

Good Afternoon,

If you are receiving this email, it is because you have signed up to participate in the [Industrial Assessment Center Program](#) Women for Energy Efficiency Network Mentorship Program – or “WE² Mentorship Program” for short.

This is the first of two emails you will be receiving. This email includes general info about the mentorship program as a whole. In a few days you will be receiving a personalized email that contains the contact information of your mentee or mentor.

There will be a [program kickoff webinar](#) this **Thursday, December 5 at 3 PM EST**. This webinar is *MANADATORY* for all program participants to watch, but it will be recorded and uploaded immediately to our [program website](#) for those unavailable on the 5th. In the webinar, we will go over the structure of the program and the various resources available to program participants. Call-in info for the webinar can be found below:

WE2 Mentorship Program Kickoff
Thu, Dec 5, 2019 3:00 PM - 4:00 PM EST

Please join my meeting from your computer, tablet or smartphone.
<https://global.gotomeeting.com/join/822834701>

You can also dial in using your phone.
United States: [+1 \(872\) 240-3311](tel:+18722403311)

Access Code: 822-834-701

Below are links/resources that will typically be included in our bi-monthly program emails. We will go over these emails and program next steps in the program kickoff webinar on Thursday.

WE2 Mentorship Program Update – December 2019

SUGGESTED ACTIVITIES OF THE MONTH:

- Resume swaps – email each other your resumes before your first meeting. Review them independently and write a list of questions about the other person’s background. During your first meeting, take turns telling the story of your educational/professional history to the present, describing the interests that you have and decisions that you have made to bring you to where you are now. Ask the questions you had written previously, as well as any that arise during the discussion. Compare the person’s spoken narrative to their printed resume – does their resume accurately tell their story and portray their interests, or are there areas for improvement? Suggest resume edits to your mentor/mentee and review these edits during your next meeting.
- Discuss the IAC program – is your mentor an alumnus of the program? If not, tell them about the program and your experiences in it so far!
- Discuss geographical location/travel plans – Do you and your program partner live near each other? If not, are there any times throughout the year that you will be traveling near them? Discuss travel plans for the upcoming year to see if there are any opportunities to meet in person. Are you planning to attend the WE2 Mentorship meetup at AEE West in June?
- Remember to plan your next meeting time before signing off from your first meeting!

For more ideas and tips, check out the resources on our [program website](#).

QUESTIONS OF THE MONTH:

- What does mentorship mean to you?
- What do you hope to gain from this relationship?
- What do you hope your program partner gets from you?



UPCOMING EVENTS:

- [ASHRAE Winter Conference](#)
 - February 1-5, 2020
 - Orlando, FL
- [AEE West - PROGRAM MEETUP](#)
 - June 24-25, 2020
 - Seattle, WA

PROGRAM HIGHLIGHTS:



On October 29, 2019, the [IAC Women for Energy Efficiency Network](#) co-hosted a Women in Energy Event entitled "Panel on Energy Career Paths" at Rutgers University. The evening began with an informal networking session for the attendees, after which a panel discussion with women in the energy industry took place.

Find more photos and a full event summary [here](#).

LINKS:

- [WE2 Mentorship Program Website](#)
- [WE2 Facebook Group](#)
- [WE2 LinkedIn Page](#)
- [Anonymous suggestion box](#)
- Program Manager Contact - [Emily Sechrist](#)
- Program Manager Contact - [Sara Neiss](#)

Thanks,

WE² Mentorship Program Management Team

Good Afternoon,

If you are receiving this email, it is because you have signed up to participate in the [Industrial Assessment Center Program Women for Energy Efficiency Network](#) Mentorship Program – or “WE² Mentorship Program” for short.



WE2 Mentorship Program Update - February 2020

FIRST PROGRAM-WIDE SURVEY

https://rutgers.ca1.qualtrics.com/jfe/form/SV_b7Tyj3O36AcyupL
Password: WE2

As discussed in the program kickoff webinar, there will be three program-wide online surveys sent out during the duration of the program. These surveys will be used to gather metrics about the program and help us find ways to improve. The information gathered is anonymous and will only be viewed by the IAC Field Management team. It is imperative that all members of the program complete the survey even if there has not been substantial contact yet.

