

Encouraging
Women
Across All
Borders

EWAAAB

**Providing a roadmap for young women
of all backgrounds and creating a career
pipeline with mentorship**

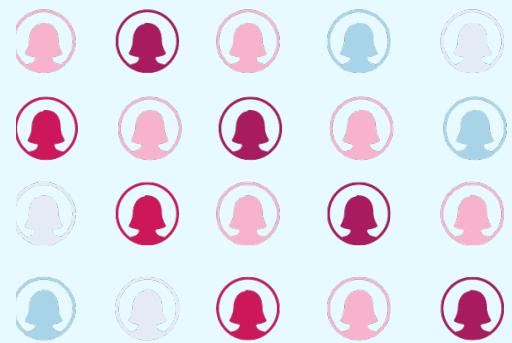


Our Story

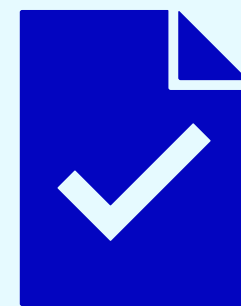
Meet EWAAB



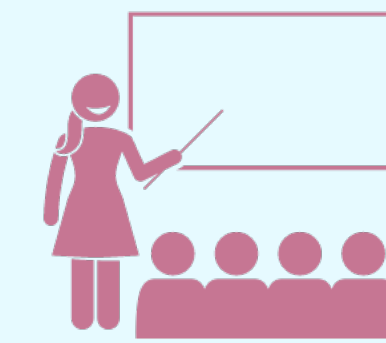
In 2019, Kaitlin Gili and Dominika Ďurovčíková co-founded Encouraging Women Across All Borders (“EWAAB”), a non-profit organization dedicated to creating a **professional pipeline** for young women and gender non-conforming individuals to **confidently** and **authentically navigate** their own career paths.



In almost every industry, women are under-represented at the top, especially women of color. STEM and Finance industries are particularly challenged by a lack of diversity at all company levels. This creates a problem for everyone: the companies, the women working for them, and the investors or shareholders. EWAAB is committed to increasing diversity in career landscapes.



Many companies claim that they do not receive enough diverse applications. This can stem from many factors: daunting job description, lack of interest, or the job is simply not seen. Therefore, we are creating a pipeline from companies to young confident women from various racial, ethnic, socio-economic and other under-represented backgrounds.



Our Encourage Her Program for young women and non-binary folks is comprised of personal mentorship, professional skill-building workshops, small group and large networking opportunities, a 6-week work experience, and an international community of support. This program builds confidence and provides opportunity for many first generation students and women of color.

