

She-Mentoring*

Volunteer Mentors and Disaster Survivor Women Meet Digitally

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ABSTRACT

Natural disasters can inflict undesirable suffering and significant destruction on every human being living on earth, as well as negative psychological, social and career problems that continue to affect people in the aftermath. In the case of the major earthquake disaster in Turkey, unfortunately, we have observed that women are particularly affected by natural disasters in the areas of women's health and hygiene, psychological health and career. Depending on the type of natural disaster experienced in this process, face-to-face training and support in the disaster area may be difficult. The aim of this study is to propose a design that enables people who want to voluntarily provide mentoring support in different areas of expertise to women in the disaster area, but cannot go to the disaster area due to reasons such as space, time, work shifts and transportation problems after the disaster, to bring together women in the disaster area in an online application. For this purpose, mobile application and software developers, UX designers, instructional designers, and academicians working in the field of mentoring participated in the design development process. As a result of the study, important themes were revealed for the She-mentoring application, which offers mentoring and mentoring opportunities for women. These themes are technical planning, experience design, psycho-social support, publicity of application and encouragement to use, encouragement and effective mentoring strategies that should be in a healthy and effective e-mentoring process. This research is expected to shed light on the design of online mentoring processes, especially after disasters. We feel responsible for creating a supportive environment for women to develop themselves. As a result of this research, it was emphasized that it is necessary to use the interaction, communication and learning possibilities of technology wisely so that no sisters will be left behind. One of the tips emphasized by the experts in this study is that the developmental mentoring model can be preferred for career development in the online mentoring process. In addition,

mentoring that offers psychological support was particularly emphasized in this process.

CCS CONCEPTS

•Applied Computing, •Collaborative learning, •Interactive learning environments, •Distance learning, •Computer-assisted instruction, •E-learning

KEYWORDS

E-mentoring, post disaster support, gender balance, mobile instructional design

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1 Introduction

Mentoring refers to a sharing between the mentee and a more experienced individual (mentor) that is carried out for specific purposes and generally aims development [1]. Mentoring is broadly defined as egalitarian learning that has a socially transformative value and function [2]. The effectiveness of mentoring in working towards gender balance has been discussed for many years [3]. Developmental mentoring is the introduction of mentoring interactions for women's career development. When this mentoring model is conducted online, women are able to discover their potential as well as improve their development of various skills. The corporate logo designed for the e-mentoring application idea proposed in this study is presented in Figure 1.

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Figure 1: Corporate logo image designed for application

As shown in Figure 1, the application represents the idea of a digital platform that aims to bring together volunteer mentors and less experienced mentees.

1.1 Purpose of the Study

The aim of this study is to propose a design that enables people who want to voluntarily provide mentoring support in different areas of expertise to women in the disaster area, but cannot go to the disaster area due to reasons such as space, time, work shifts and transportation problems after the disaster, to bring together women in the disaster area in an online application. Therefore, in this study, an online and mobile supported application based on the developmental mentoring model and expert opinions on the application are shared under important themes. The corporate logo for the project is presented in the image below.

2 Methodology

This research was conducted using the content analysis method. This method was preferred because the contents obtained through interviews were organized and yielded meaningful results [4]. Interviews conducted with a group of experts and women experienced disaster in the fields of software, UX design and e-mentoring were analyzed by extracting themes.

2.1 Study Group

The study group of this research consists of 4 women who experienced the earthquake in Turkey, 2 psychology experts, 2 UX (User Experience) designers, 2 mobile application development experts, and 2 academicians who had conducted studies about e-mentoring before. The earthquake survivor women and experts participated in the research voluntarily.

2.2 Data Collection

Since the data collection process took place after the disaster, it was expected that the participants would be emotionally sensitive, and it was expected that 30 days would pass after the earthquake

disaster. Voluntary participation of the participants was taken as basis.

2.2.1 Data Collection Tools

The interviews with the experts, which were conducted to determine the critical features that an effective mentoring practice should have, were carried out through a semi-structured form containing a total of 16 different questions.

2.3 Analysis of Data

In this study, semi-structured interview questions of experts and women who experienced disaster were analyzed by content analysis method.

3 Results & Discussion

As a result of the study, important themes were revealed for the She-mentoring application, which offers mentoring and mentoring opportunities for women. These themes are technical planning, experience design, psycho-social support, publicity of application and encouragement to use, encouragement and effective mentoring strategies that should be in a healthy and effective e-mentoring process. As a result of this research, it was emphasized that it is necessary to use the interaction, communication and learning possibilities of technology wisely so that no sisters will be left behind. One of the tips emphasized by the experts in this study is that the developmental mentoring model can be preferred for career development in the online mentoring process. As a result of this study, experts emphasized the following critical requirements.

Strong technological infrastructure is very important for the process to be efficient. Mentors' knowledge of psychology and their experience in approaching disaster victims should be taken into account. Experts emphasized that e-mentoring practices should be flexible in order to adapt to these changing conditions. A sensitive approach is very important in this process. Experts and survivors also mentioned that it is very important in the coping process.

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