

APPROVED

**Acting Vice-Rector for Sustainable Social Development,
Member of the Board**



Al-Farabi Kazakh National University

B.B. Omarov

«2» September 2025 y.

FEMALE MENTORING FOR STUDENTS OF AL-FARABI KAZAKH NATIONAL UNIVERSITY

General Description

The Female Mentoring Program is a systematic initiative aimed at supporting the professional, academic, and social development of female students at Al-Farabi Kazakh National University.

Within the framework of the program, experienced women leaders act as mentors, providing guidance to students in career orientation, professional growth, implementation of social projects, and the formation of personal and leadership values.

Goal and Main Objectives of the Project

Goal:

To create a motivating and supportive mentoring environment that contributes to building successful career trajectories for participants through their engagement in professional activities and the development of a wide range of soft skills.

Main objectives:

- Promotion of the mentoring institution;
- Development of career opportunities for female students of Al-Farabi KazNU;
- Implementation of socially significant initiatives and projects;
- Support for women's leadership and creative initiatives;
- Formation of a proactive life position among university students;
- Strengthening the culture of equal opportunities and academic partnership.

Description and Structure of the Program

The program serves as an effective tool for the informal transfer of experience and competencies necessary for building young professionals' careers — from women leaders to female students.

As part of the project, thematic lectures, individual and group meetings, and

interactive workshops are conducted, during which mentors share professional knowledge, answer participants' questions, and provide insights based on personal experience.

Role of the Mentor:

- Selects and supervises participants;
- Organizes the mentoring process, provides consultation, and motivates students;
- Participates in assessing the progress and development of mentees' competencies.

Role of the Student:

- Publishes a post about herself, her motivation, and goals for participation in the program;
- Completes the participant's questionnaire and passes an interview;
- Develops and implements her own social or scientific project.

Mentoring Framework and Scope

The "*Female Mentoring for Female Students*" program aims to support the academic, professional, and leadership development of female students at Al-Farabi Kazakh National University.

It promotes equal opportunities for women's participation in educational, research, and career-related activities. Participation is voluntary and open to all students who meet the established criteria.

Coverage and participation metrics:

The program is implemented across all university faculties (physical-mathematical, chemical-biological, social-humanitarian, engineering, etc.). Each faculty must achieve a minimum coverage of 10% of all female students, with an expected increase to 15–20% in subsequent years.

The calculation is based on the following formula:

$$\text{Coverage (\%)} = \frac{\text{Number of participants}}{\text{Total number of female students at the faculty}} \times 100$$

Data are collected through the university's internal information system, allowing monitoring of participation by faculty and enabling timely program adjustments.

Mentoring Structure and Interaction Formats

Mentors:

Faculty members, researchers, senior students, and successful alumnae of Al-Farabi KazNU.

Interaction formats:

- Individual meetings (monthly);

- Group seminars and workshops (1–2 times per year);
- Online webinars on career development and personal effectiveness.

Faculty specifics:

- **STEM faculties:** laboratory practice, participation in research and scientific conferences;
- **Social and humanitarian faculties:** leadership trainings, debates, and project activities.

Main Areas of the Project

Area — Science and Technology.

This track focuses on advancing women's achievements in Kazakhstani science, increasing interest in research activities, and supporting students pursuing an academic career.

Mentors in this area are leading female scientists of Al-Farabi KazNU. Students receive individual methodological recommendations on conducting research and have opportunities to participate in research projects of universities and scientific centers. The results of their work may be presented at conferences and published in academic journals.

Area — Creative Technologies.

The goal of this area is to support the creative activity of KazNU's female students and encourage their interest in implementing innovative projects.

Mentors are experienced female experts from various creative industries, including advertising, design, fashion, cinema, television, radio broadcasting, literature, arts, and others.

Within this track, students develop their own creative projects, receive practical guidance from mentors at all stages of implementation, and acquire managerial skills in the creative industries.

Upon completion, students have the opportunity to present their work to leading industry experts.

Individual Development Plans

Each participant receives a personalized development plan for one academic year, which includes:

- Academic and professional goals;
- Leadership and self-management skills;
- Participation in projects and research activities;

- Career guidance.

The mentor regularly monitors progress, adjusts the plan, and provides feedback.

Social Support and Networks

Faculty-based and interfaculty communities of mentors and participants are established, creating an environment of support and experience exchange. Regular forums, club meetings, and discussion platforms are organized on women's leadership, science, and innovation.

Digital Tools and Innovation

The program utilizes online platforms and digital resources to conduct webinars, chats, and video consultations, ensuring access for students outside the campus.

Exchange and Internship Programs

Participants of the program may take part in:

- Internal and international internships;
- Participation in scientific and entrepreneurial projects;
- Short-term leadership courses and university-based startup schools.

Selection Criteria

Mentors are selected based on professional qualifications, experience, and willingness to work regularly with students.

Participants are selected based on academic performance, a motivation letter, and readiness to actively engage in the program.

Priority is given to first-year students, representatives of minority groups, and fields with low female representation.

Resources and Support

The program is free of charge and provides:

- Access to educational materials;
- Consultations with internal and external experts;
- Participation in leadership and communication trainings.

All activities are implemented without discrimination and aim to engage women in

academic, scientific, and managerial activities.

Monitoring, Evaluation, and Recognition

The following indicators are monitored:

- Percentage of participants per faculty;
- Academic performance;
- Satisfaction with the program;
- Continuation of studies and successful graduation.

An annual report is published by the Women's Union of Al-Farabi KazNU in cooperation with faculty administrations, with corrective measures applied if necessary. Upon completion of the program, certificates are issued to mentors and participants, and awards are granted for active engagement and achievements.

Connection with Other Initiatives

The program is integrated with the university's policies on gender equality, maternity, paternity, and non-discrimination.

Mentoring helps to eliminate gender barriers and expand women's participation in academic and professional life.

Sustainability and Development

Future plans include expanding program coverage, attracting new mentors, introducing international internships, leadership courses, and career tracks. The university ensures financial and human resource support for the program's long-term sustainability.