Careers Landscapes Today

The Gaps



29.3%

Of the STEM workforce worldwide is made up of women²

50%

Of women in STEM leave the industry by age 35³

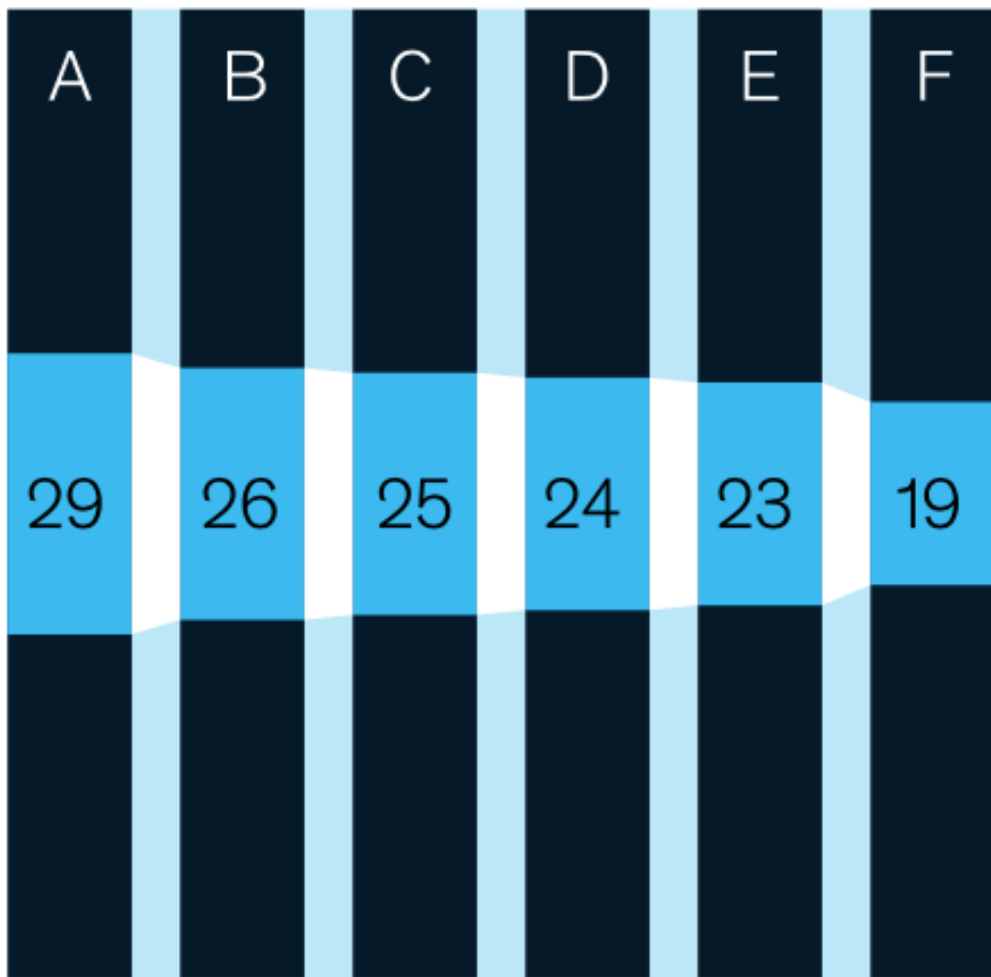
18%

Of the Finance Workforce worldwide are women⁴

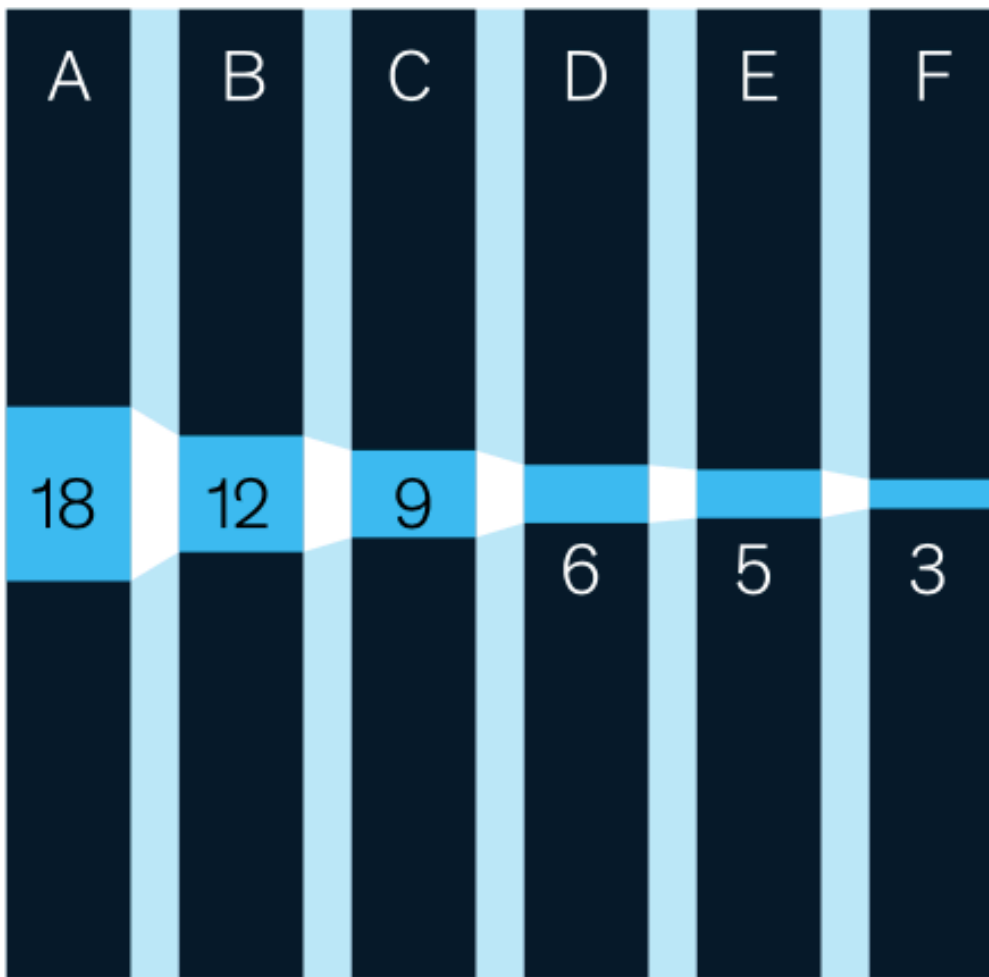
Representation by corporate role, by gender and race in 2020, % of employees¹

A = entry level B = manager C = senior manager/director D = vice president E = senior vice president F = C-suite

White women



Women of color



1. McKinsey & Company "Women in the Workplace 2020." September 2020.
2. Workplaces that Work for Women Report "Women in STEM Quick Take." August 2020.
3. Girls Who Code "Resetting Tech Culture." September 2020.
4. UC Davis Report "Why So Few Women in Finance." Oct. 2019.

Our Solution

Encourage Her



Personal Mentorship

For one full academic year, a group of five 1st & 2nd year students are matched with a Primary and Secondary mentor to lead them through 7 sessions of professional skill-building. The Primary Mentor is an older undergraduate/graduate student that helps them get to the next step. The Secondary Mentor is a working professional that can encourage the students to envision their future career aspirations. All of our mentors are trained and mentees are selected through an application process.

Professional Skill-Training

The 7 two-hour sessions are held once a month by the mentors and consist of practical learning tools for the mentees to utilize in their everyday college/career lives.

