in nanophotonics. Isabelle Staude has shown a novel approach that enables comprehensive control of light fields on nanoscopic scales and is largely free of absorption and scattering losses.

CUDOS Outreach Director and Macquarie University optical physicist PROFESSOR JUDITH DAWES has been elected as SPIE Fellow for her achievements in laser development and laser applications in medicine. She has also been elected as Treasurer to the Science & Technology Australia (STA) board for 2018 – 2019.

CUDOS Early Career Researcher DR ANDREA BLANCO-REDONDO and colleagues have received a federal government grant from the Australian Research Council in the recent funding round for 2018. The Discovery Project grant, worth more than $420K, was awarded for investigating ‘A brighter future: the pure-quartic soliton laser’. This photonics project aims to build an innovative, ultrafast laser based on the recent discovery of pure-quartic solitons, a new class of optical soliton. Investigating these solitons in their own right will provide new insights into the physics of soliton formation and propagation.
Marita Cheng is a technology entrepreneur and women in technology advocate. She is the founder and CEO of >aubot< (formerly 2Mar Robotics) and was named the 2012 Young Australian of the Year for demonstrating vision and leadership well beyond her years as the Founder and Executive Director of >Robogals<.

Noticing the low number of girls in her engineering classes at the University of Melbourne, Marita rounded up her fellow engineering peers and they went to schools to teach girls robotics, as a way to encourage girls into engineering. “I realized there was nothing like Robogals, and if I wanted to make a difference for girls, I would need to be the one to do it,” Marita Cheng said. Robogals has now taught 70,000 girls from 11 countries robotics workshops across 32 chapters.

Marita was born in Cairns, Queensland, Australia. She grew up in housing commission with her brother and single-parent mother, who worked as a hotel room cleaner. She graduated from high school in 2006 in the top 0.2% of the nation, and that year was awarded Cairns Young Citizen of the Year for her volunteering and extra-curricula efforts, which included winning awards for mathematics, Japanese and piano. Marita speaks English, Cantonese and Japanese.

Marita has a Bachelor of Engineering (Mechatronics) / Bachelor of Computer Science from the University of Melbourne. She serves on the boards of Robogals Global, the Foundation for Young Australians, and RMIT’s New Enterprise Investment Fund, where she helps decide on start-up investments, the Victorian State Innovation Expert Panel, and the Clinton Health Access Initiative’s Tech Advisory Board. In 2017, Marita was honoured as one of the next generation of Australian leaders by the American Australian Association.

Solution driven inventions, young talent mentoring and entrepreneurship = Marita Cheng!
“We had something that sparked our creativity, sparked our imagination when we were younger. And we need to do that with the next generation.”

MARITA CHENG
MARITA CHENG

At the >CUDOS Legacy Showcase<, held in September 2017, technology entrepreneur Marita Cheng delivered a keynote address where she shared her passion for the role of science & technology and participation of young women in this field. In this interview, she discusses how to motivate young people to participate in STEM fields and the power of role models and mentors.

**CUDOS: How can you motivate young women to participate in STEM fields?**

Marita: I think curiosity is the most important thing. I started an organization nine years ago now, called Robogals. Every year we teach thousands of girls robotics workshops and we’ve taught now over 70,000 girls robotics in over 11 countries around the world! As a result I was made 2012 Australian of the Year and at the end of that year I thought: I don’t just want to *tell* girls about engineering; I want to show them that they can do anything they want with engineering. And so, at the end of that year I stepped down, became Board member of Robogals and started my own robotics company. Science, technology and engineering is so exciting - you can just do so much; People can pursue creative things; coming up with new solutions to environmental problems or societal problems or medical problems. Everyone has their role to play in society and you can do so much with science! You can be imagined, creative and there are no limits to what you can contribute. And so I think that’s the message we need to get out there: Sharing with young girls how exciting it is and what all the opportunities are, and to just make it seem like really fun, and have them realise that they could create a life that really contributes to society. That’s motivating for them.

**What motivated you to pursue a career in STEM?**

My brother is four years older than me and my role model. He was into Physics, Chemistry and Maths, and I looked up to him, so I was into that as well. When I went to high school, I read my brother’s old editions of *Time* Magazine, and I was so inspired to read about Steve Jobs and Steve Wozniak, who were 21 and 25 when they co-founded Apple together. I thought, it shows that within technology you don’t need to be at a certain stage of your life, you don’t need to have decades of experience, you can just have creativity and make something happen! And so, when I was in year 12, I went to a technology camp and built robots, shot rockets in the sky – and it made me really inspired; after that I wanted to be an engineer. With technology, the opportunity is everywhere and you can work on really cool projects that actually impact people’s lives.

