



URDANETA CITY UNIVERSITY STRENGTHENS ITS COMMITMENT TO SDG 5: EMPOWERING WOMEN THROUGH ACCESS, MENTORING, AND OPPORTUNITIES

I. Purpose

In line with Urdaneta City University's (UCU) commitment to **Sustainable Development Goal (SDG) 5 – Achieve gender equality and empower all women and girls**, this policy establishes the **Women's Mentoring Scheme (WMS)** as part of the university's broader efforts to promote inclusivity and equal opportunities for women.

The scheme aims to **support the academic, professional, and personal development of female students** by providing structured mentoring, access to scholarships, training, and other empowerment provisions. Through this initiative, UCU seeks to foster leadership, confidence, and active participation of women in various fields, particularly where they are underrepresented.

II. Program Objectives

The Women's Mentoring Scheme is designed to:

1. Foster **confidence, leadership, and career-readiness** among female students.
2. Provide **mentorship opportunities** from faculty members, alumni, and professional partners to support academic and professional growth.
3. Empower female students to **pursue careers in fields where women are underrepresented**, such as STEM, business, and technology.
4. Strengthen **solidarity, collaboration, and community support** among women in UCU.
5. Complement UCU's **access schemes and scholarships** dedicated to promoting gender equity and leadership development among women.

MAKE SDG#5 A REALITY





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In its continuing pursuit of inclusive and equitable education, **Urdaneta City University (UCU)** reaffirms its strong commitment to **Sustainable Development Goal (SDG) 5 – Achieve Gender Equality and Empower All Women and Girls**. The University recognizes that true progress is achieved when women are given equal access to education, mentorship, and leadership opportunities that allow them to reach their full potential.

As part of this commitment, UCU has developed strategic initiatives designed to **support and empower women across all academic disciplines**. One of its flagship programs, the **Women's Mentoring Scheme**, provides structured mentorship opportunities to at least 10% of the University's female student population each year. Through this program, students are paired with mentors from among UCU faculty, alumni, and professional partners who help guide them in developing confidence, leadership, and career-readiness.

Complementing this initiative, UCU also ensures that women are granted **equal access to scholarships, training, and developmental provisions** that address barriers to education and professional advancement. These efforts particularly focus on fields where women have been

Through these initiatives, **Urdaneta City University continues to serve as a catalyst for women's empowerment**, equipping students not only with academic knowledge but also with the confidence and skills to make meaningful contributions to society. By advancing access, mentorship, and opportunity, UCU strengthens its role in creating a more inclusive and empowered community—where every woman can thrive and succeed.

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5 GENDER EQUALITY





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III. Program Structure

1. Mentor–Mentee Pairing

- Female students will be paired with mentors based on shared academic interests, career goals, and personal development needs
- Mentors may include faculty members, alumnae, and professional women from relevant industries and partner organizations

2. Mentoring Sessions

- Mentoring sessions will be conducted at least once a month, with opportunities for additional one-on-one consultations as needed.
- Group mentoring and discussion forums will also be held to promote peer learning and collective empowerment.

3. Workshops and Skill-Building

- Participants will attend workshops on **leadership, communication, problem-solving, career planning, and personal growth.**
- Special emphasis will be placed on **developing skills for sectors where women are underrepresented.**

4. Networking Opportunities

- The scheme will facilitate **networking events and seminars** with professionals, UCU alumnae, and women leaders in various fields.
- These activities will help participants **build connections and explore diverse career pathways.**

5. Access Schemes and Scholarships

- The program aligns with UCU's initiative to **provide equitable access** to education and professional opportunities for women through **scholarships, leadership training, and other developmental programs.**
- Female students participating in the mentoring scheme may receive priority consideration for **university-supported scholarships and external partnership grants.**

6. Tracking Progress and Feedback

- Participants will complete a **self-assessment survey** at the beginning and end of the program to measure growth in confidence, leadership, and goal achievement.

Continuous **feedback from mentors and mentees** will guide program improvement and ensure relevance to participants' needs.

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