The Curriculum Includes:

Oral Communication Skills	Organization Skills
Reflection and Receiving Feedback	Effective Leadership
Goal Setting	Presentation Skills

Networking with Professionals

Throughout the program, mentees and Primary mentors can attend virtual sessions with working professional women from a variety of fields. These women spend about 30-minutes talking about their own career journey and then take questions from the mentees. These sessions are a casual way for the students to start building up their networking skills and engaging with professionals.

Local and Global Community

Our program allows mentees to form both a local and global community of peers and professionals. Their support system starts at their university and expands as they engage with students at other universities through Sea Talks. The mentors coordinate these talks either by setting up a full group session or by setting individual mentees up based on major.

Young Professional Experience

Near the end of our program, the students can put their professional skills to the test during a 6-week work placement in a field of interest. Mentees will work collaboratively in groups to complete a project for a company as well as receive two technical workshops from the company in the field.



Our Solution

Young Professionals

Short-Term Collaboration Project

Students will be paired up in groups of at least five to complete a company project typical of work in the field. This period starts March 1st and goes till mid-April. As the mentees are still in school, this is a part-time project that allows for them to gain interest in a field, a positive first experience in the workplace, and an opportunity to connect with a company professionals. These projects are all completed virtually with a virtual presentation at the end.

One-Background Workshop

Students will hear from at least one employee in the company in the form of a background talk: their personal background and background information on the company.

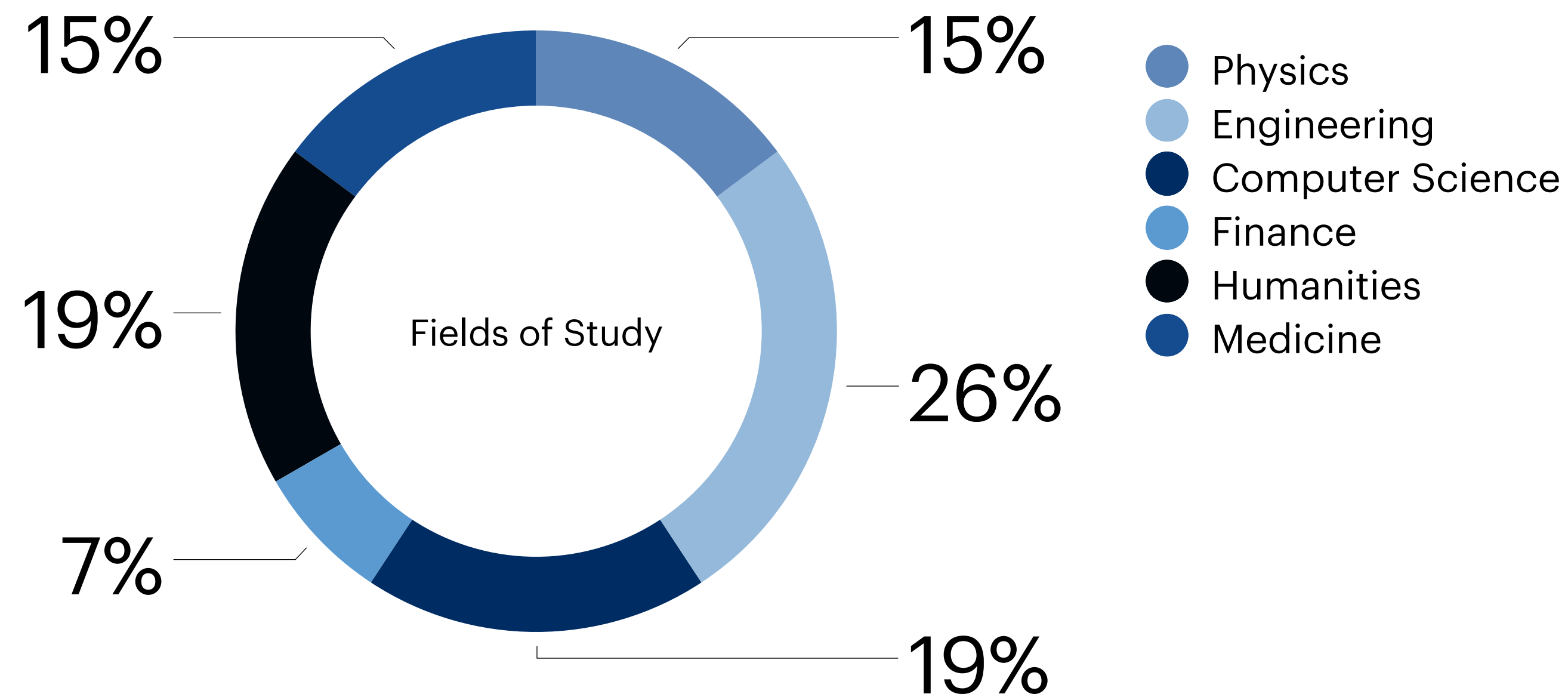
Two Technical Workshops

Students will gain field-specific knowledge with two technical workshops delivered by company employees.



