

# Gender Specific Mentoring

## For Women

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# Critical Success Factors

A gender specific model of mentoring for women offenders needs to:

- ✓ *Take place in a **women only environment***
- ✓ *Take into account the real **differences between men and women**, in their learning and relationship styles and life circumstances*
- ✓ *Use **peer mentoring** where appropriate*
- ✓ *Enable service users to **influence service design***
- ✓ *Adopt an approach that **values reciprocity***

# Social and Economic Factors

- ***“.....mentoring is located within a far larger and more complex web of power relations that are specific to our historical era. The most fundamental structural forces in our society include capitalist economic and social relations. They also include gender and the patriarchal oppression of women and other deep-rooted inequalities relating to youth, race and disability. ....We must keep these aspects in sight to understand fully the experience of individual mentors and mentees”. (Colley p29 2004).***

# Spectrum of Mentoring Styles

**Direction ↔ Guidance**

**Hierarchy ↔ Reciprocity**

**Control ↔ Empowerment**

**Inequality ↔ Equality**

**Dependency ↔ Autonomy**

**Informal ↔ Formal**

Unplanned ↔ Planned

Voluntary participation ↔ Degree of compulsion

Individual goals ↔ Policy and institutional goals

High level of negotiation ↔ Low level of negotiation

Shared background and experience ↔ Social distance

# Informal ↔ Formal

High social intensity ↔ Low to medium intensity

Self-sought friendship ↔ Relationship mediated by  
matching process

Indefinite time span ↔ Limited time span

Less directive ↔ More directive

## Informal ↔ Formal

Difficult to track ↔ Intensely monitored on specific criteria

Located in familiar surroundings ↔ located in institutional settings

Relates to wider social ties and peer group ↔ focuses on individual

Rooted in the local community ↔ separate from the local community

