

A tall wooden ladder stands vertically in a vast, arid desert landscape. The ladder is positioned slightly to the left of the center. The ground is sandy and uneven, with some tracks visible. The sky is a deep blue with scattered white clouds. The overall mood is contemplative and aspirational.

# A Case for Mentoring and Advocacy

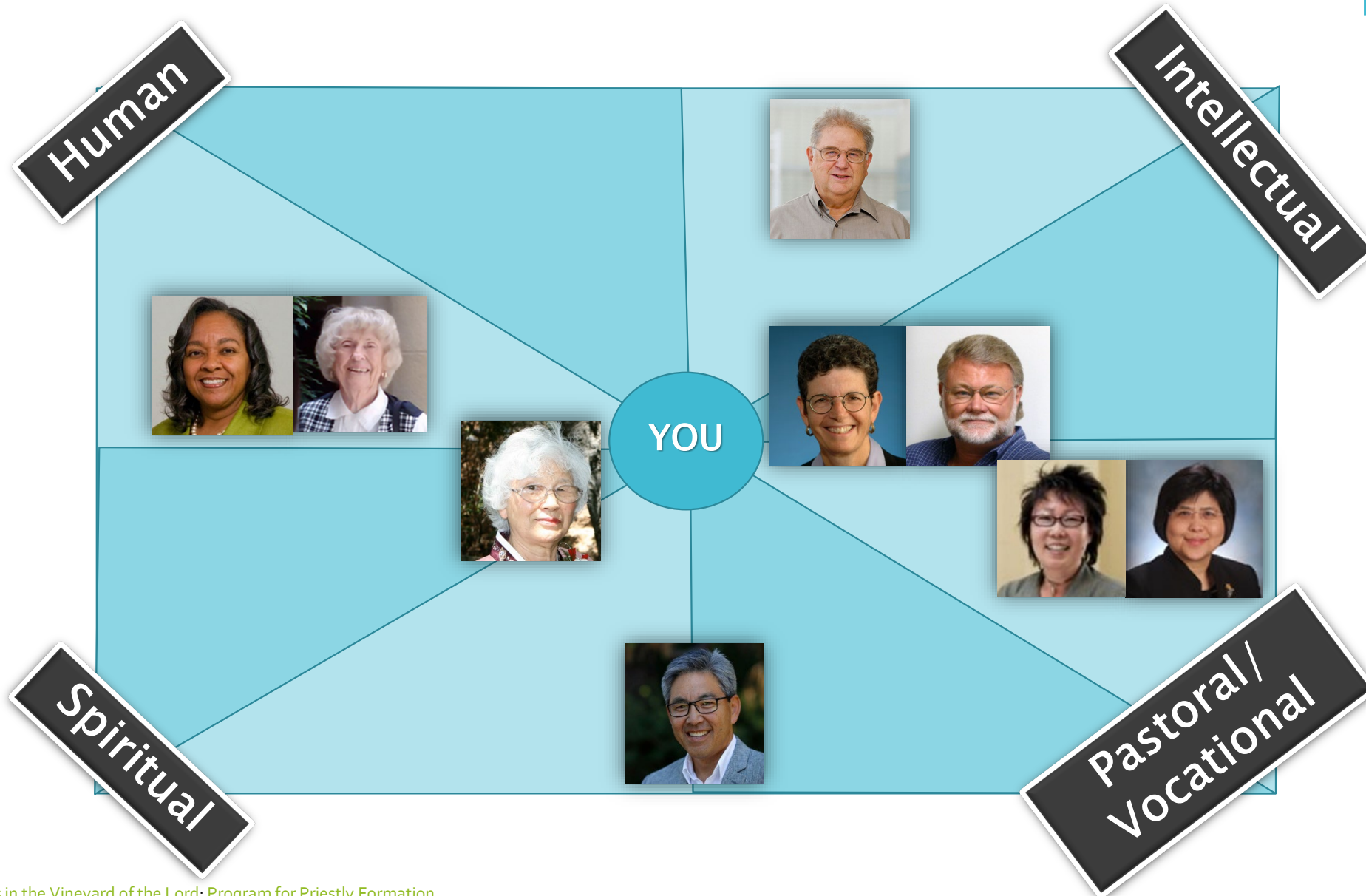
Cultivating Interconnected Ecologies of Leadership