**What is the best approach to get women interested into STEM?**

It really helped me during high school to have my role model. Now I have a lot of mentors in different areas and I know that my mentors have saved me a lot of time and a lot of effort. The effort they are putting in is actually making a difference. And when I think about the people that I mentor - I feel like I can really add value; I can see them grow into whatever value they add. Which is nice. I think that’s crucial to
inspiring the next generation into engineering and science. We are so excited, because we had something that sparked our creativity, sparked our imagination when we were younger. And we need to do that with the next generation.

**How do you get mentors?**

I was introduced to my mentors. One of them just said ‘I think you need this mentor’ and reached out for me to that person. It starts off slow and then after a while you become really good friends. You set lifelong friendships because you are both interested in the same things and you both want to achieve the same thing. For example, for my robots work, I have a lot of robotics and engineer mentors. When I’m facing a really big problem, and I know that someone has solved that problem before, or solved something similar before, then I reach out and lay out exactly what I’ve done, what I’m confused about and what I think might be the option - so they know that I have done the research and thought about it. Then they want to help. And it’s important giving them updates to show that the effort they have putting in was actually making a difference, and not just going to waste.

**How important do you think it is to mentor in terms of achieving career and personal goals?**

When I started the business company it was really hard to figure out the business model. Who is going to do what, how to get a group of people together who know what they are doing, how can we work together to create these results? After working on my company for four years, what I have learned is the most important thing I want is, that if you want to achieve something really great, you need to have really great people around you. And that’s not easy to find. It takes a lot of cultivation, it takes a lot of love, a lot of watering, in order to grow people into ones that can contribute at a really high level. And that’s what I see is what CUDOS has done – you’ve taken young talent and nurtured that young talent, and enabled that young talent to contribute to the field – which is normally difficult to do without any support. But with support you can go out and create! As the CUDOS story shows, you start small with a few people, you just grow one person in a time, and you amassed that talent, together you become strong and together you can make a global impact.

Thank you for the interview and all the best!
MENTORING

Building connections among peers

Mentoring is a learning and development approach focusing on personal and professional growth by way of interpersonal connections. A mentorship is established on the assumption that individuals with greater experience and expertise, i.e. the mentor, can facilitate the learning and development of another, i.e. the mentee. Mentoring is relationship oriented, and so it involves more than just the transfer of knowledge. Key to its success lies in the quality of the relationship between the mentor and mentee, which must be based on trust, communication, commitment, honesty, and understanding.

Mentoring is where someone more skilled or experienced offers advice, support, and guidance to a more junior or less experienced person. The mentor helps the mentee learn and develop. Many successful people have had mentors assist them along the way.

Universities offer networking events and mentoring programs, for all genders, students and researchers. Formalised mentoring programs are generally structured with agreed objectives and outcomes from the beginning, to help ensure you get the most out of the relationship.

Peer mentoring programs are available to help develop a supportive and effective learning community at all our CUDOS node universities. On the following pages we provide you an overview of the mentoring programs at our partner universities. If you cannot find a mentoring program that suits you, all universities encourage to contact HR advisors to find further support, information and advice. We have also collected resources and articles about mentoring to provide you with an overview on how to find a mentor, be a mentor and build your own peer mentoring group.
Universities offer networking events and mentoring programs, for all genders, students and researchers