First Year Impact

Our Programs Impacted 27 Mentees Across 6 Countries



25%

Increase in the mentees' likelihood in applying for a future **leadership** position

73%

Confidence increase in the mentees' ability to **contact** professors, working professionals, and icons

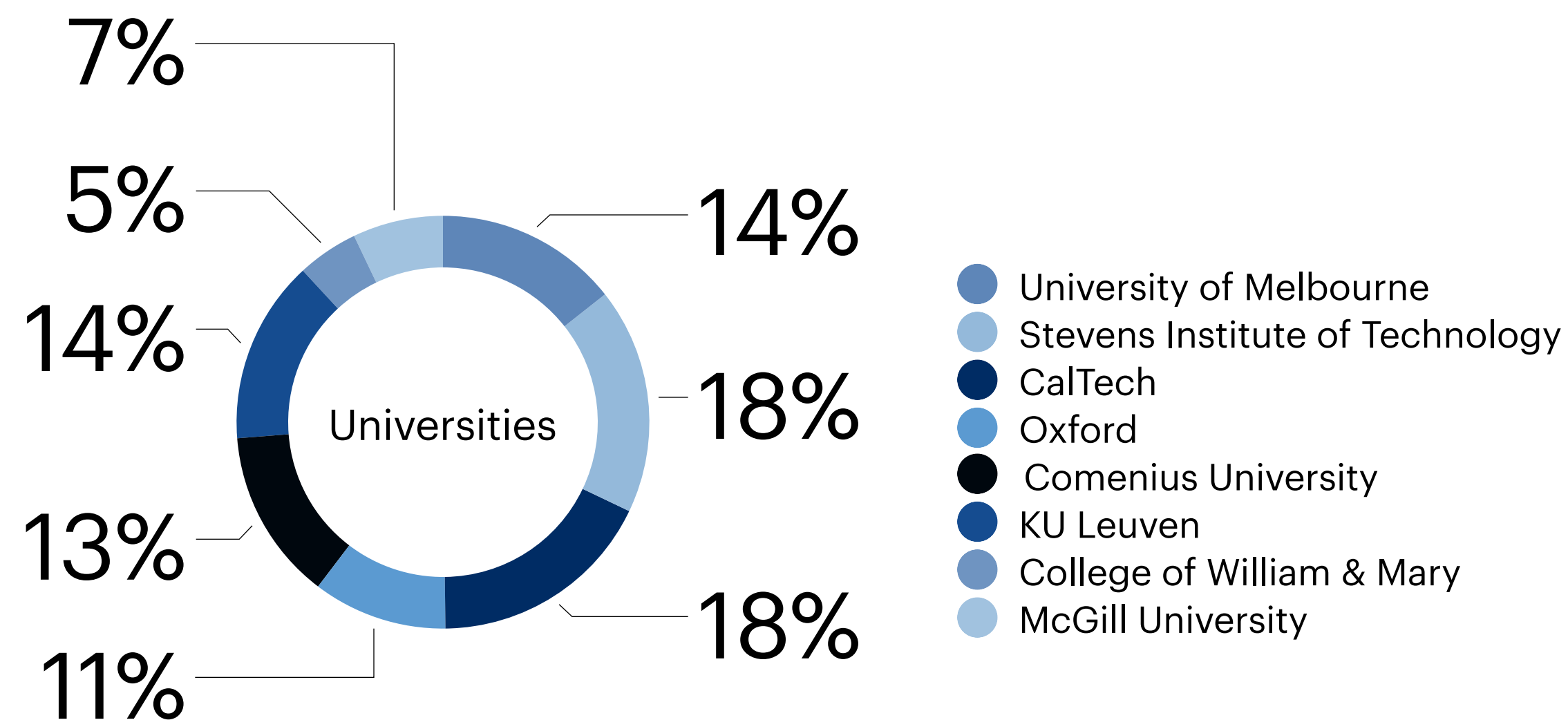


First Year Impact

5 Inter-Continental Research Presentations

Digital Publishing Project

The students spent 6-weeks curating content on a role model of choice in teams of five. They utilized their professional skills from the program, learned about the digital publishing field, and gave a final presentation to the CEO of Quotabelle. Each student received a research publication on Quotabelle's digital platform and their work will be featured in Quotabelle's upcoming product *Bravely Guided Journal*.



"The presentation was the first step to overcoming my fear of public speaking. Although I was still very nervous while presenting, I am happy that I was able to step out of my comfort zone and still go through with it. With more practice and dedication, I will get even better."

