



Million Women Mentors

Frequently asked questions

What is Million Women Mentors?

The Million Women Mentors® (MWM) is a movement supporting the engagement of millions of Science, Technology, Engineering and Math (STEM) mentors (male and female) to increase the interest and confidence of girls and young women to persist and succeed in STEM programs and careers by 2020.

BP America is a member of STEMconnector®, which works in partnership with corporations and other organizations to provide tools and resources that support their STEM corporate development.

Why is BP America supporting Million Women Mentors?

BP's business success depends on innovation, technology and top talent. A top priority of BP's commitment to diversity includes gender diversity; BP believes that recruiting more women scientists, technologists and engineers will help strengthen our business.

BP America has supported STEM education in the U.S. for more than 60 years. That commitment continues with the implementation of a national STEM strategy, which is focused on helping prepare students for the jobs of tomorrow, most of which require a STEM background. BP is committed to doing its part to help improve STEM pathways, especially among girls and underrepresented minorities.

The critical drivers of BP's national STEM strategy focus on equipping teachers, inspiring students and mobilizing its employees to make a powerful contribution in STEM. Support of the Million Women Mentors campaign closely aligns with this strategy.

What is the goal of BP's partnership with Million Women Mentors?

Reports show that young women view engineering as a career for boys. BP's goal is to encourage young women to see engineering and/or other STEM pathways as a viable career option. The campaign with Million Women Mentors provides an excellent opportunity for BP's talented employees to achieve that goal by introducing young women to STEM careers through mentorship.

Will Million Women Mentors replace other BP-supported mentorship programs or any community mentorship I am already involved with?

No, Million Women Mentors will not replace any existing BP mentorship programs, nor does it discourage ongoing mentorship engagements. BP's support of the Million Women Mentors campaign is meant to encourage new mentorship pledges and to capture ongoing mentorship engagement involving BP employees.

What kind of time commitment is required?

Million Women Mentors asks for a minimum time commitment of 20 hours per year. It is up to you and your mentee to decide how you would like to portion your time or if you would like to do more than the minimum commitment.

Who is eligible to participate in the BP Million Women Mentors campaign?

All employees and contractors are eligible to participate.

How do I get started?

The BP Mentoring Guide is a tool you can use to help plan your mentor/mentee experience. If this is a new mentorship relationship through a non-profit organization, you should work with the non-profit's mentor contact to discuss best practices and recommendations.





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This campaign seems like a great way to make an impact. How do I get involved?

To get started, please visit BP's Million Women Mentors site at www.bp.com/mwm.

On the site, you will learn about BP's commitment to STEM and how the Million Women Mentors campaign supports that commitment. You will also be able to download a mentoring guide that will help you prepare for your mentorship experience.

Once you have decided to make a mentorship pledge, click on the "Pledge to Mentor" button, and you will be directed to the national Million Women Mentors pledge site.

What if I am already mentoring a girl?

Great! If you are currently mentoring someone, your pledge and time still count!

Please follow the steps above to submit your pledge on the Million Women Mentors site. This will allow us to capture your commitment as part of BP's overall mentorship impact across the United States.

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How do I find a mentee?

Million Women Mentors has partnered with many credible organizations that have mentoring programs across the country. If you need help finding a mentee, the Million Women Mentors website provides a Mentor Match Tool that will connect you to organizations in your area that are actively seeking mentors. To begin, follow the directions on the site and connect to a local organization of your choice.

The organization you choose will provide you with their mentorship guidelines and any additional information. For example, if you decide to partner with your local Boys and Girls Club, their assigned mentor contact will be able to help answer any questions you have prior to getting started.

You can also find a mentee through an organization with which you are familiar, mentor someone you know personally or even a young family member.

What happens after I sign up?

You will be contacted by the organization or school you chose and they will let you know next steps.

Where can I find the BP Mentoring Guide and other mentoring resources?

The BP Mentoring Guide, as well as other mentoring resources, can be found on www.bp.com/mwm.

How often should I meet with my mentee?

We encourage you to pick a schedule that works well for you and your mentee.





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What if I want to mentor for more than 20 hours a year?

Great! You can contribute as much time as you like.

Can my mentoring time be matched by the BP Foundation Employee Matching Program?

If your mentorship commitment is through a non-profit organization or a school, your mentorship time is eligible for match by the BP Foundation Employee Matching Program.

- Maximum for matching time is \$5,000 per year.
- You may submit matching-time applications for any number of eligible organizations.
- An organization is eligible if they have obtained 501(c)(3) status.
- A list of dates, hours and volunteer activity accounting for the total number of volunteer hours requested is required.
- Employees are encouraged to submit volunteer hours quarterly.
- Minimum number of volunteer hours is 25 for a matching-time request.
- Maximum number of volunteer hours recognized is 16 per day.
- Matching time grants are calculated at a rate of \$10 per hour.

For more information or to log your hours, visit the BP Foundation [Employee Matching Program webpage](#).

I am a contractor working for BP. Can I use the matching program?

No, the BP Foundation matching program is only available to BP employees. Contractors are not eligible to participate.

Where do I submit my volunteer hours?

You will first submit your hours on the BP STEM Ambassador volunteer portal by clicking on the Activity Center and then choosing Post-activity Report. Once you have submitted your post-event hours there, you can then go to the BP Foundation site to get your hours matched for a financial contribution. Please go to the [Employee Matching Program webpage](#).

Where can I learn more about the national Million Women Mentors campaign?

You can learn more about Million Women Mentors by going to www.millionwomenmentors.org.