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<th>Staff mentoring programs</th>
<th>Student mentoring programs</th>
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<td><strong>Australian National University</strong></td>
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<tr>
<td>&gt;ANU Support Networks&lt;</td>
<td>&gt;CHM Mentoring Program&lt; (Intranet - restricted access)</td>
<td>&gt;SET4ANU mentoring&lt;</td>
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<td>There are a number of networks dedicated to supporting female academics at ANU.</td>
<td>The CHM Mentoring Program is a formal mentoring program for early career academic staff.</td>
<td>The SET4ANU mentoring program is designed to assist new students make the transition to life at ANU.</td>
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<td>&gt;ANU Women in Leadership&lt;</td>
<td>&gt;NECTAR&lt;</td>
<td>&gt;Student Experience and Career Development&lt;</td>
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<td>ANU Women in Leadership is an ANUSA and PARSA joint initiative that aims to provide female students and alumni with access to mentoring, workshops and speaker panels. This cross-disciplinary network will equip members with skills to advance their careers.</td>
<td>NECTAR is the Network of Early Career Teachers, Academics and Researchers at ANU.</td>
<td>SECD provides a range of programs and services focusing on enabling students and recent graduates to learn and grow intellectually, socially and professionally during and after their time at ANU.</td>
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<td><strong>Macquarie University</strong></td>
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<td>&gt;Lucy&lt;</td>
<td>&gt;Early career research mentoring program&lt;</td>
<td>&gt;Macquarie University Mentors&lt;</td>
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<td>'Lucy' is an innovative long-standing program originated by the NSW Office for Women’s Policy (Department of Premier and Cabinet) to inspire, motivate and educate young women about the opportunities available for employment and leadership in the public and private sectors, based at several NSW universities.</td>
<td>Macquarie University offers a range of Faculty and Department mentoring programs and has established an Early Career Researcher (ECR) Network that helps develop careers and creates pathways for achieving world-leading research at Macquarie.</td>
<td>Macquarie University offers a peer support program via ‘Macquarie University Mentors’ that provides support and guidance to new students at the University. The mentors are current student volunteers who offer their knowledge and advice on the student experience, and help new students start to build this knowledge and develop a sense of belonging to the Macquarie community.</td>
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<td>&gt;Academic Mentoring Program&lt;</td>
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<td>Macquarie University supports the Mentoring Program 'Spectrum Approach to Mentoring', a group of academics working in Australian Universities who support both mentors and mentees in academia.</td>
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<td><strong>Monash University</strong></td>
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<td>&gt;Monash Mentoring for women&lt;</td>
<td>&gt;Staff mentoring programs&lt;</td>
<td>&gt;Access Monash Mentoring&lt;</td>
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<td>The Monash Mentoring program for women is open to both academic and professional female staff, the six-month Mentoring program for women aims to increase access to the learning and developmental opportunities. This program runs every second year, alternating with the Gender Equity Program ‘Senior Women’s Shadowing Program.’</td>
<td>Monash University offers a range of mentoring opportunities for both students and staff.</td>
<td>The Access Monash Mentoring Program pairs VCE students from under-represented schools with experienced and engaged Monash University students.</td>
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Universities offer networking events and mentoring programs, for all genders, students and researchers

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<th>The University of Sydney</th>
<th>University of Technology, Sydney</th>
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<tr>
<td><strong>Mentoring programs for women</strong></td>
<td><strong>Staff mentoring programs</strong></td>
<td><strong>Student mentoring programs</strong></td>
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<td>&gt;Women@RMIT&lt; Women@RMIT Mentoring offers female students in the male dominated industries of Information Technology, Engineering and Property, Construction and Project Management the opportunity to get career advice from Industry mentors to overcome any gender biases they may face.</td>
<td>&gt;BOOST&lt; BOOST is the RMIT staff to staff mentoring program designed to support the development of our people. At its core, we want to connect people and ideas. Staff members can participate in BOOST as a mentor, mentee or both.</td>
<td>&gt;RMIT Student Mentoring&lt; The RMIT mentoring programs connect students with their peers industry professionals to boost their career prospects and develop strategies for professional development.</td>
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<tr>
<td>The University of Sydney</td>
<td><strong>Mentoring program for women</strong> (Intranet - restricted access) The University of Sydney is committed to accelerating the careers of women through the Sydney Women’s Mentoring Program which aims to accelerate the careers of a pool of talented women to progress into leadership positions.</td>
<td>&gt;Lucy&lt; 'Lucy’ is an innovative longstanding program originated by the NSW Office for Women’s Policy (Department of Premier and Cabinet) to inspire, motivate and educate young women about the opportunities available for employment and leadership in the public and private sectors, based at several NSW universities.</td>
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<td><strong>Lucy</strong></td>
<td>&gt;Staff mentoring programs&lt; (Intranet - restricted access) The University of Sydney offers several central mentoring programs to facilitate the personal and professional development of all staff.</td>
<td>&gt;Student mentoring programs&lt; The University of Sydney offers student mentoring programs to help building connections with fellow students and industry leaders: Whether you’re looking for a study partner or stepping-stone into your chosen career, the University of Sydney offers a range of mentoring opportunities at all levels of their student community.</td>
</tr>
<tr>
<td><strong>Lucy</strong> At UTS, the Lucy mentoring program is offered to female undergraduate students in their second year or above, studying engineering or IT. ‘Lucy’ is an innovative longstanding program originated by the NSW Office for Women’s Policy (Department of Premier and Cabinet) to inspire, motivate and educate young women about the opportunities available for employment and leadership in the public and private sectors, based at several NSW universities.</td>
<td>&gt;Staff mentoring programs&lt; UTS offers a range of mentoring opportunities for all staff to support their work and stimulate external and internal collaborations.</td>
<td>&gt;Mentors@UTS&lt; The HDR Mentoring Program at UTS has been designed to support new HDR students. Mentees receive support from someone who has completed their PhD.</td>
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<tr>
<td>&gt;Women Researchers@UTS&lt; The program is intended to provide opportunities for female research students to interact and share ideas regarding their research study.</td>
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MENTORING RESOURCES

