

# 2020-2021 IMPACT REPORT



WOMEN'S LEADERSHIP AND MENTORSHIP PROGRAM

The Women's Leadership and Mentorship Program aims to foster inclusive leadership, gender equity, and the advancement of women by preparing college women for leadership through professional and academic development, and multilevel mentoring.

## WHO WE ARE

91

STUDENT MEMBERS

44

FACULTY/STAFF AND PROFESSIONAL MENTORS

99%

INVOLVED IN OTHER CAMPUS ORGANIZATIONS

64%

OFFICERS IN CAMPUS ORGANIZATIONS

73% EMPLOYED

3.78 AVERAGE GPA

"I got to meet some amazing women who will not only be there as professional support, but who are also open to being a helping hand. I like that we are all strong, hardworking women that are looking to achieve similar goals."



## CROSS CAMPUS CONNECTIONS

WLMP is made up of women from all schools at RMU.

16% SCHOOL OF BUSINESS

27% SCHOOL OF INFORMATICS, HUMANITIES AND SOCIAL SCIENCES

29% SCHOOL OF ENGINEERING, MATHEMATICS AND SCIENCE

26% SCHOOL OF NURSING, EDUCATION AND HUMAN STUDIES

## TOOLS FOR MENTORING SUCCESS

Expanded training helps prepare students, faculty, staff, and volunteers for quality mentoring relationships.

- MENTORING 101
- MENTAL HEALTH FIRST AID
- TRAUMA-INFORMED MENTORING

50

NEW PEER-TO-PEER AND STUDENT + FACULTY/STAFF MENTORING RELATIONSHIPS

400+ MEETINGS BETWEEN MENTORS & MENTEES

95%

felt their overall relationship with their peer mentor/mentee was good, very good, or excellent

### STUDENTS SAY...

71%

Feel they have been given the tools to mentor others

88%

Feel they have learned how to use mentors effectively

"The best part of the WLMP is the mentors who cheered me on as I went after different opportunities."

@RMUWLMP  
 @RMU\_WLMP

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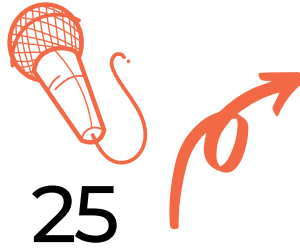
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# PROFESSIONAL DEVELOPMENT AND STUDENT LEADERSHIP

215

ATTENDEES AT THE WLMP'S FIFTH ANNUAL WOMEN AND TRANSFORMATIONAL LEADERSHIP SYMPOSIUM



25

OUTSIDE FACILITATORS AND KEYNOTE SPEAKERS WHO SHARED THEIR EXPERTISE THROUGHOUT THE YEAR

## FEATURED SPEAKERS

BANDANA RANA, VICE-CHAIR OF THE UNITED NATIONS CEDAW COMMITTEE

CECILIA LOVING, DEPUTY COMMISSIONER AND CHIEF DIVERSITY AND INCLUSION OFFICER, FDNY

35

UNIQUE EVENTS AND SESSIONS ON LEADERSHIP, PERSONAL, AND PROFESSIONAL DEVELOPMENT



## CONFERENCES

STUDENTS HAD THE OPPORTUNITY TO ATTEND EXTERNAL LEADERSHIP CONFERENCES IN ADDITION TO WLMP CORE PROGRAMMING



PLEN

Preparing Women to Lead

7

CHOSEN STUDENT PRESENTERS FOR THE WLMP STUDENT SPEAKER SERIES



## AWARDS

WLMP STUDENTS WON MULTIPLE AWARDS INCLUDING THE RMU PRESIDENTIAL UNDERGRADUATE AWARD, SIGNATURE LEADERSHIP AWARD, AND NUMEROUS SCHOLARSHIPS

## CLOSING THE GENDER PAY GAP

AAUW Salary Negotiation Training continues to be one of the most important programs that The WLMP offers. This year, we co-hosted a session with The Gender Equity Commission of Pittsburgh and were able to broaden our reach beyond RMU's campus.



23% OF STUDENTS

Found AAUW Start Smart salary negotiation training one of the most valuable programs they attended



36

STUDENTS

HELD INTERNSHIPS ACROSS INDUSTRIES

National Cancer Institute | Omnicell | Children's Hospital of Pittsburgh | Andrew Carnegie Free Library & Music Hall | FedEx | US Secret Service | Elizabeth Township Police Department | BNY Mellon | Partnership for Public Service | UPMC | AHN | National Archives and Records Administration | Erie Insurance | US Steel Corporation | Bank of America | Glade Run Lutheran Services | New York Life | Markosky Engineering | Laser Welding | Lemos Labs | H2R | Borgen Project | Venture Outdoors | Harold Shepley and Associates | Volunteer Income Tax Assistance Program | Emerald Asset Management | Hope Grows | MECCO | RMU Engineering Lab | Learn & Earn | Frederick Community College | BDO USA | PATHER | Cigna | Aetna

I found being in WLMP made me more marketable. I interviewed for numerous internships and found WLMP was a consistent area of interest for interviewers. I was able to attest to the personal and professional growth I have gained through this program.

## LOOKING AHEAD: 2021-2022

- Ciora Thomas, Co-Vice Chair of Pennsylvania Commission on LGBT Affairs, and founder of SisTers PGH will join The WLMP as Keynote Speaker for the Fall 2021 Student Leadership Retreat
- In Fall 2021 The WLMP will welcome Cohort 8, bringing the total number of women impacted by the WLMP to 238 women in just 8 years.