

# Tec professors join global project for mentoring women



Five [Tec de Monterrey](#) professors have been selected to participate in a **mentoring program** from the Association of Pacific Rim Universities ([APRU](#)) to support the **empowerment of aspiring women leaders**.

These female professors from the **School of Engineering and Sciences (EIC)** and the **School of Medicine and Health Sciences (EMCS)** joined the [Asia-Pacific Women in Leadership \(APWiL\) Mentoring Program](#).

The **5 representatives** have had the **opportunity** to work hand-in-hand with mentors and people who receive mentoring via Zoom, who work in over **60 universities** belonging to the **APRU**.

*“At the **Tec**, we’re very **proud to participate** in what’s considered the first formal version of the program,”* emphasized Adriana Rojas, Head of Institutional Networks and Partnerships at the [Center for the Recognition of Human Dignity](#).

As a **common objective**, the program seeks to provide international and intercultural **opportunities** for women’s **professional growth and development**.

Profesoras Tec en proyecto de mentoría de APRU width="876" loading="lazy">

**More than an effort to combat gender inequality**

Those participating in this initiative from the **School of Engineering and Sciences** include:

- **Dr. María Ileana Ruiz**
- **Dr. Luz María Martínez**

Those from the **School of Medicine and Health Sciences** include:

- **Dr. Gabriela María Ruiz**
- **Dr. Nancy de los Ángeles Segura**
- **Professor Silvia Lorena Montes**

In the **academic** and **professional** world, the opportunity gap is one of the **most visible challenges** that continues to block the **progress** and **participation** of women at work, explained Dr. María Ileana Ruiz.

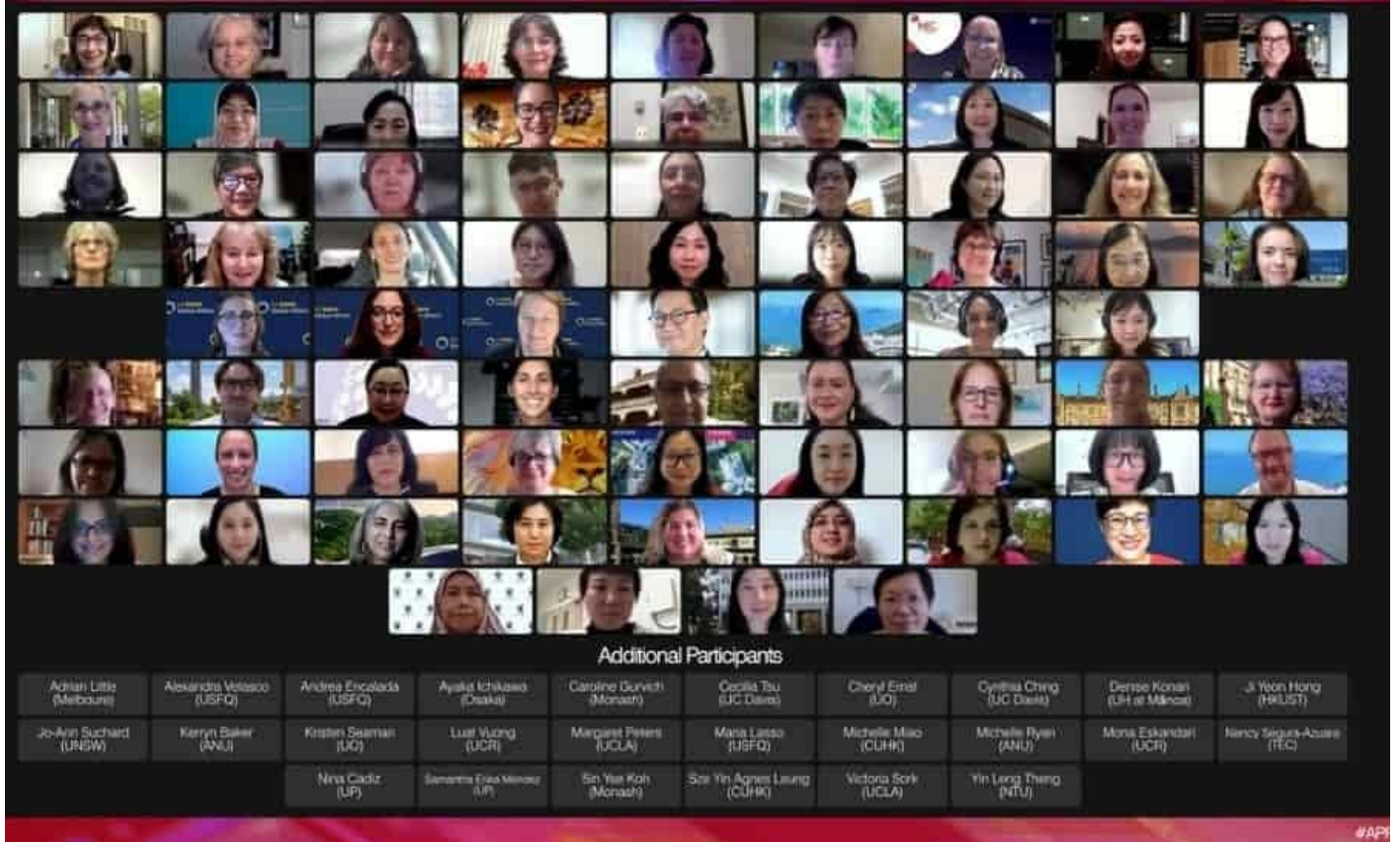
*“As a **woman**, you cannot **question** whether or not you’re **capable** of doing something, you have to **do** it and, usually, you have to **accomplish** it without showing any **weakness**,”* reflected Ruiz.

