WORKING WEEK 2025
AND Locate25
THE NATIONAL GEOSPATIAL CONFERENCE
Collaboration, Innovation and Resilience: Championing a Digital Generation
FIG Geospatial Council of Australia
Brisbane, Australia 6–10 April

No 372 09/04/2025 11:30-13:00 Geospatial for Everyone: The Diversity & Inclusion Paper Forum

Presented at the FIG Working Week 2025
Collaboration, Innovation and Resilience
6-10 April 2025 in Brisbane, Australia

Mentoring for Diversity and Inclusion in the Surveying Profession

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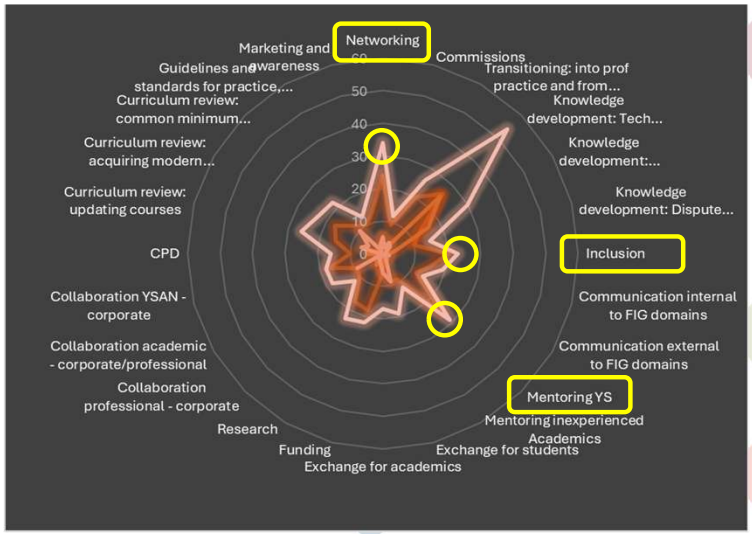
Why do we need Mentoring Programmes?

- identified need of YSN
- encourage personal growth and reflection
- intergenerational transfer of soft skills
- foster professional identity
- transfer and grow institutional memory
- promote diversity and inclusion in the profession
- cumulative positive impacts with sustained programmes



Reflection on the Africa Programmes

- Run for the past 3 years
- Share lessons learned and successes
- Reflect on design and impacts

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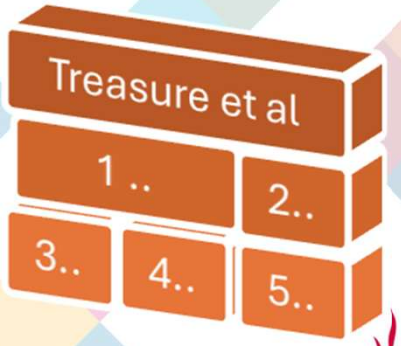
Method

- constructivist paradigm and qualitative phenomenological approach
  - knowledge is constructed through the experiences of the role-players
- data:
  - reflections of the management team (2022-2024)
  - feedback from participants (2024)
  - quantitative analysis of application data, participant numbers, completion etc. (2024)
- framework of Treasure et al (2022): 10 rules