Deborah H.C. Gin, M.Div., Ph.D.  
Director of Research and Faculty Development  
Association of Theological Schools

# Our Journey Here

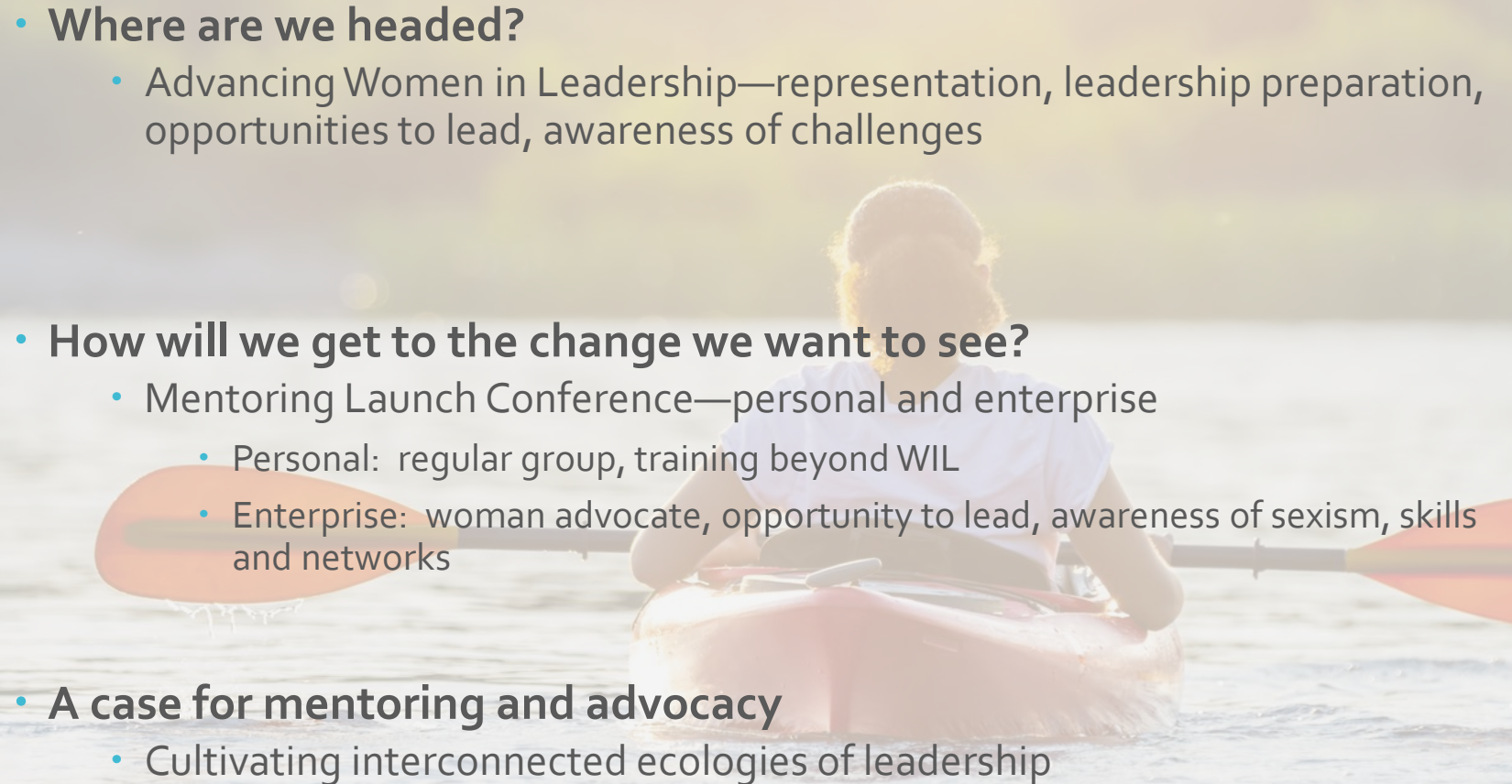
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- A woman is seen from behind, paddling a red kayak on a calm body of water. The scene is bathed in the warm, golden light of a sunset or sunrise, with the sun low on the horizon creating a soft glow. The water reflects the light, and the background is a hazy, distant shoreline.
- **Where are we headed?**
    - Advancing Women in Leadership—4 goals: representation, leadership preparation, opportunities to lead, awareness of challenges
  - **How will we get to the change we want to see?**
    - Mentoring Launch Conference—personal and enterprise
      - Personal: regular group, training beyond WIL
      - Enterprise: woman advocate, opportunity to lead, awareness of sexism, skills and networks
  - **A case for mentoring and advocacy**
    - Cultivating interconnected ecologies of leadership

