

Curriculum

Encourage Her is a yearlong mentorship program designed to encourage young university women by strengthening their confidence in a variety of areas, provide them with a set of practical communication and leadership tools, as well as offer them meaningful support through global connections. This mentorship program seeks to support Encouraging Women Across All Border's core values of **Encouragement**, **Opportunity** and **Connection**. This is done through a purposefully designed curriculum featuring **HerToolkit**, academic sessions focused on professional development & leadership; **Sea Talks**, opportunities for university groups to connect across the world; and an **Internship**, with options spanning a variety of fields.

HerToolkit

The core of *Encourage Her* is **HerToolkit**, seven professional development and leadership sessions held throughout the year focusing on one of EWAAB's core values of **Encouragement**. Each session has been purposefully crafted in order to effectively deliver content and resources while also encouraging our participants to confidently engage in activities typically out of their comfort zones to allow for deeper learning. The key outcome for each session is a practical tool that EWAAB believes will help each participant succeed as a university student and beyond.

Every session features a brief talk from a pre-determined Session Anchor. This talk will include a brief introduction to the Anchor and a discussion of how the Anchor has either realized the use of a practical tool in her profession or how a practical tool has helped to advance her in her profession. Following the showing of the session's Anchor video, the Primary Mentor will facilitate a discussion among her mentees about the purpose of the video and how it might be applied to their lives. The session will conclude with the delivery of that session's "Challenge Card", an activity/assignment for the mentees to complete between the end of one session and the beginning of the next, as well as the distribution of carefully chosen resources from EWAAB's Her Resources collection.

Session 1 (October, 2020): Getting Set for Success

This Session Anchor will speak to participants about the vision and purpose of EWAAB and *Encourage Her*. Primary Mentors will lead a discussion that touches on who the mentees are, why they are participating in this program and what they hope to gain from it. Participants will be challenged to set goals and share them with somebody else – learning the practical tool of proper goalsetting techniques and setting up an accountability system.

Session 2 (November, 2020): Pursuit of Passion through Parallelism

This Session Anchor will speak to participants about how she was able to pursue both her passion for physics and ballet and become extremely successful at both. Primary Mentors will lead a discussion that touches on the mentees' passions and how they could pursue any and all of them. Participants will be challenged to create a connection map, creatively portraying their passions and how they might be connected or pursued

simultaneously – learning the practical tools of finding creative ways to demonstrate ideas and applying the concept of “slow-motion multitasking”.

Session 3 (January, 2021): Becoming Quotable

This Session Anchor will speak to participants about the power of storytelling and how to package your ideas in such a way that you can be quotable. Primary Mentors will lead a discussion that touches on how to craft a story and decide what’s important to include in theirs, as well as how to tailor their story to fit their goals and the environment they are in. Participants will be challenged to create a LinkedIn profile and to write an elevator pitch and/or personal statement – learning the practical tools of effectively telling your story and properly utilizing Social Media to share that story.

Session 4 (February, 2021): Getting Your Seat at the Table

This Session Anchor will speak to participants about how poker can be used to teach women how to confidently break into a typically male-dominated space. Primary Mentors will lead a discussion that touches on what confidence looks like to the participants and why it is important, as well as an examination of strengths and weaknesses and how highlighting strengths and working on weaknesses can be instrumental in increasing women’s confidence. Participants will be challenged to reach out to somebody they do not know via LinkedIn, email or another mode of communication, utilizing the personal statement or elevator pitch they wrote in their previous challenge - learning the practical tools of "cold-emailing" and being comfortable stepping out of their comfort zone.

Session 5 (March, 2021): Speaking Your Power

This Session Anchor will speak to participants on how to confidently deliver presentations. Primary Mentors will lead a discussion on why making small changes to presentation style makes a significant difference in impact and how they might incorporate Barbara’s advice into their own presentations. Participants will be challenged to film themselves presenting on any topic they choose and reviewing to see where they could improve based on the steps provided in the Anchor video – learning the practical tools of delivering effective presentations and conducting evaluation for self-improvement.

Session 6 (April, 2021): Power of Reflection

Each group’s Secondary Mentor will discuss with their group the role reflection has played in their lives in personal and/or professional contexts and how instrumental it is to grow into a leader. The Secondary Mentor, in tandem with the Primary Mentor, will lead a discussion on what the participants have learned in each session so far and how it might be applied to their internships and everyday lives. Participants will be challenged to reflect on the goals they had set at the beginning of the program, what have they accomplish, what goals remain and what might their goals look like moving forward – learning the practical tool of purposeful reflection.

Session 7 (May, 2021): Celebration

This Session Anchor will congratulate each participant on their hard work and successful completion of the program as well as express her hopes for how this work will be carried on. Each group's Primary Mentor will take the time to recognize all of the hard work each participant has put into the program and lead a celebration of its completion. The discussion will focus on what participants felt they got out of the program and how they might take what they've learned and pass it on to other women. Participants will be challenged to go out into the world and be successful using the tools given to them and to help perpetuate EWAAB's mission of encouraging women around the world.

Sea Talks

Encourage Her seeks to **Connect** its participants with a global support network of women through the incorporation of Sea Talks. Throughout the program, Primary Mentors will connect their mentorship group with at least two other mentorship groups around the world. Through the magic of technology, participants will be able to meet young women from around the world to discuss their experiences. Primary Mentors are asked to connect with another Primary Mentor on their own, but the EWAAB Admin team will make a match if they are unable.

Primary Mentors and their groups have two options of approach:

1. **One-on-One:** Paired Primary Mentors can choose to pair their mentees across groups and ask each group of two to discuss a topic from the Sea Talk topic list. This option allows for a more in-depth and comfortable conversation among mentees.
2. **Group Discussion:** Paired Primary Mentors can choose to find a time for both of their groups to meet each other and discuss a topic from the Sea Talk topic list. This option allows mentees to make more connections with a variety of other participants.

Sea Talk Topic List:

*These discussions will be **active** - participants will not only share stories and opinions but focus on what steps could be taken to fix or make a situation better.*

- Share your dreams – what are you most passionate about and how do you hope to pursue that in the future?
- State of women – what would you say is the state of women in your area/university/country?
- Women in your field – how do women fare in your field of study and do you see that trickle down into your department?
- Create your own – what topic is currently of interest to you that you'd like to pose to the group?

Internship

Encourage Her provides young university women with the unique **Opportunity** to develop their collaboration and leadership skills through an internship opportunity in the Spring (March-April). With a variety of internship opportunities to choose from, our participants will have the opportunity to work with an Internship Mentor, an accomplished woman at an established institution, and participate in a virtual project with fellow mentees around the world.

Participants will choose an internship option among the following categories:

- Advancement of Women
- Leadership
- Scholarship
- Technology
- Entrepreneurship

The exact project will be determined by the Internship Mentor in consultation with the Internship Coordinator. Projects can span from developing independent pitches to be delivered to the Internship Mentors company, conducting research with the Internship Mentor or contributing to an endeavor at the Internship Mentor's place of business.