



gender & diversity

## At-Cost G&D Services for **2003** the Future Harvest Centers

Welcome to the listing of the Gender and Diversity Program's services now available to the Future Harvest Centers on an at-cost basis. This list allows Centers to check out the exciting array of offerings and select the ones they consider the most relevant and useful to their individual situations. In addition to a brief description of the service, we include the cost, the potential benefits and a reference list of any Centers that have already used the service.

For further information, please contact G&D Program Leader, Vicki Wilde at [v.wilde@cgiar.org](mailto:v.wilde@cgiar.org)

### Mentoring Program for Young Scientists

#### DESCRIPTION

THE CGIAR'S GREATEST DIVERSITY is among its young scientists, and mentoring is shown to be one of the most effective ways for integrating minority and mainstream groups. Mentoring also is a time-honored practice among scientists for linking the wisdom of the more experienced to those with new ideas. G&D provides benchmarking of good practice (dos and don'ts), orientation materials for mentors and mentees, assistance with scoping each center's mentoring needs and resources, and training for the mentoring program coordinators.

#### ESTIMATED COST

US\$5-7,000

#### RELATED OUTCOMES/BENEFITS

- » Centers establish a mentoring culture that genuinely values diversity.
- » Every young scientist has a development plan covering the duration of her/his appointment.
- » Mentees increase their performance and visibility, benefiting from the views and experience of insiders on success factors.
- » Mentors see their organization through the eyes of a newcomer with a different perspective and a more recent education.
- » Women and minorities gain access to role models, perhaps leading to advancement in the system.
- » Centers increase staff effectiveness by developing a better skilled and motivated diverse staff.
- » Retention of young women may improve.

#### REFERENCE CENTERS

Tentatively CIFOR, IWMI and ICRAF will participate in piloting the mentoring program in 2003. There is room for one Center more.