- Previous Mentee



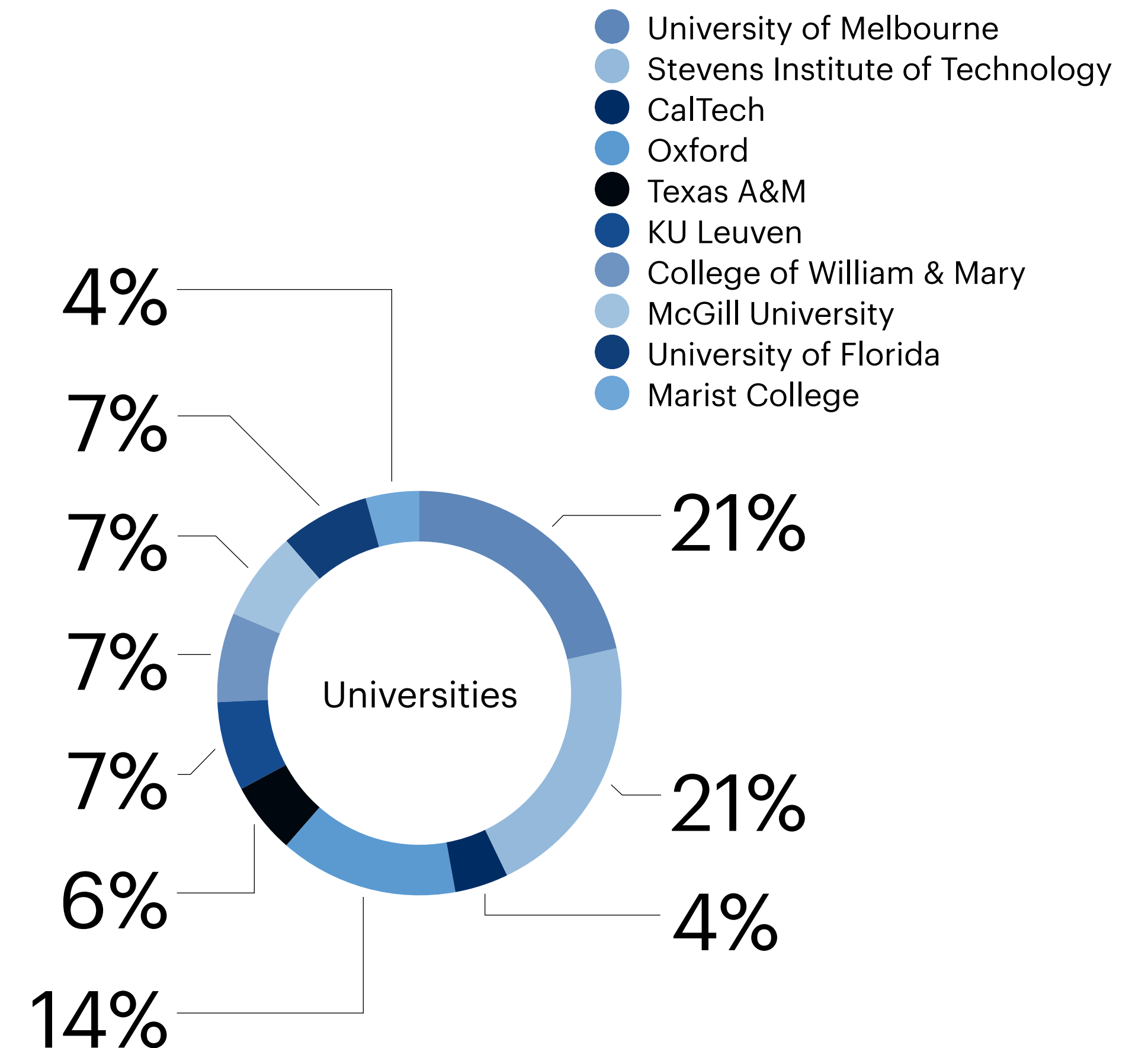
Going Into Year Two

Our Number of Mentees Have More Than Doubled This Year

64 Mentees from diverse backgrounds
(many first generation and women of color)

>85% Of applicants major in a STEM or Finance field

Top Three Majors: Computer Science, Engineering, Data Science/Statistics





Our Growing Interest

Our Programs are Oversubscribed

Everyone's Need is Different

Some common reasons why students applied to our program from our 20/21 application

To lessen anxiety in the classroom/workplace.

To learn how to navigate the university system as a first generation student.

To gain a sense of support from other women and allies while in a male-dominated field.

To overcome fears of public speaking, speaking up in class, or meeting new people.

To gain working experience in a field of interest and start building a competitive resume.

To make lifelong connections with peers and professionals.

56

Young Women with strong applications were **not** able to be a part of our program

*This was with online marketing of the program only as many on-campus universities are closed. We expect this number to increase significantly next year.



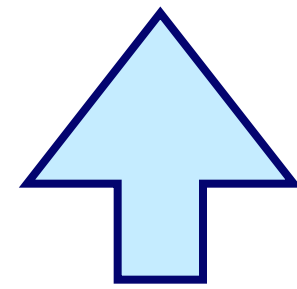
Our Scaling Plans

We're Expanding the Pipeline

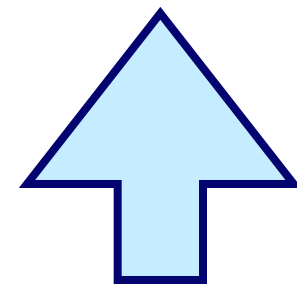
Career

Provide diverse quality applicants directly to companies. These companies receive opportunities to get involved with our programs as well as a sorted resume booklet of all of our program participants.