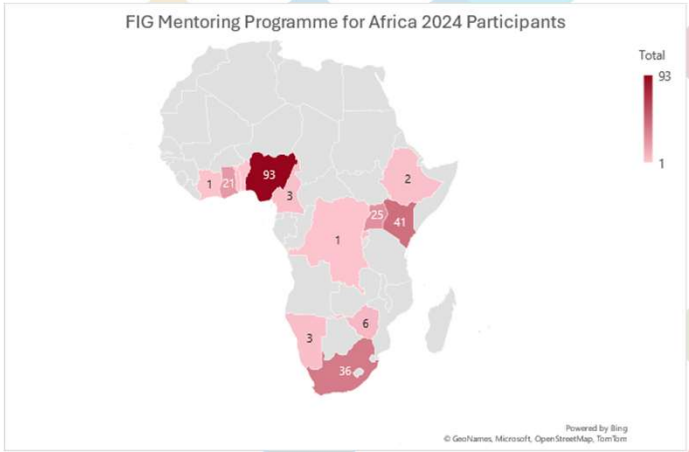
Treasure et al Framework



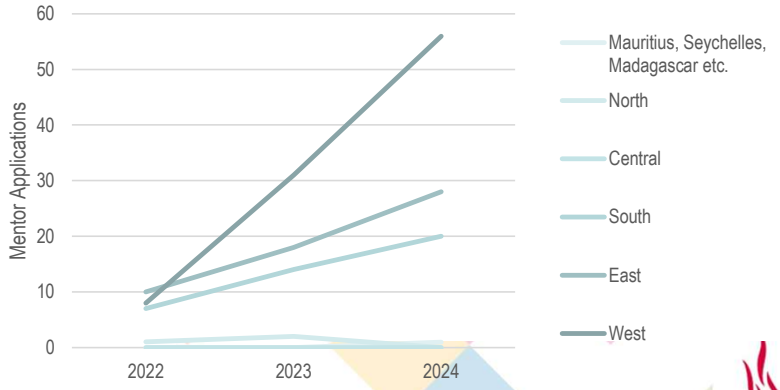
1. Define the programme vision and scope
2. Develop the organisational structure once the desired outcomes have been defined
3. Plan activities to support programme goals
4. Recruit mentees with success in mind
5. Develop a mentor support strategy that goes beyond simple recruitment
6. Develop and evaluate mentor-mentee matching strategies as an ongoing process
7. Consider the role technology may play
8. Ensure communication processes are in place
9. Design a monitoring and evaluation (M&E) plan
10. Thinking about funding and long-term sustainability

Understanding the FIG Mentoring Programme for Africa

- **Programme design and development**
  - From pilot study to fully-fledged programme
  - Information for participants in the 2024 programme
  - Processing applications
  - Ice Breaker Session and Topics
  - Certification
- **Participants and completion**
  - Numbers of applicants to be mentors and mentees
  - Accepted participant numbers and completion numbers
  - Completion rates disaggregated by region
  - Completion rates disaggregated by gender for 2024 programme
  - Geographical reach of participants



Conclusions



1. **Defining the programme vision and scope**
   - why, who, when, what, where, how – well motivated,
   - articulated & communicated

2. **Development of the organisational structure**
   - transitioning of the management team members and chair need to be agreed and published
   - governance structures within the FIG structure – improve
   - common set of rules/principles of design for all FIG programmes

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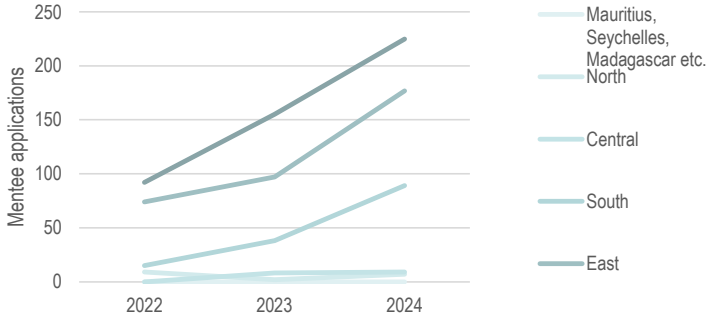
Conclusions



3. **Plan activities to support programme goals**
   - structured with clearly communicated dates and expectations
   - well-designed tasks
4. **Recruit mentees with success in mind**
   - attracting committed mentors and mentees - needs attention
   - mentors could be included in the process of selecting mentees
5. **Develop a mentor support strategy that goes beyond simple recruitment**
   - mentor abilities difficult to measure
   - past good reviews leads to future acceptance

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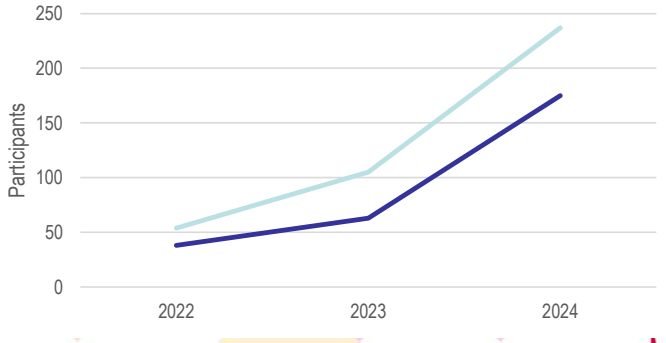
Conclusions

6. **Develop and evaluate mentor-mentee matching strategies as an ongoing process**
   - criteria for matching are well-established
   - expectations of the mentor-mentee relationship, and duration, are well-communicated

7. **Consider the role technology may play**
   - focused training on the use of Mentornity
   - lack of access to internet and unstable internet in Africa



Conclusions

8. **Ensure communication processes are in place**
   - Mentornity, email, WhatsApp groups
   - excellent communications
   - formal feedback to role players – annual report
9. **Design a monitoring and evaluation (M&E) plan**
   - need to assess whether the programme is achieving its goals
10. **Thinking about funding and long-term sustainability**
   - licenses for software such as Mentimeter is required
   - FIG Foundation – the future?

The most relevant SDGs related to the presentation and theme of this session

1st relevant SDG

2nd relevant SDG

3rd relevant SDG

SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals

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FIG Mentoring Programme for Africa

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STEP 1: SELECT HERE THE THREE MOST RELEVANT SDGs
STEP 2: COPY THE SDG INTO PREVIOUS SLIDE