

## Mentoring program initiative by Women in Technology at CERN (WIT)

*Thursday, August 4, 2022 12:00 PM (20 minutes)*

The Women in Technology community at CERN (WIT), currently comprising over 500 members, was born in early 2016 with the main aim to create a supportive network for exchanging experiences and career advice among women working at CERN.

This is done through diverse activities, such as:

- interviews featuring senior women scientists,
- social events such as movie screenings and laboratory visits,
- outreach lectures and events,
- social media campaigns,
- yearly mentoring program.

The WIT mentoring program facilitates one-to-one mentoring relationships that connect mentees with more senior colleagues at CERN (and CERN alumni), with the goal to foster professional learning and personal development and facilitate meaningful connections.

The program, which is running its fifth edition this year, is open to everyone at CERN regardless of gender, background or experience and has grown from 11 to 32 mentor-mentee pairs since its start.

This contribution describes how the WIT mentoring program is structured, what were the key pillars when starting the initiative and the ways of scaling it in the last years. It also highlights how this program benefits mentees and mentors alike as well as its potential to support the Organization.

### Attendance type

Virtual presentation

**Primary authors:** PINZONI, Cinzia (CERN); BRONDOLIN, Erica (CERN); ALANDES PRADILLO, Maria (CERN); KRIVA, Simona (CERN); GOUSIOU, Evangelia (CERN); SHADURA, Oksana (University of Nebraska-Lincoln); BRAY, Rachel (CERN)

**Presenter:** KRIVA, Simona (CERN)

**Session Classification:** WG7: IDEEO

**Track Classification:** WG7: IDEEO