University



Grow the capacity to manage 40 mentorship groups annually with 200 mentees in the program. Expand at universities where we know there is a demand as well as more universities in need-based regions.



Community College

Begin the CC Encourage Her Program in 2021 after the yearlong design phase and beta test in Spring 2021. The program is currently being tailored to community college experience with the guidance of both CC researchers, students, and former students.



Help Us Grow Financial Partnership



ConnectHer Partner: \$15,000

Two-year commitment

Benefits:

Host up to two workshops or events with all of our 100+ program participants and alumni. We plan everything; all you have to do is show up!

Receive an updated resume booklet each year of 100+ mentees, mentors, and program alumni to help you diversify your internship and entry-level positions.

Gain recognition as a company that is actively trying to improve its own diversity and inclusion.

Boost visibility via EWAAB materials, website, social media, and events.

One workshop from our team to yours on 'Mentorship and Community Building in the Workplace.'

Help Us Grow Financial Partnership



YoungProfessional Partner: \$25,000

Two-year commitment

Benefits:

Host up to three YoungProfessional Projects (15 students) and receive vetted students who have already gone through intense professional training. Gain a fresh perspective and provide a positive experience for these young women, who will look forward to working with you in the future. We take care of student selection, project planning with the company, and tracking the success of the experience.

Receive an updated resume booklet each year of 100+ mentees, mentors, and program alumni to help you diversify your internship and entry-level positions.

Gain recognition as a company that is actively trying to improve its own diversity and inclusion.

Boost visibility via EWAAB materials, website, social media, and events.

Provide a virtual company talk or event with all of our 100+ program participants and alumni. We plan everything; all you have to do is show up!

One workshop from our team to yours on 'Mentorship and Community Building in the Workplace.'

Help Us Grow Financial Partnership



Impact Partner: \$50,000

One-year commitment

Benefits:

Take a front row seat to impact as a donor to both our university Encourage Her Program as well as our upcoming Community College (CC) Encourage Her Program. Let us know how you would like to be a part of our national CC Program while it is still in design, and partner with us first. Tell us how YOU would like to make impact and we'll take care of the rest.

Receive an updated resume booklet each year of 100+ mentees, mentors, and program alumni to help you diversify your internship and entry-level positions.

Gain recognition as a company that is actively trying to improve its own diversity and inclusion by investing in women that are often overlooked.

Boost visibility via EWAAB materials, website, social media, and events.

Provide a virtual company talk or event with all of our 100+ program participants and alumni. We plan everything; all you have to do is show up!

One workshop from our team to yours on 'Mentorship and Community Building in the Workplace.'