# Mentor Map





# Our Journey Here

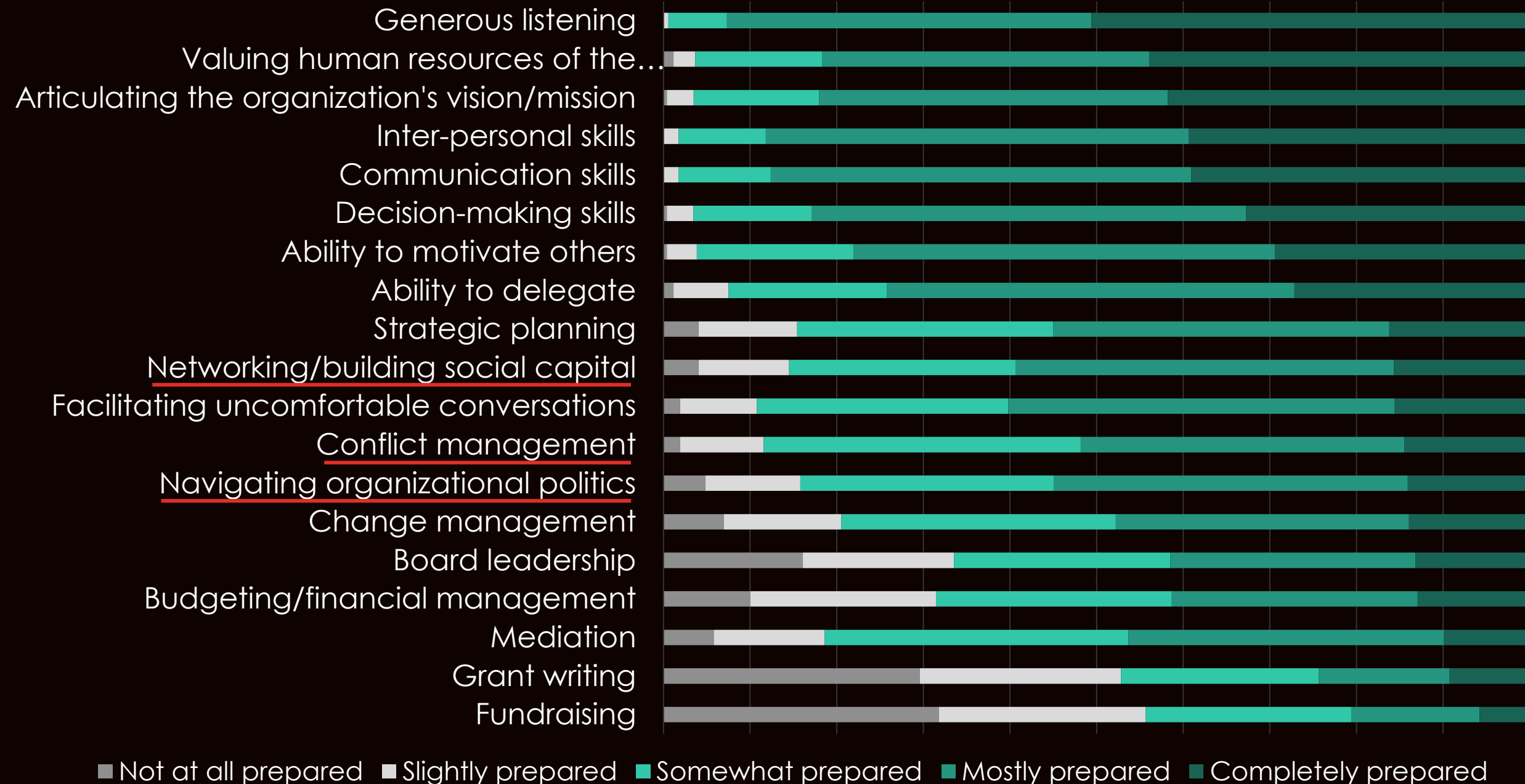
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# Ecologies of Leadership



