



Primary Mentor

Encouraging Women Across All Borders (EWAAB) believes all young women and non-binary individuals deserve the tools and support to break through professional barriers, so we are building a college to career pipeline powered by mentorship

The Gap

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. Research has shown that the root of this problem starts before one even enters their career. According to KPMG Women's Leadership study in 2015, 72% of college women reported that they need greater encouragement from others in order to believe in their own potential to be leaders. In the same study, 86% of women reported when they see more women in leadership, they are encouraged to be leaders themselves. EWAAB's mentorship program seeks to *bridge this gap*.

The Program

EWAAB's Bridge mentorship program provides first and second year undergraduate students with a year-long academic program designed to:

- **Connect** students with peers, mentors & working professionals,
- **Provide** students with professional & leadership tools as well as opportunities to use them in practice, and
- **Encourage** them to step out of their comfort zone to find and seize their own opportunities.

This mentorship program not only works to *build* a bridge between students and their future professional field, it gives students the tools, experience and encouragement they need to *cross* it.

Why Volunteer for EWAAB

EWAAB is a volunteer-powered organization driven by passionate individuals who share a common vision: a world where all young women have the confidence to pursue any path of their choice with equal access to opportunities and supportive mentors. In joining the EWAAB community, you will have the opportunity to work with other individuals that are dedicated to EWAAB's mission and not only be a part of, but help to foster the global network that EWAAB aims to build.

EWAAB believes that diversity and inclusiveness are the cornerstones of the organization's success. We are dedicated to supporting and connecting with women, nonbinary, and gender non-conforming people of all races, ethnicities, religions, sexual orientations, disabilities, socioeconomic backgrounds, and nationalities.



Primary Mentor Role

We are looking for Primary Mentors that come from various backgrounds with insightful experiences and stories to share. We see the Primary Mentor as a direct role model that can offer advice and resources to the mentees.

Requirements:

- Must be a junior undergraduate - graduate student enrolled at an accredited academic institution (program graduates will be given special consideration)
- Must be enthusiastic about becoming a member of the EWAAB community
- Previous leadership experience is not required, but encouraged
- All majors/fields of study are welcome

Expectations:

As the Primary Mentor of a Bridge Mentorship Group, you will be responsible for the following:

- Attending a 1-day virtual training seminar with the Program Director/CEO, and leaders from the EWAAB community
- Advertising the Bridge program to first and second year undergraduate students at your university (Primary Mentors will be given materials and guidance in this effort)
- Facilitating seven 1-2 hour leadership & communication sessions throughout the academic year at your institution - these will be in-person sessions unless virtual communication is necessary
- Facilitating and coordinating two “Sea Talks” between your mentorship group and another mentorship group in the program outside of your institution
- Extending yourself as a resource to your mentees outside of your sessions and offering your availability for extra support as needed
- Reporting the progress of your mentees through three (start, mid, & end) program surveys/check-ins to the Program Director
- Maintain effective communication with the Program Director and mentorship group

Support and Benefits:

As a Primary Mentor within our community, we care about your professional development in learning, teaching, and community engagement. As a mentor, you will receive:

- Leadership and communication skills by training and doing
- The option to tune into virtual practice sessions that will be held at the beginning of each month
- An opportunity to make a direct impact in young women's lives
- An opportunity to expand your network globally within academia and industry
- An invitation to our annual Virtual Leadership Seminar for Volunteer Appreciation Day featuring a distinguished member of the EWAAB community
- Highlights in our newsletters, online media, and other marketing materials

As a Primary Mentor, you will have the full support of the EWAAB Administration Team. We are committed to providing you the resources necessary to be successful in this leadership role as well as expanding your professional development. We are here to answer any of your questions that you might have. Please contact the Program Director, Sam Collins at scollins@ewaab.org for additional inquiries.



Application Guide

We recommend taking some time to prepare answers to the following questions before beginning your application. There is no minimum or maximum word count for any of these prompts - take as much or as little space as you need to sincerely answer the questions.

If you are new to the EWAAB community (ie you have not participated in our mentorship program and/or served as a Primary Mentor) you will be asked the following questions:

- Why do you think mentorship is important for women-identified & non-binary undergraduate students?
- Why do you want to become a Primary Mentor?
- What experiences do you think you have that your mentees might benefit from? These can be professional, academic or personal - just tell us more about your experiences!

If you are new to the EWAAB community AND you do not attend one of the universities listed below, you will also be asked to answer this question:

- Why do you think your University would benefit from this mentorship program?

EWAAB currently operates at the following universities:

- California Technical Institute
- Texas A&M
- University of Florida
- William & Mary
- Stevens Institute of Technology
- Marist College
- McGill
- University of Oxford
- KU Leuven
- Comenius
- University of Melbourne

If you were/are a program participant you will be asked the following questions:

- What role has mentorship played in your life so far? Have you learned something about your field? Do you have more confidence in one area of life or another?
- What do you think you have learned from EWAAB's mentorship program that you'd like to pass on to your mentees?

If you were/are a Primary Mentor you will be asked the following questions:

Why are you interested in becoming a Primary Mentor again next year?

What, if anything, would you change about your experience/your mentees' experience for next year?