Learn More



Umamah Malik

Director of Global Partnerships
umalik@ewaab.org

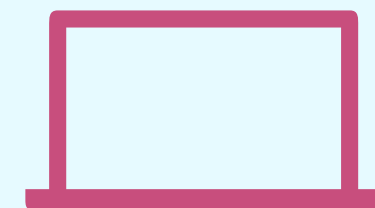
Kaitlin Gili

Executive Director
kgili@ewaab.org

Alexandra Urbanikova

Program Director
aurbanikova@ewaab.org

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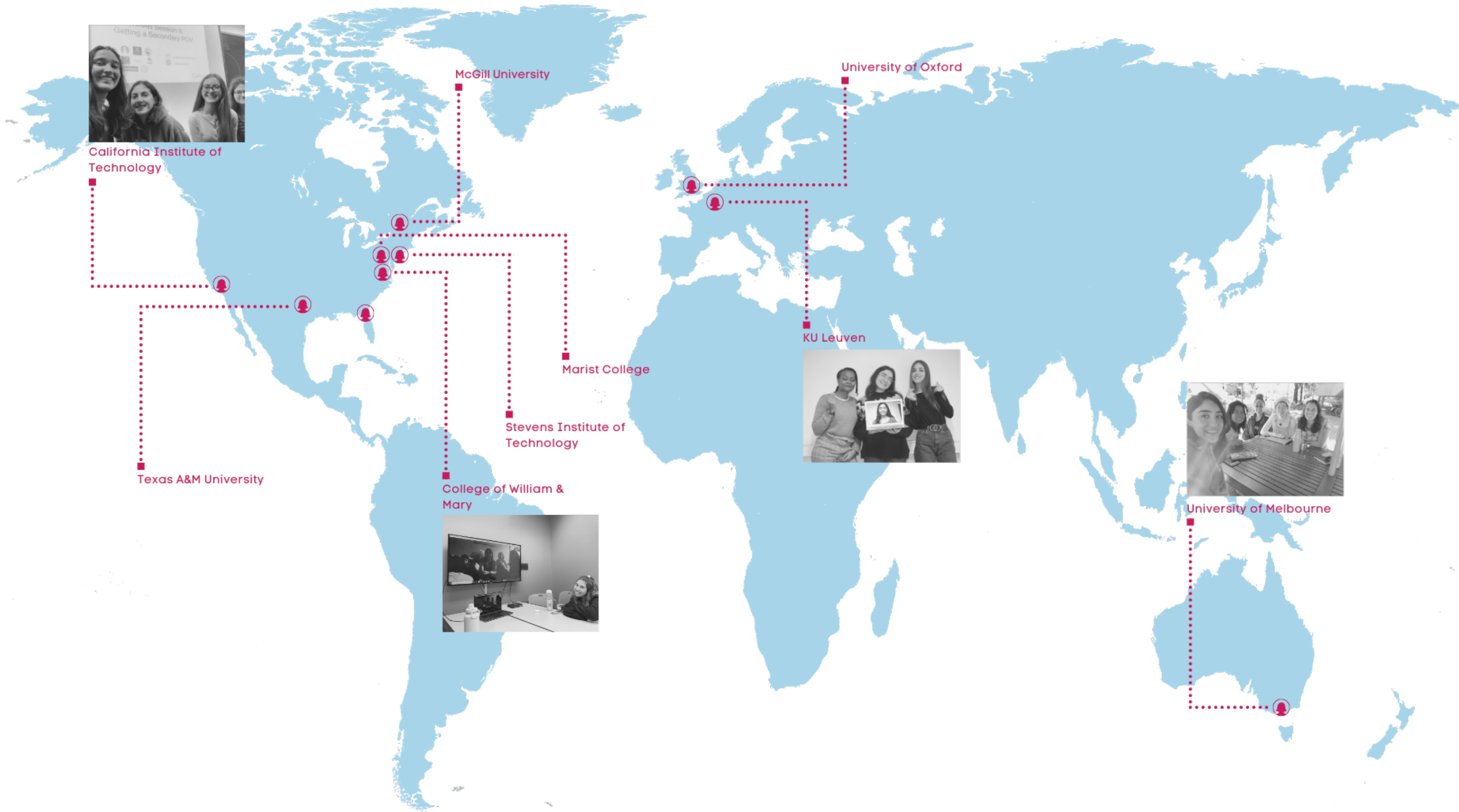
EWAAB is a registered 501(c)(3) corporation



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EWAAB

Appendix



Our Admin

Meet EWAAB



Experienced Program Designers:

Alexandra Urbanikova

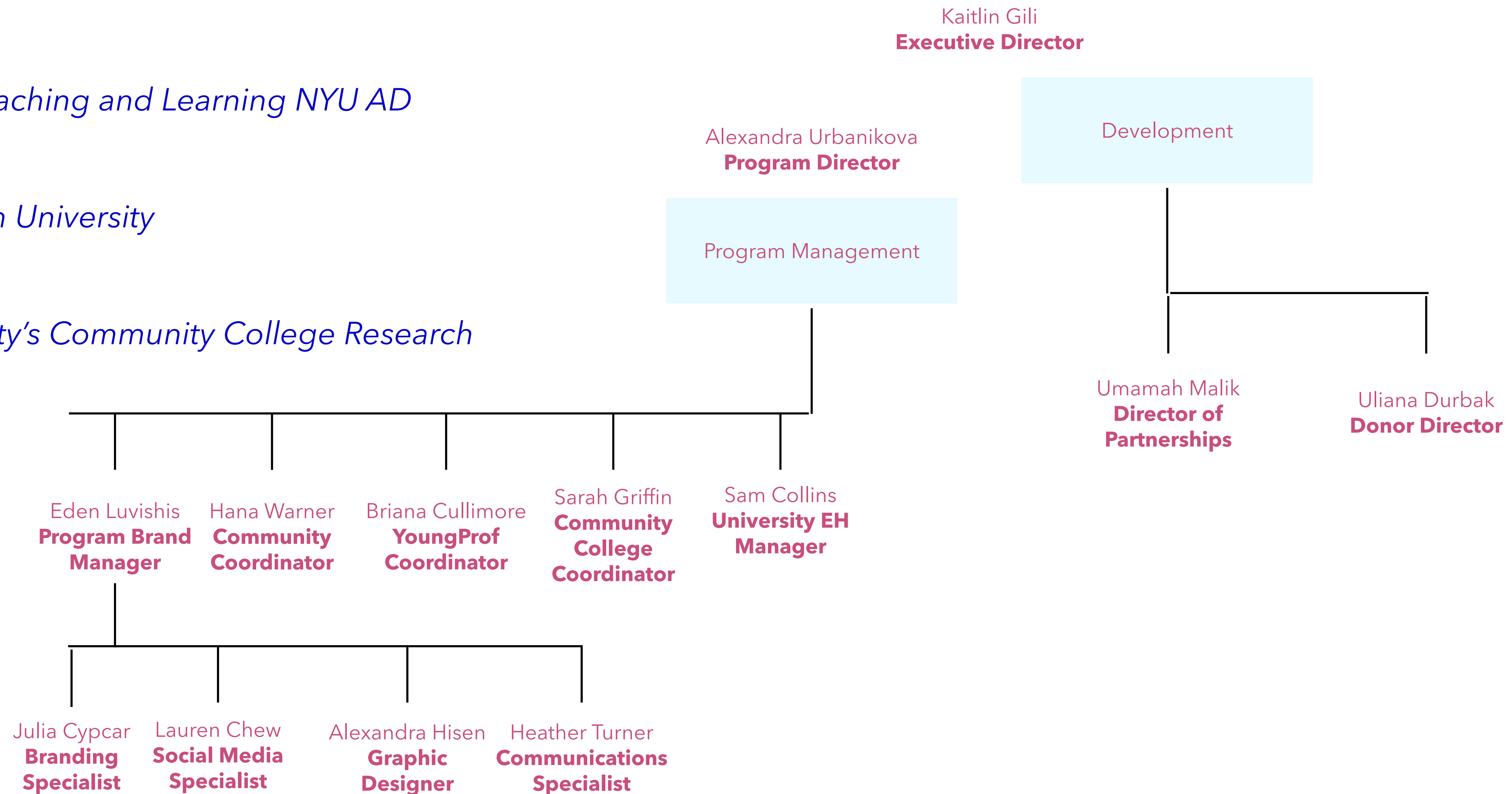
Inaugural Fellow at Center for Teaching and Learning NYU AD

