

Women* in Philosophy

Mentoring Programme

Supporting women* in philosophy at undergraduate,
postgraduate and staff level

**WORLD
CHANGING
GLASGOW**

Contact: arts-philosophy-mentoring@glasgow.ac.uk

* The mentoring programme is aimed at all individuals who self-identify as women.

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01 Aims

Starting September 2019, Glasgow Philosophy is running a Women*-in-Philosophy mentoring scheme. The scheme is much needed in the light of the severe under-representation of women* at all levels in the profession – from undergraduate to professorial level.

The Women*-in-Philosophy mentoring scheme aims to:

- ⇒ Increase self-confidence and reduce isolation of women* philosophers in what is still a male dominated environment;
- ⇒ Encourage more women* to continue within philosophy;
- ⇒ Provide women* opportunities to discuss the problems they face;
- ⇒ Offer women* informed advice about their personal career development;
- ⇒ Raise the profile of women *in philosophy.

If you are a woman* undergraduate or postgraduate in philosophy, please consider joining the scheme and being assigned a mentor.

Mentors can help with:

- ⇒ identifying relevant skills and experience that would enhance mentee's employment prospects and finding ways to acquire them;
- ⇒ identifying vulnerabilities, needs that may require targeted advice, help
- ⇒ getting and acting on advice concerning publication, applying for graduate programmes, jobs, etc.
- ⇒ improving the presentation of mentee's CV, application materials in general.
- ⇒ provide advice on an ad hoc basis with a range of other issues, e.g. problems with colleagues and/or students, etc.

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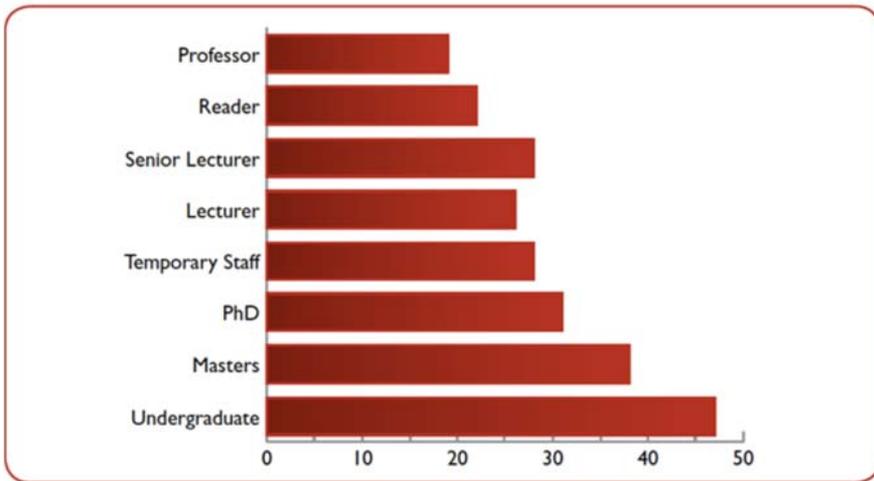
02 Hard Facts

Women are under-represented in UK philosophy at all levels, from Masters students to professors.

A recent report by the British Philosophical Association, in collaboration with the Society for Women in Philosophy UK, shows that women are increasingly under-represented as they progress through career stages in philosophy.



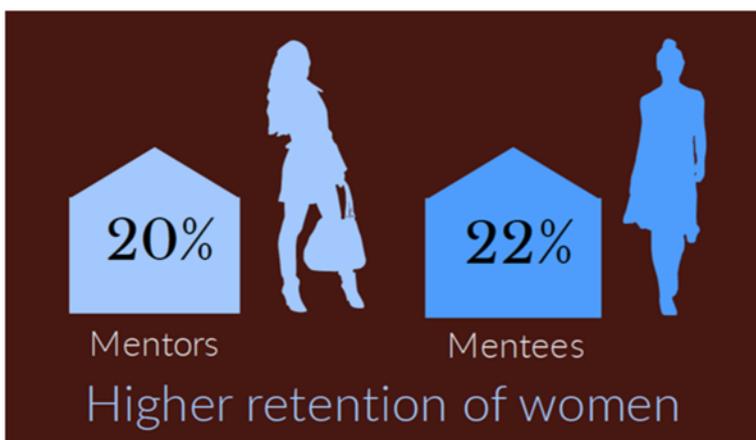
Underrepresentation and Low Retention of Women in Philosophy



The figures show a fairly steady decline in the proportion of women from over 45% at undergraduate level to under 20% at professorial level, with the largest drops occurring between undergraduate and Masters level (9 percentage points), and between Masters and PhD (6 percentage points).

Mentoring can improve these statistics!

Mentoring is a key mechanism by which women* can gain valuable skills, advice, perspective, and experience that will help them to realise their potential and develop their academic careers. Studies have shown that women in male-dominated fields often receive far less mentoring than their male colleagues. With this in mind, we have developed a mentoring scheme so that all early-career women* in philosophy are able to take advantage of the benefits that mentoring has to offer, if they wish to do so.



Statistics on benefits of mentoring programme collected from Oxford Women in Physics, Wise Campaign, New York Times, and Gartner (2006)

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03 Get Involved

Overview of the Mentoring Process

01 WELCOME

September: new early-career women join Glasgow Philosophy

02 GET IN TOUCH

Mentors and mentees join the mentorship programme

03 MENTORS ASSIGNED

Undergraduates assigned to postgraduates, postgraduates assigned to staff members

04 MEET YOUR MENTOR

Mentors are asked to organise an initial meeting

05 ASK FOR HELP

Contact your mentor as problems arise; they're here to help!

06 EVENTS

Take part in the annual 'Minorities and Philosophy' events

04 FAQs

1. How can I become a mentor?

Simple! Apply by filling out [this short form](#) and emailing it to the Mentoring Coordinator.

2. How can I get a mentor?

Easy! Apply by filling out [this short form](#) and emailing it to the Mentoring Coordinator.

3. Can I express a preference for my mentor's gender and/or research interests?

Yes! We will do our best to accommodate your preferences, subject to availability.

4. Can I change mentor?

Of course! Let's find someone who works for you.

05 Useful Contacts

Glasgow Women in philosophy

Contact the Mentoring Coordinator:
**arts-philosophy-
mentoring@glasgow.ac.uk**

Glasgow 'Minorities and Philosophy'

Contact the local MAP group:
glasgowmap@gmail.com

BPA/SWIP Mentoring scheme

<http://www.swipuk.org/mentoring/about/>