

# ACCESS MENTORING PROGRAM

## FREQUENTLY ASKED QUESTIONS FOR MENTORS



WOMEN'S  
AND GIRLS'  
EMERGENCY  
CENTRE

### **Who are Women's and Girls' Emergency Centre (WAGEC)?**

Women's and Girls' Emergency Centre (WAGEC) is a Sydney based non-government, not-for-profit charitable organisation that delivers a range of crisis and early intervention accommodation and support services to women, children and families who are impacted by the effects of domestic and family violence or homelessness. You can read more about WAGEC at [www.wagec.org.au](http://www.wagec.org.au).

### **What is the ACCESS program?**

The ACCESS program aims to address gender inequality and the disadvantages faced by women who have experienced homelessness, domestic violence, and social disadvantage. The program seeks to:

- increase women's economic opportunities and independence
- improve women's health and wellbeing
- empower women and provide opportunities to connect with community
- build on women's strengths to improve their confidence, resilience and capabilities.

### **Can I apply to be a mentor?**

You can apply to be a volunteer mentor with this exciting program, if you:

- identify as a woman
- are over 18 years of age
- have time to dedicate to your mentee (average four hours per month for a minimum of six months from March to September 2020)
- are able to attend 12 hours of mentor induction and training
- are willing to undergo a selection process for your safety, our safety, and the safety of our clients.

You do not necessarily need to be based in the same geographical location as your mentee, and we can consider your location on a case by case basis during the matching process. The mentoring relationship may consist of a mix of face to face catch ups, online, or via telephone.

## **Is mentoring for you?**

You would make a great ACCESS Mentor if:

- you are curious about other people
- you want to make a positive difference in someone's life
- you are passionate about gender equality and women's empowerment
- you share our values
- you have spare time and want to use it to do something meaningful
- you like to connect with people from all walks of life and all backgrounds.

## **What's in it for you?**

Being a mentor is a unique experience and will provide you with the opportunity to:

- gain professional, specialist training and experience to add to your work and volunteer history
- improve your coaching, mentoring and leadership skills
- contribute to creating a positive change in a woman's life by supporting her to achieve her goals
- gain meaningful exposure to potential career opportunities for supporting women.

You will be supported along the way. We will provide you with:

- access to specialised training and support, including financial capacity building, trauma informed practice, understanding and addressing domestic violence, and mentoring fundamentals
- a mutually beneficial relationship with your mentee, based on shared interests and values
- a certificate of completion
- knowledge and skills you can use in your professional, volunteer, and personal life
- regular supervision and support
- opportunities to connect with other mentors, mentees, corporate and community partners at events, training and online communities.

## **As a mentor you will:**

- be a good listener
- be respectful, open-minded and non-judgmental
- be consistent and reliable
- celebrate mentee achievements and encourage mentees
- provide guidance, encouragement, support and companionship
- help mentees access information and resources to support their financial literacy
- help mentees complete forms such as job applications
- debrief with mentees after experiences or events such as a job interview, a difficult workplace conversation or an exam
- be willing to participate in training and support provided by WAGEC and other partners, to broaden your knowledge and skills
- provide regular reports and feedback to WAGEC about your relationship with your mentee, and the ACCESS mentoring program.

## As a mentor, you will not:

- loan or give money to your mentee
- give financial advice to your mentee
- tell your mentee what they should do
- speak on behalf of, or act on behalf, of the mentee
- provide counselling to your mentee
- make yourself available or on call at all hours<sup>1</sup>.

## Who are our mentees?

Your mentee will have a WAGEC case manager who provides professional holistic support related to housing, visas, health, and other forms of practical and emotional support.

Our mentees:

- are ordinary women over the age of 18, with varied backgrounds and journeys
- experience multiple barriers to achieving economic independence and stability
- may have experienced domestic violence
- may be experiencing physical or mental health barriers impacting their ability to achieve financial or employment goals
- are diverse in age, cultural background and life experience
- have expressed a willingness to be matched with a mentor and participate in the program.

## What are the key dates?

Stages	Timelines
Submit mentor application form	Friday 10 January - Thursday 30 January 2020
Receive invite to attend mentor information and introduction day	By Monday 3 February 2020
Attend information and introduction session (3 hours)	Tuesday 4 February – Sunday 9 February 2020
Attend interview (via telephone)	Monday 10 February 2020 – Sunday 16 February 2020
WAGEC to match mentors and mentees	Monday 17 February – Sunday 23 February 2020
Attend mentor training (3 weeks x 3 hours)	Monday 24 February – Sunday 15 March 2020
ACCESS launch event – Mentor and mentee ‘meet and greet’	Thursday 26 March 2020
Mentoring relationship commences	

<sup>1</sup> Adapted from Tools for Change: Mentor Resource Handbook, Women’s Health Goulburn North East (2013), page 5, accessed at [www.whealth.com.au/documents/work/Tools\\_for\\_Change/Mentor\\_Resource\\_Handbook.pdf](http://www.whealth.com.au/documents/work/Tools_for_Change/Mentor_Resource_Handbook.pdf)

## How do I apply?

Please complete the application form on our website at [www.wagec.org.au/support-for-women/](http://www.wagec.org.au/support-for-women/) and return it by email to [access@wagec.org.au](mailto:access@wagec.org.au) by 11:59pm Thursday 30 January 2020.

Your application to become a mentor is not a guarantee that you will be successful or that you will be allocated a mentee.

There are several stages in the mentor application and induction process, and by applying you acknowledge our discretion to discontinue your application at any stage of the process.

We expect to receive a higher volume of mentor applications than we are able to match to available mentees, and we ask prospective mentors to please be flexible and understanding of this during the application process.

### Contact us

[www.wagec.org.au](http://www.wagec.org.au)  
[access@wagec.org.au](mailto:access@wagec.org.au)  
(02) 9319 4088

### Follow us

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[instagram.com/womens.girls.emergency.centre](https://www.instagram.com/womens.girls.emergency.centre)

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### Acknowledgements and references

Hunter Women's Centre (2017), Moving Forward project

Women's Health Goulburn North East (2013), Tools for Change – Mentor training facilitator guide, accessed at [www.whealth.com.au/training-tools-for-change.html](http://www.whealth.com.au/training-tools-for-change.html)

Women's Justice Network – Adult Mentoring Program, accessed at [www.womensjusticenetwork.net.au/?page\\_id=833](http://www.womensjusticenetwork.net.au/?page_id=833)

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