SUGGESTED ACTIVITIES OF THE MONTH:

- **Check out our new list of activities online** – we’ve compiled a comprehensive list of suggested mentorship activities which can be found on our [website](#). Feel free to use this resource when you feel stuck and need inspiration for more mentorship activities.
- **Review each other’s LinkedIn pages** – does your partner’s LinkedIn page accurately represent their educational/professional journey? Do they have all positions, certifications, skills, and volunteer experiences listed? Is there anything you can suggest to help make their LinkedIn page more attention-grabbing or easier to understand?
- **Celebrate Engineering Week** (February 16-22, 2020) by making career bucket-lists together. Go ambitious! Go specific! Go silly! Whatever floats your boat.
- Check if your program partner **completed the first program-wide survey** (above).
- Remember to **plan your next meeting** before signing off from your current meeting!

For more ideas and tips, check out the resources on our [program website](#).

QUESTIONS OF THE MONTH:

- How did you balance work/school and family/social obligations over the holiday season?
- What is one professional goal you have for the upcoming year? Is it a [SMART goal](#)?
- What is your plan to meet that goal?

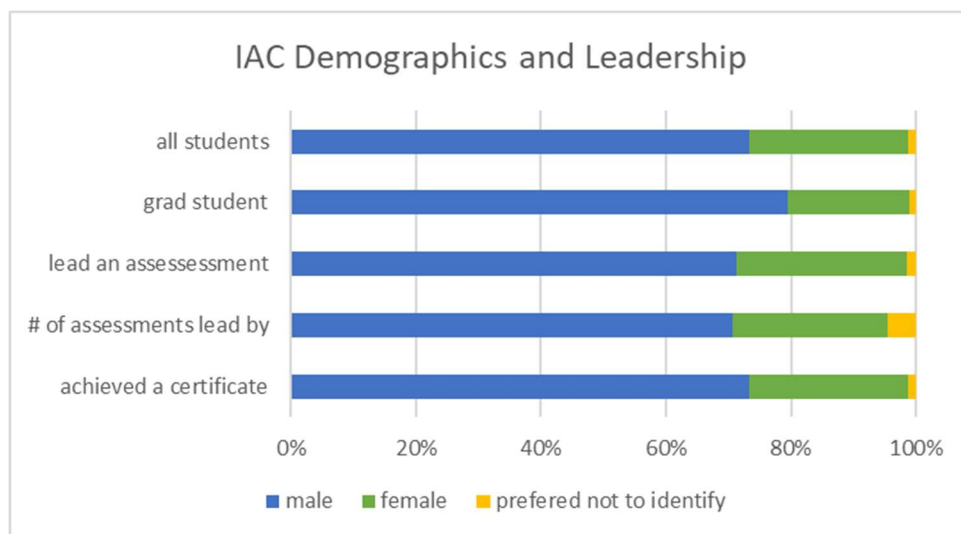


UPCOMING EVENTS:

- [ASHRAE Winter Conference](#)
 - February 1-5, 2020
 - Orlando, FL
 - *There will be an IAC program dinner meet at 5:30 PM on Monday, February 3rd at [Rocco's Taco's Orlando](#). Please email es992@soe.rutgers.edu if you would like to join.*
- [AEE West - PROGRAM MEETUP](#)
 - June 24-25, 2020
 - Seattle, WA

PROGRAM HIGHLIGHTS:

The Spring 2020 WE² Mentorship Program has 28 pairings (14 undergrad, 9 Masters, and 5 PhD students), representing roughly 40% of active IAC female students. According to recent/active IAC student data, the program is 25.5% female with 19.5% female graduate students. Similar percentages are shown for female leadership and achievement. Additionally, both male and female students participate in an average of 4 assessments before they lead one.



It should be noted that metrics also show a wide variance from center to center. Please reach out to us if you want to know where your center stands.

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Thanks,

WE² Mentorship Program Management Team
<https://caes.rutgers.edu/wee/>