# Leadership Preparation—Skills

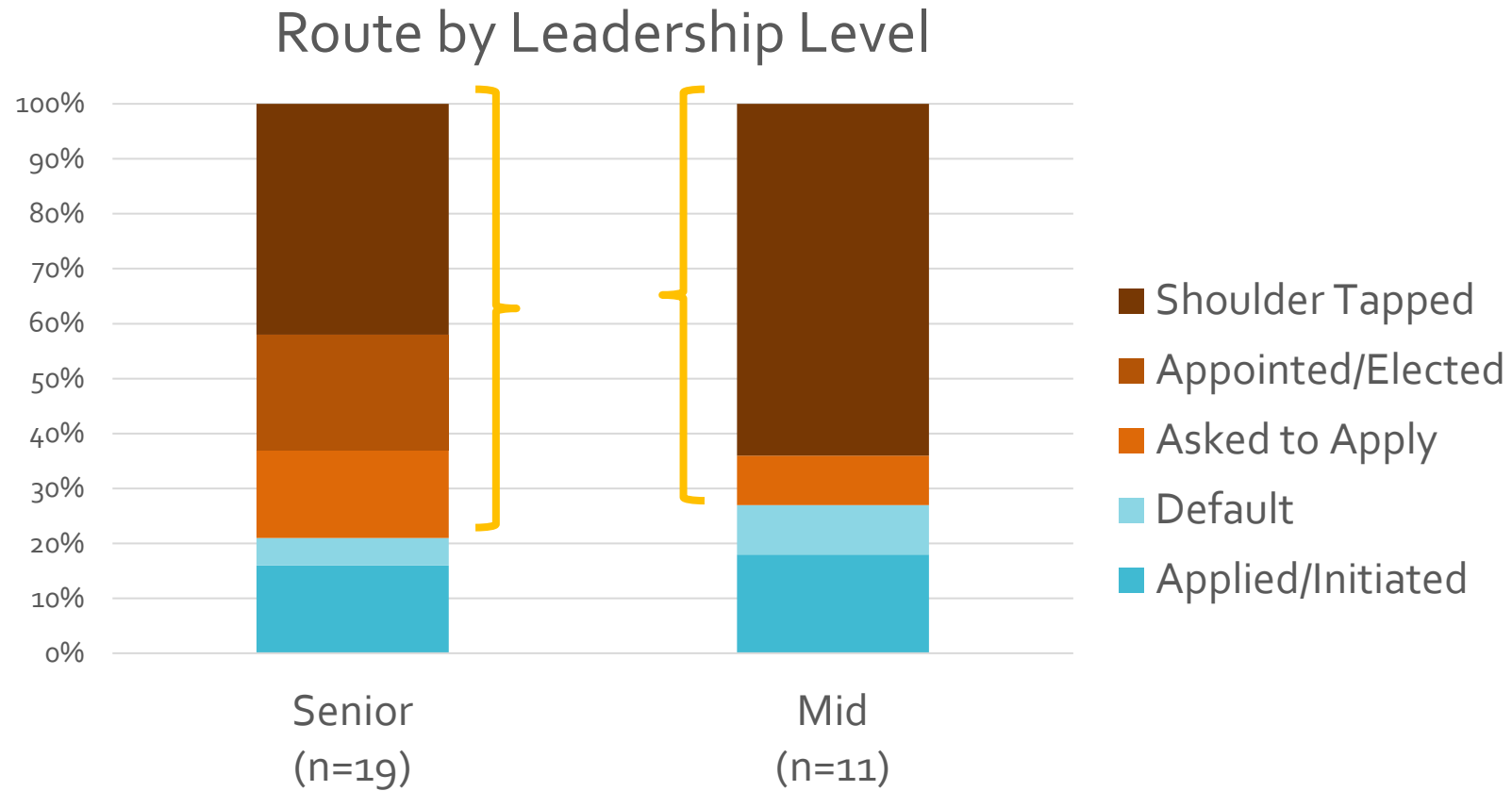
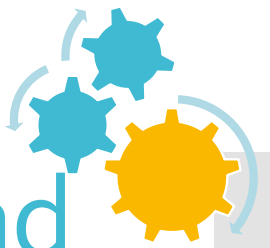
Source: ATS Women in Leadership Survey, 2017