How to find a mentor, be a mentor and build your own peer mentoring group

>Championing the Success of Women in Science, Technology, Engineering, Maths, and Medicine<
Suw Charman-Anderson et al. (2017): figshare.
This report explores the role of women in STEM and the challenges they face, looking at areas of gender inequality, exploring potential causes of this inequality and offering solutions. There are many factors that come into play as to why there are clear differences between the careers of men and women in an academic environment. This report explores these issues from a range of perspectives. It also examines potential ways forward, including the use of mentors, feedback from the academic community and cultural changes that ensure there are more women moving into senior roles.

>Marginal mentoring: the effects of type of Mentor, quality of relationship, and program Design on work and career attitudes<
In this paper, the research teams examines the relationship between job and career attitudes and the presence of a mentor, the mentor’s type (formal or informal), the quality of the mentoring relationship, and the perceived effectiveness and design of a formal mentoring program. Satisfaction with a mentoring relationship had a stronger impact on attitudes than the presence of a mentor, whether the relationship was formal or informal, or the design of a formal mentoring program.

>Beyond ‘Finding Good Mentors’ to ‘Building and Cultivating Your Mentoring Team’<
This chapter about mentorship in the ‘Advancing Postdoc Women Guidebook’ is listing recent theoretical, practical and research resources to help develop professional relationships both as a mentee and as a mentor.

>How to Get the Mentoring You Want: A Guide for Graduate Students<
The recommendations in this guide draw on research, surveys, successful practices based on experience, and conversations with students and faculty. It includes suggestions for further reading and examples of practices that others have found useful for cultivating a positive mentee-mentor relationship.

>Nature’s guide for mentors<
Adrian Lee et al., Nature 447, 791–797 (14 June 2007), doi:10.1038/447791a
In this Nature feature, the researchers look at what makes a good mentor.

>Nature’s Career toolkit: Mentoring<
Finding a good mentor is a crucial element of success. Being one can be extremely rewarding. On this webpage, Nature has collected tips and useful resources to make the most of mentoring opportunities.

>Learning to be a mentor<
In this Science article, a scientist reflects on her experiences mentoring undergraduate students and reveals four lessons for being a great mentor to undergrads.
MENTORING RESOURCES

How to find a mentor, be a mentor and build your own peer mentoring group

> I’m your mentor, not your mother <
Larisa R. G. DeSantis, Science 03 Nov 2017; Vol. 358, Issue 6363, pp. 690, DOI: 10.1126/science.358.6363.690
On the difference between a mother and a mentor: In this personal essay, a professor describes how gendered expectations interfere with her role as an adviser.

> Every Other Thursday: Stories and Strategies from Successful Women Scientists <
Ellen Daniell’s book provides an overview of her participation in a support group of 6-8 professional women who met fortnightly in San Francisco for decades. They supported each other through emotional upsets, personal insecurities, career changes, marriage breakdowns, and many other difficulties. The book concludes with advice and practical guidelines for those who would like to establish a peer group of their own.

> Getting the most out of your mentoring relationships: A Handbook for Women in STEM <
The most comprehensive mentoring handbook specifically for women in STEM. The chapter ‘Getting the Most out of your Mentoring Relationships’ gives an overview and perspectives on a variety of topics and issues relating to being mentored in the diverse fields encompassed by STEM.

> Horizontal Mentoring Alliances: Resonant Phenomena <
In this article the authors describe the concept of ‘Horizontal Mentoring’, or ‘Peer Mentoring’, and their experiences in forming a supportive network. They also provide tips on how to set up a peer mentoring group.

> GPS Groups: A Peer Problem-Solving Approach to Mentorship <
The authors describe the benefits of peer mentorship and present a new peer mentoring model: GPS groups. GPS stands for “Goals and Problem-Solving for Scientists” and in this article the authors present guidelines for people interested in starting their own GPS group.

> AWIS mentoring and coaching resources <
The Association for Women in Science (AWIS) provides Mentoring Opportunities and Guidance for Women in STEM. This webpage provides an overview of resources available to AWIS members.