According to the **APRU**, **women** from **universities** in the **Pacific Rim** have made relatively **little progress** in gaining access to **leadership** positions during the last **5 years**, despite the presence of institutional initiatives.

*“In terms of **female participation** in different **professional** fields, we’re succeeding, but it’s in **leadership domains** where we’re still seeing a **panorama** dominated by **men**,”* explained Professor Silvia Montes.

The **APWiL** thus aims to **promote change** by taking into account the various **contexts** in which this search for **gender equity** in universities takes place.

*“We start by looking at what makes us **different**, but then we realize what **unites us**. In the end, we understand that we’re part of the **same community**,”* said Rojas.



width="721" loading="lazy">

## Meet the Tec women who took on the challenge

The 5 educators from the areas of **Engineering** and **Medicine** were invited to **apply** to take part in this ongoing **initiative**, which began in **October 2021** and is expected to conclude in **September 2022**.

These **professors** joined the **experience** as part of the **94 participants** from **26 institutions** involved, a significant jump from the pilot program in 2020, which registered **30 participants** from 10 institutions.

*“Being **selected** is an **honor**. They’re not just valuing your **career**, but also the fact that you can convey knowledge, strategies, resources, and support to other professors and researchers,”* said Dr. Gabriela Ruiz.

After being **designated** as **mentors**, these **Tec women** were **paired** with different **professionals** at universities around the world, from the United States to Australia.

*“For me, taking part in this program as a mentor is both a **challenge** and a **satisfaction**. I have the **honor** of having two mentors and I’m **learning a lot** from them,”* shares Dr. Nancy de los Ángeles.



width="668" loading="lazy">

### Human relationships that go a long way

Although the teachers have stressed the honor of being part of this **APRU initiative**, most **agree** that the real **gift** of this **experience** was the personal and **professional relationships** they formed.

*“My **experience** was with a professional in the area of psychology who **amazed me**. Because of her **training**, I thought that she should **teach** me, but we both **learned together**,”* said Dr. María Ileana Ruiz.

Rojas emphasizes that this **mentoring initiative** means that women can demonstrate how there are different avenues to **collaborate** on **gender equality** around the **world**, which are based on **common concerns**.

*“I had the opportunity to meet a **teacher** from **Korea** who began a **YouTube channel** during the **pandemic** to teach her children to **read in a fun way**,”* said Professor Silvia Montes.

*“She wasn’t just an **excellent academic**, but she **cared** about **supporting other working moms**. It’s these kinds of experiences that made me realize that I wasn’t alone,”* she reflected.

Being able to **collaborate** with colleagues and students from different **parts of the world**, working towards **equality** and **professional growth**, is a vision shared by the Tec mentors for the future of this initiative.

*“If you find the **opportunity to take part** in this type of program, I think it’s always good to **give something back** to the **community that we’ve benefited from**,” urges Dr. Gabriela.*

*“I think these types of activities, which allow us to approach other women and form closer relationships with them, are the **answer to today’s environment**. We can **change what we’re experiencing**. That’s my way of fighting,” concluded María Ileana.*

*“If you find the opportunity to take part in this type of program, I think it’s always good to give something back to the community that we’ve benefited from.”*

#### **YOU MAY ALSO BE INTERESTED IN READING:**

<https://conecta.tec.mx/en/news/national/institution/tecs-project-global-shared-learning-classroom-receives-world-award>