

International Women's Day

PRESENTED BY STUDENTS IN QUALITATIVE METHODS
(SOAN 3070) - UNIVERSITY OF GUELPH

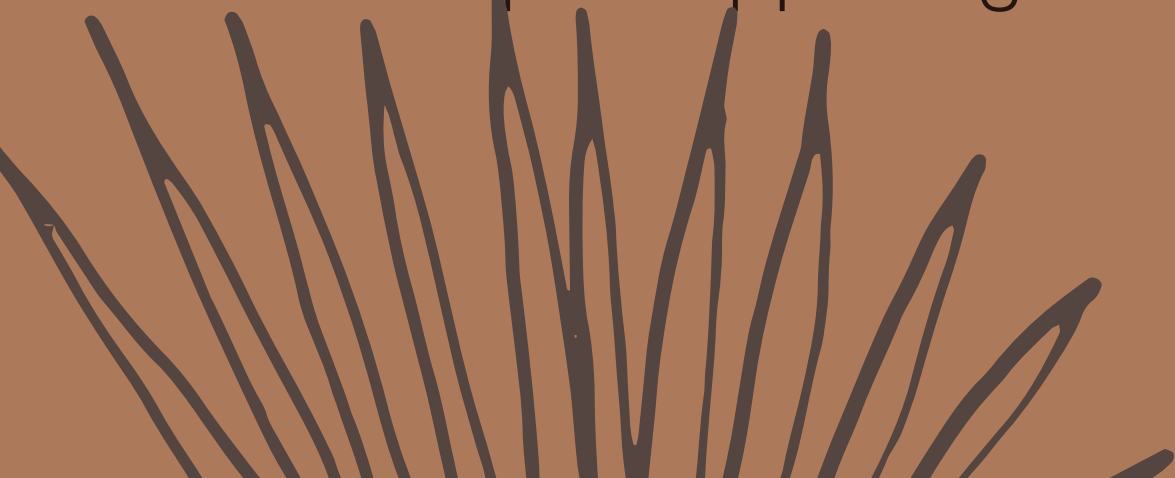


About the course

Qualitative Methods allows its students to begin their own research and explore issues that matter to them and the greater local and global community.

We are very excited to be working with CESI and CFUW through this course!

This presentation will highlight some of the topics that students have chosen to research and the importance of mentorship in supporting women's goals.



What we have learned



Getting involved

The first step is discovering new ways of getting women involved in workplaces such as politics, construction, medicine or law.



Mentorship Programs

Students have identified many mentorship and leadership programs that help women with this first step.



Volunteering

These programs offer a variety of services for women to help them succeed and guide them to their goals.

Women in Politics

By: Sarah Biemann

Do women 'do better' in municipal politics?

- Research challenges the narrative that women are most successful in low level politics, such as municipal politics. This idea holds women back from pursuing higher positions in government.
- Women are present in all three levels of government, and research suggests that electoral success is greatest in higher levels of government.
- Mentorship organizations such as "Women in Politics" help guide women entering into politics, considering the difficulties related to the male dominated field.

THE IMPORTANCE OF MENTORSHIP

LGBTQ+ WOMEN

- Mentorship programs have a positive effect for LGBTQ women who lack representation in upper management positions.
- Research shows that women have more job satisfaction with mentorship opportunities.
- A 2009 study found that women involved in mentorship programs were almost 20% more likely to pursue post secondary education, yet only 35% of women had this relationship.



The Enchanté network

Based in Edmonton

- The goal of this organization is to support LGBTQ women all across Canada.

LOCAL MENTORSHIP IN CONSTRUCTION



LOCAL MENTORSHIP

Canadian Association for Women in Construction (CAWC) is locally sourced within Mississauga, Ontario. CAWC is a non-profit organization founded in 2005, dedicated to the empowerment and growth of women in the construction industry.

ACTION ITEM

Provide additional resources and avenues for communication, internal networking, and comradery that is made by women, for women.

BENEFIT

An effective manner of transferring knowledge about both the industry and personal safety.

QUOTE

"We are travelers on a cosmic journey, stardust, swirling and dancing in the eddies and whirlpools of infinity. Life is eternal. We have stopped for a moment to encounter each other, to meet, to love, to share. This is a precious moment. It is a little parenthesis in eternity."

-Paulo Coelho, 'The Alchemist'

Ms. Taylor M. Travalja
Build Together 2020.

Gender Inequality in the Workplace

- Gender inequalities play a strong role in the culture that is produced in the work environment.
- Gender stereotypes and characteristics of the 'ideal worker' also contribute to workplace inequality.
- Research has shown that there is wide evidence to suggest that women struggle accessing mentoring networks more than men.
- Workplaces dominated by men are less likely to have women mentors available. This is something that should be made available for women to feel more included in the workplace.

By: Siri Beke

Manufacturing

- STEP Ahead Initiative
 - Honours female leaders in the industry and encourages them to share their knowledge with peers and children in school (IW Staff, 2017)
 - Of the approximately 300,000 people involved, “92% are engaged in efforts of the development women” (IW Staff, 2017)
- Increasing mentorship
 - Partner with major manufacturing companies to host training sessions ran by women already in leadership positions

IW Staff (2017, April 20). Mentor Programs, Flexible Schedule Keys for Women in Manufacturing. Retrieved March 07, 2021, from <https://www.industryweek.com/talent/article/22013632/mentor-programs-flexible-schedule-keys-for-women-in-manufacturing>

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"There are two powers in the world; one is the sword and the other is the pen. There is a third power stronger than both, that of women."

~ Malala Yousafzai



References:

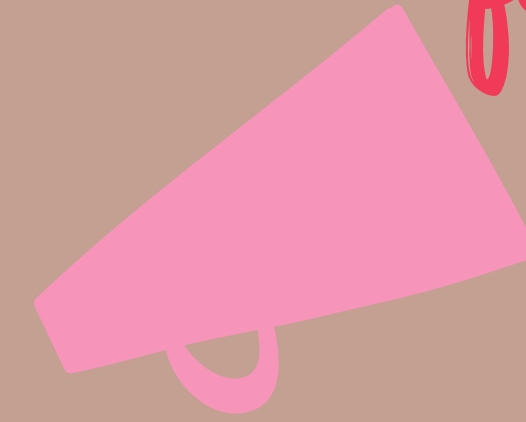
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the future is
FEMALE

Thank you!

We appreciate your support and guidance

