

Lucy Mentoring Program

www.women.nsw.gov.au/Working/Working_YoungW_Lucy.htm

Minister's Message

As the new Minister for Women it is both an honour and privilege to have the job of encouraging young NSW women to aim high and achieve greatness.

It is an exciting time to be the Minister for Women with the NSW Government now led by women. In fact the three most powerful positions in this State are held by women - Premier, Kristina Keneally, Deputy Premier, Carmel Tebbutt and Governor of NSW, Professor Marie Bashir are leading NSW.

As Minister for Science and Medical Research, I was also pleased to announce that Professor Mary O'Kane would take on the position of NSW Chief Scientist and Scientific Engineer.

While women continue to be under-represented in leadership and senior decision-making roles, I believe 2010 provides us with the opportunity to encourage and motivate more NSW women to aspire to senior positions.

Unfortunately women continue to face significant challenges in achieving these roles and being remunerated to a level equal to their male counterparts, however as NSW has shown there is no reason why more women cannot achieve what our Governor, Premier, Deputy Premier and Chief Scientist have achieved.

While the Lucy program continues to have positive outcomes for young women the NSW Government is also looking at other strategies to increase the percentage of women on boards, committees and in leadership roles.

I hope you enjoy reading the Lucy success stories in this newsletter.

Jodi McKay
Minister for Women
Minister for Tourism
Minister for the Hunter
Minister for Science and Medical Research

The program was developed in 2004 by the NSW Government in partnership with the University of Western Sydney and the University of Sydney, and with the support of Women Chiefs of Enterprises International. Partner universities include the University of Sydney, University of Western Sydney, the University of New South Wales, the University of Newcastle, the University of Wollongong and the University of New England.

2009 Graduation – University of New England

UNE's 2009 Lucy Mentoring Program concluded on 7 October with a celebratory event in the Chancellery at Booloominbah. This ceremony for the Lucy 'class of 2009' highlighted a diverse range of opportunities presented by this year's mentors.

While some mentors took a personal approach, others opened the doors to their workplace allowing their mentee access to a whole group of professionals all willing to contribute to the mentoring role. Each of the Lucy graduates reflected on their mentoring experiences as part of the Graduation proceedings.

Lucy, mentored through a local Law firm said the program provided a link between the classroom theory and the reality of the workplace. She described her experience as "like getting a whole firm of mentors". Erin said her mentor helped her to find direction with her studies and helped her to look past the obvious when seeking solutions.

Hang's experience was about confidence building on a personal and professional level. Her mentorship in a large accountancy firm helped her make choices about her career path and gave her the confidence to try something new.

Deputy Vice Chancellor of the University of New England, acknowledged the generosity of the mentors, businesses and departments which made the experience such a fruitful one for the participating students. Guest Speaker Elizabeth Egan encouraged the young women to continue to be open to mentoring opportunities and to seek out the people who inspire them.

No matter the style of mentoring adopted through the Lucy program, whether a weekly coffee meeting or daily participation in the workplace, each participant found the experience rewarding, inspirational and certainly worthwhile.

Another successful year for LUCY UNE.

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University of Wollongong	careers@uow.edu.au

University of Wollongong

University of Wollongong celebrated its Final Session on 2 October - a joyous occasion for LUCY mentees and their mentors. Interest was kept to a maximum as each mentee told of her experiences – wonderful, unusual, inspiring, learning, supportive, and many more

“The LUCY program has been both beneficial and rewarding in inspiring and motivating me to aim high because nothing is out of reach” **Erika Vazquez**

“My mentor was excellent as she was very easy to talk to and has a career which many young women, including myself, can aspire to” **Clare Buckthough**

Ms Lynne Wright (Director, Employment Equity & Diversity at University of Wollongong) and mentor to Emma Robb responded in positive terms on behalf of all mentors.



L-R: Lynne Wright, Emma Robb, Susan Rejske



L-R: UOW students Kate Martini, Samira Ashkar, Kathryn

On 1 September three UOW mentees attended The Office for Women’s Policy and Women on Boards lunch with guest speak, Arni Hole (Director General of the Norwegian Ministry of Children & Equality-Dept of Family Policies & Equality).

Program Dates

University of Newcastle	April—August
University of New England	May—October
University of New South Wales	July—November
University of Sydney	May—September
University of Western Sydney	May— September
University of Wollongong	May— August



The University of Sydney

Perspectives from Vanja Bulut 2nd Year Law School (Graduate Law)

Commercial law was never a subject area that second year student Vanja Bulut thought she'd be interested in, much less want to pursue a career in. However, her experience on the Lucy Mentoring Program shadowing three outstanding professionals from leading Australian law firm Sparke Helmore has opened her eyes to a world of opportunities.

Not only has the 'Lucy' experience enhanced Vanja's knowledge of commercial law, she says it has enabled her to gain real understanding of the life of a successful lawyer at a busy law firm.

"This knowledge has assisted me in gaining a summer clerkship with a large commercial law firm in Sydney, and is hopefully the start of a successful career in law."

Vanja, who came to live in Darwin from former Yugoslavia with her family when she was 9, decided to pursue a long-held dream and complete a law degree from The University of Sydney.

She jumped at the chance of being involved with the Lucy program, which for the first time in 2010 included Usyd law students. She believed it was a perfect opportunity to expand her knowledge of the legal profession with real hands-on experience and mentor guidance.

"I also saw it as an opportunity to improve my awareness of the scope of career opportunities open to me after graduation," she says.

Of her time at Sparke Helmore Lawyers she says: 'I was basically given an "all access" pass and really got to understand the workings of a firm - something which most law students who work as paralegals never get the opportunity to experience. I will always be grateful for that.'

A true advocate of the program, Vanja encourages all other Lucy students to maximise the experience by asking lots of questions. "Don't be afraid to ask questions from everyone you meet, you will be overwhelmed by how much people want to help, encourage and support you in making important career choices."

All mentors and previous program participants are invited to our International Women's Day event on March 10th. For more details : www.sydney.edu.au/business/careers



*Vanja Bulut speaking on behalf of
The University of Sydney Lucy stu-
dents at the 2009 graduation*

Update from the Lucy Mentoring Alumnae Committee

The Alumnae Committee held their first formal meeting at Deloitte in Oct 2009 and made a strong start with two events held in November.



On November 23rd, members of the Lucy Mentoring Alumnae group were given the opportunity to visit and talk with Ms. Judith R. Fergin, U.S. Consul General to Sydney and two female U.S. diplomats. Consul General Fergin is an economic officer with Minister Counsellor ranking. As a firm believer and supporter of the objectives of the Lucy Mentoring Program, Consul General Fergin shared with attendees her experience, expertise and advice on managing a work/life balance.

The first Christmas social event was held on 25th November at Cargo Bar. It was a fitting celebration for what has been a busy year for many LUCY girls. The LUCY girls celebrated the end of exams/end of year/Xmas with an evening soiree.

We look forward to more events in 2010 – with seminars, workshops, guest speakers and more social events planned.

