

THE MENTORSHIP PROGRAMME

Avoiding the worst impacts of the climate crisis means cutting global emissions in half by 2030. In order to achieve this goal through local climate action, a number of mayors across the world have committed to the **C40 Declarations**: [Net Zero Carbon Buildings](#), [Advancing Towards Zero Waste](#), [Green & Healthy Streets](#), Good Food Cities, [Clean Air Cities](#) and [Divest/Invest](#) and the [Equity Pledge](#). In October 2019, city leaders also announced their support for the Global Green New Deal vision, reaffirming their commitment to protecting the environment, strengthening the economy, and building a more equitable future. C40 mayors are also leading the efforts to create green jobs, invest in crucial public services, protect mass transit, support essential workers, and give public spaces back to people and nature as outlined in the newly-released [C40 Mayors Agenda for a Green and Just Recovery](#) from the COVID-19 pandemic.

Building resilient cities requires that leaders intervene to ensure their communities are inclusive, and the most vulnerable are protected. Women are powerful agents of change in their communities: it is crucial that cities pursue gender-inclusive climate action and encourage community-led projects that benefit all citizens equitably. The full potential of women to take action against climate change can only be realized through policies and actions that empower them.

At a local level, men, women and gender minorities experience cities in very different ways due to gendered social rules, norms and cultures. Acknowledging and addressing these gender differentials is fundamental to solving the climate emergency in cities and improving the lives of all the urban dwellers equitably.

The Women4Climate mentorship programme advances the full participation of women and those who identify as women in the climate change sphere, by providing them with inspiring role models from within their city and access to global climate leaders. This is achieved through climate action knowledge building opportunities and in fostering leadership skills, political engagement and peer-to-peer learning experiences within key sectors for building urban resilience. These activities ensure that there is a global platform through which leading female citizen leaders can connect and make change together.

The mentorship programme matches committed leaders from the public and private sector, international organisations and members of civil society with emerging female leaders at differing stages in developing their climate projects and solutions. The selected projects are aimed at adapting to or mitigating the effects of climate change, which are aligned to their city's climate objectives, foster inclusion and equity and are linked to the C40 declarations. Successful projects put under-represented communities at the heart of climate action and ensure just and inclusive outcomes for all citizens, this is a key criteria applied in the selection process. By emphasizing the inextricable link between climate change and the achievement of justice and equality, the Women4Climate initiative aims to help cities deliver ambitious and inclusive climate action.

The Glasgow Mentorship programme will engage 10-20 women (C40 uses an inclusive definition of “woman” and “female”. Transwomen and genderqueer women who identify as female or woman are welcome to apply to the mentorship programme) who live in Glasgow, providing them with a programme that combines mentorship, networking, remote training and collaborative learning opportunities.

Over 10 months mentees will collaborate with one another, their mentors and other female business, public service and innovation leaders. They will work to refine their project through the duration of the programme, while aligning with Glasgow’s commitments to address climate change.

The mentees' newly developed cross-sector relationships will lay a supportive framework to progress their project. Opportunities to network with mentees from around the globe will provide insights as to shared climate challenges, as well as the transferability and scalability of project ideas.

Glasgow is the 20th city to launch a Women4Climate Mentorship Programme in C40 network.

19 other cities are already part of the Women4Climate network: Addis Ababa, Auckland, Barcelona, Bengaluru, Freetown, Lisbon, Lima, London, Mexico City, Montréal, Mumbai, New Orleans, Nur-Sultan, Paris, Quito, Tel Aviv-Yafo, Sydney, Toronto and Vancouver.

APPLICATION PROCESS

All applications need to be submitted in English to the online form on the C40 website:

<https://w4c.org/mentorship/women4climate-glasgow>

The jury panel is looking for evidence from candidates of ongoing commitment to climate action in cities and innovative projects or approaches. The goals of the project can be global, but they need to be related to climate action at the urban level and support Glasgow’s climate targets.

Applications for the C40 Women4Climate Mentorship Programme will open from Wednesday 8 June 2022.

The closing date for applications will be Wednesday 6 July at 12 pm (GMT).

Any application received after the closing deadline will not be considered. Any incomplete application forms will not be considered.

All valid applications will be examined by the jury panel. The top 20 shortlisted applicants may be asked to participate in an interview and must make themselves available on Thursday 28 July 2022. All candidates who submitted a valid application will be notified of their status by email, no later than Wednesday 10th August 2022.

Those not selected as the first cohort of mentees will be invited to participate in a conference and workshops in September 2022.

The official activities of Glasgow’s Mentorship Programme will start in August 2022. The successful applicants will be expected to attend an orientation meeting on Wednesday 24 August 2022.

Before commencing the online application, please carefully review the selection criteria.

PROJECTS AND APPLICANT SELECTION CRITERIA

The Women4Climate Glasgow Mentoring programme is intended for women and those that identify as women, over 18 years old, living in Glasgow.

Women4Climate mentorship programmes select and support women-led initiatives that have a measurable impact on mitigation of or adaptation to climate change. As well as projects that prioritise putting under-represented communities at the heart of climate action and ensure just and inclusive outcomes for citizens.

Projects or ideas presented must be aligned with Glasgow's climate priorities. The jury panel will consider applications from projects related to one or more of the Glasgow Climate Plan Themes

Climate Emergency Theme 1 Communication and Community Empowerment

Climate Emergency Theme 2 Just and Inclusive Place

Climate Emergency Theme 3 Well Connected and Thriving City

Climate Emergency Theme 4 Health and Wellbeing

Climate Emergency Theme 5 Green Recovery

All candidates need to have an intermediate/advanced level of English: part of the activities will be delivered in English and communication will be encouraged between mentees from others C40 cities hosting a mentorship programme.

The Women4Climate initiative seeks to promote diversity and encourages applications from women from diverse backgrounds and under-represented communities. Profiles considered could include individuals whose climate solutions aim to engage and/or build skills of citizens from hard-to-reach and frontline communities; applicants who are developing green initiative or tech projects; and volunteers and activists. For this application there is no "standard" or "perfect" profile. Applicants will be selected based upon their motivation, potential and ideas.

REQUESTED COMMITMENT

Applicants to the Women4Climate Glasgow Mentoring Programme must be willing to commit to the following:

- o Participation in 10 months of activities.
- o To meet an assigned mentor for minimum 1 hours per month (in person or virtually)
- o Attend the first orientation meeting scheduled for the 24 August 2022
- o Attend city-hosted events and networking sessions
- o Attend at least 70% of the C40-hosted bi-monthly remote training sessions (2h-3h per session). Mentees will then be awarded a certificate of completion of the Women4Climate training programme.

Applicants will also be encouraged to attend monthly Peer-to-Peer webinars where mentees from different cities present their projects or participate in thematic panels. It is a platform for mentees to build strong networks across C40 cities, learn about each other's projects, share their achievements and ideas for improvements.

RIGHTS OF DISQUALIFICATION

As active participation will be vital to the selected applicants' success, please ensure you're able to meet these commitment requirements before applying. C40 reserves the right to exclude participants from the programme in the case of repeated absence, missed meetings and poor communication with C40 and the Mentors in the scheme.

ACCESS NEEDS

C40 aims to support full participation of successful applicants in the mentorship programme and meet their access needs where possible.

INFORMATION

We do not have the capacity to handle general inquiries by email. If you require any clarification, please take the time to carefully formulate your questions and address them to: Andrea.Reid@Glasgow.gov.uk

KEY DEADLINES