# Ecologies of Leadership



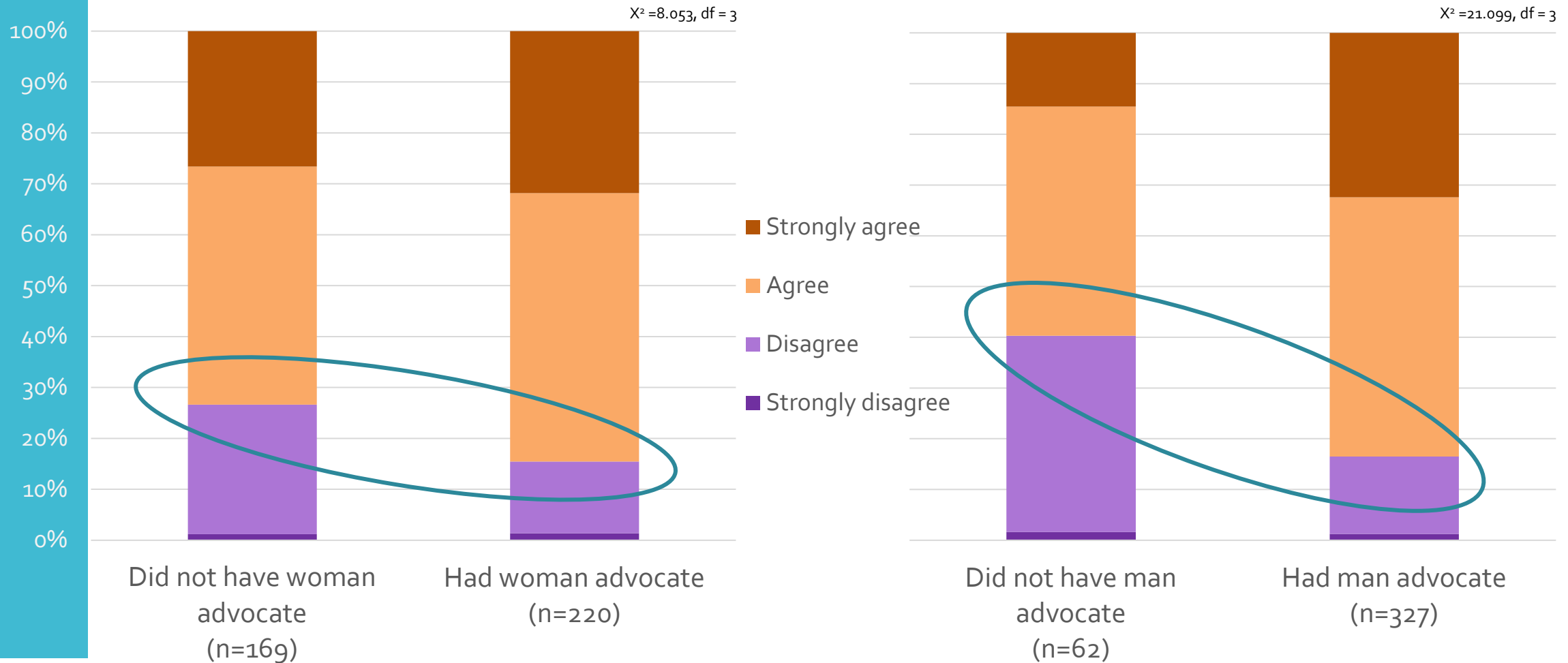
# Opportunities to Lead







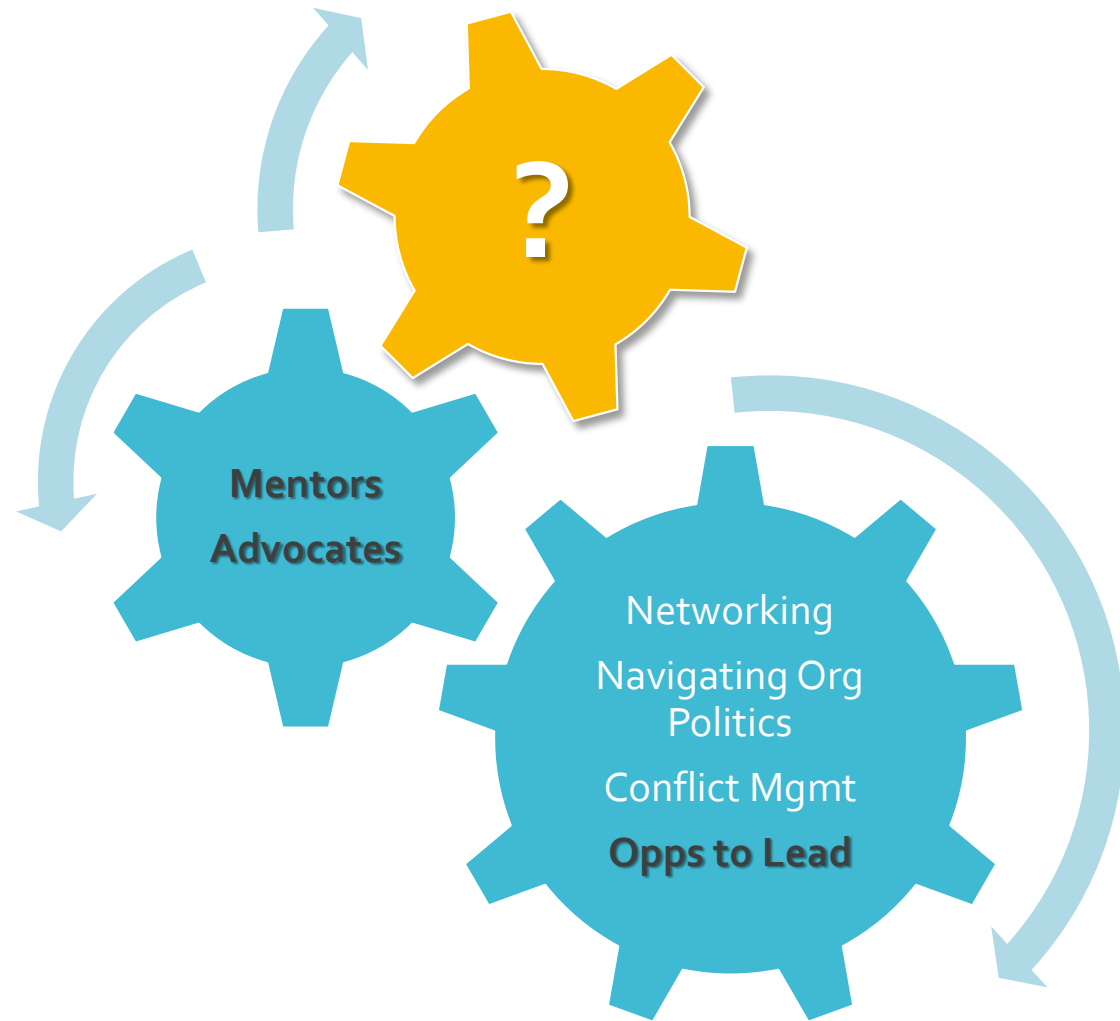
# I have had ample opportunities to lead...



# Ecologies of Leadership



# Ecologies of Leadership



- Reason for success: support and mentoring from women
- Reason for success: my networks
- Received or pursued leadership education/training beyond WIL



What  
predicts the  
presence of  
mentors?

Reason for success:  
Support from  
women

**Myka Kennedy Stephens**

Reason for success:  
My networks

Amanda Avila Kaminski





In your leadership journey, how does having a mentor relate to any of the following:

- Attributing your success to support received from women
- Attributing your success to your networks
- Pursuing leadership training beyond WIL?

- Reason for success: support and mentoring from women
- Not being in an EV school
- Made more connections with orgs that support women in leadership positions, outside your place of employment
- Current organization supports my leadership



What  
predicts the  
presence of  
female  
advocates?

More connections  
outside my org

**Khalia J. Williams**

- **Current organization supports my leadership**
- Regularly engaging in my own personal study on leadership
- Being the first woman in a leadership role



What  
predicts the  
presence of  
male  
advocates?