Sam Collins

Program Director at Northeastern University

Sarah Griffin

Researcher at Columbia University's Community College Research Center





Kaitlin Gili
Executive Director

Executive Director/Co-Founder

Kaitlin co-founded EWAAB because she wanted to see more shared guidance and community between women from different backgrounds. Being in two very male-dominated fields, physics and computer science, she knows many of the challenges that young women face in these fields. As the Executive Director of EWAAB, she works toward a world where more women, especially women of color, occupy leadership positions in all spaces and are given both the encouragement and opportunity to be successful in their roles. She graduated from Stevens Institute of Technology with a B.S. in Physics and currently sits on their Board as a Young Alumni Trustee. She will be entering the University of Oxford in January as a Physics PhD Candidate. Prior to EWAAB, Kaitlin facilitated Girls Who Code sessions for 8-years, created a Quantum Computing Program for High School Students in New Jersey, and designed new STEM tools for young scientists. Kaitlin currently works on the Quantum AI Team at Zapata Computing and has worked on Quantum Computing Research within many institutions including a start-up, a U.S. national laboratory, and three international universities.



Dominika Ďurovčíková
Co-Founder

Co-Founder/Board Member

Dominika is the co-founder of EWAAB, where she currently serves as a member of the Board of Directors. Her main role at EWAAB is contributing to its long-term vision and strategy, and she is currently focusing on two questions: “What culture do we want to build at EWAAB?” and “What should be the role of men at EWAAB?” As for academics, she has just graduated with a Master of Physics from the University of Oxford. During her undergraduate years, she pursued her passion for physics through a multitude of research projects in different areas, ranging from gravitational wave detection to biomedical imaging. As the next step, she will be starting her PhD in Physics at the Massachusetts Institute of Technology in fall 2020, where she will be focusing on experiments at the interface between quantum physics and gravity, hopefully eventually learning something cool about how black holes work. In her free time, she advises talented high school students from her country, Slovakia, on admissions to world-class universities, and she also likes to play the ukulele.



Alexandra Urbanikova
Program Director

Program Director

Alexandra graduated from New York University Abu Dhabi with a Bachelor of Science in Mathematics and minors in Economics and Philosophy. Her passion for education and higher education administration led her out of the field of mathematics as she currently works as an inaugural fellow for the Hilary Ballon Center for Excellence in Teaching and Learning at NYUAD. In this position, she serves as a principal thoughtpartner for the Director of the Center while undertaking an independent research project on transformative classes at NYUAD. Additionally, she is the Program Director for EWAAB, leading Program initiatives and supporting coordinators and managers on the Program Team.



Umamah Malik
Director of Partnerships

Director of Partnerships

Umamah graduated from the University of Oxford with a B.S. in Theology and Philosophy and is currently at the University of Law working towards her Graduate Diploma in Law. During her degree, she also works part time as a Legal Content Creator at Libryo. As the Director of Partnerships, Umamah directs and oversees our three types of partnerships: Impact Partners, YoungProfessionals Partners, and ConnectHer Partners.

Board Of Directors and Advisory Council



Kaitlin Gili

Quantum AI Research at Zapata
Computing

Lisa Mascolo

CEO of Listen, Learn, Lead, Former
IBM Executive

Laurie Katz

Partner at GoldenTree Asset
Management

Annette Galindo

Modern Languages Dept. Chair at
Northwest School in Seattle

Devan Tierney

Special Events and Giving
Associate at Girls Scouts

Dominika Ďurovčíková

Physics PhD Candidate at M.I.T.

Barbara Greene

Leadership Consultant at Logos
Consulting Group

Jenni Kincaid

Global Education Leader at
Landmarc Gulf

Kaitlin Osborne

Manager for Recruitment and
Enrollment at SIT

Eden Luvishis

Quantitative Finance Researcher at
SIT

Maurice McCartney

Consultant at Fresh Management
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Dept. Chair of Undergraduate
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Danielle Hawa Tarigha

Kimpton Fellow at the University of
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