Current org  
supports my  
leadership

Christine Henderson

Engage in  
personal study  
on leadership

Constance Diggs





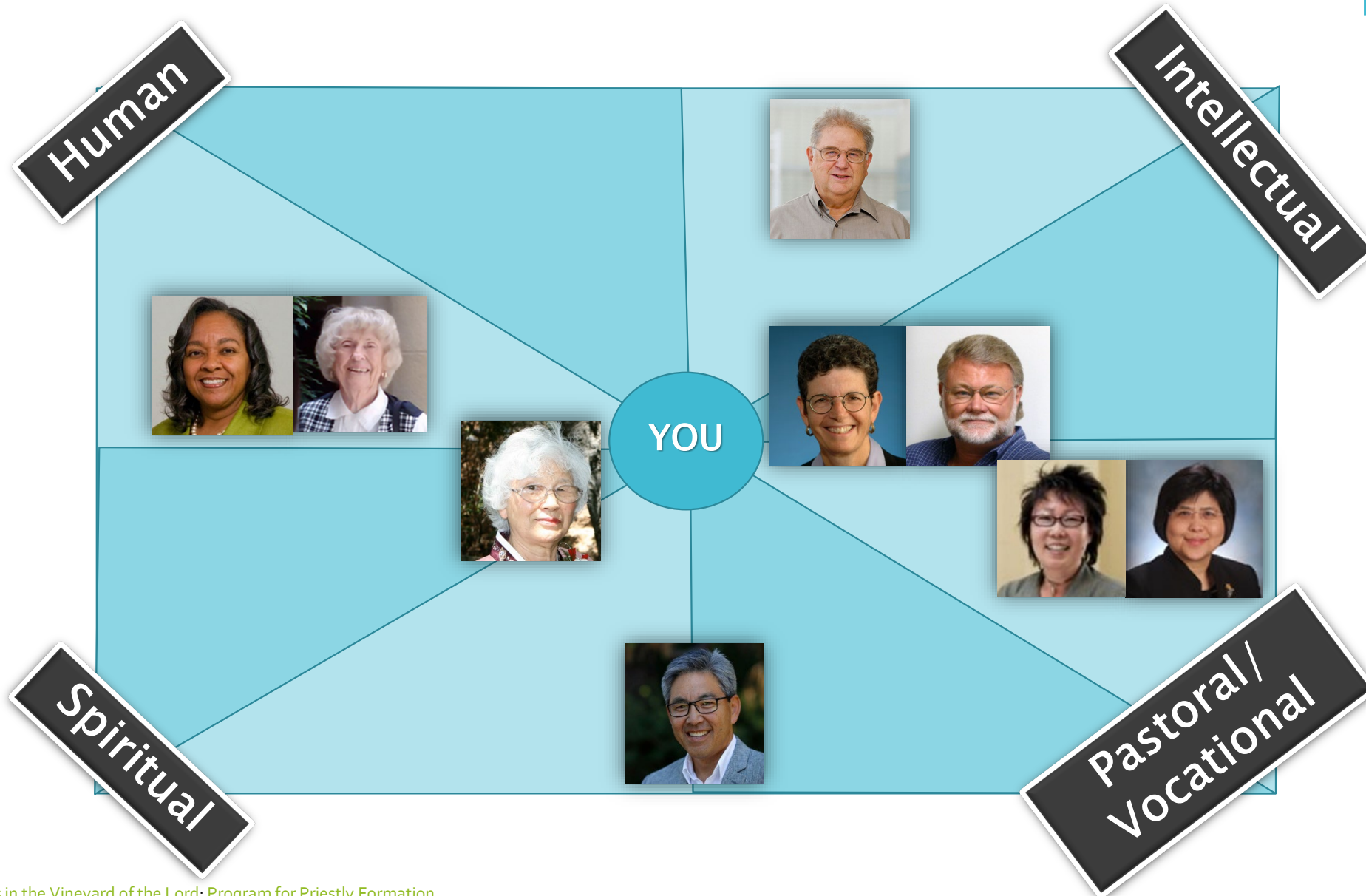
In your leadership journey, how does having an advocate relate to any of the following:

- Making more connections that support women (outside your place of work)
- Your current organization supporting your leadership
- Regularly engaging in your own study on leadership?

# Interconnected Ecologies of Leadership



# Mentor Map



A tall, grey ladder stands vertically in a vast, arid desert landscape. The ground is sandy and uneven, with some faint tracks or paths visible. The sky is a clear, light blue, filled with soft, white clouds. The overall scene conveys a sense of reaching for the sky or striving for a goal.

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