

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?

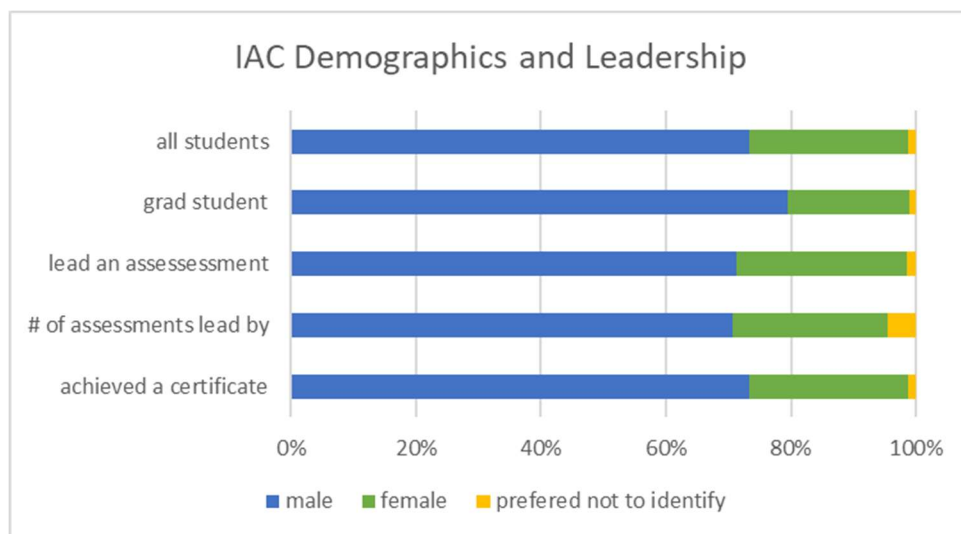


UPCOMING EVENTS:

- [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.

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
<https://caes.rutgers.edu/wee/>

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 - April 2020

SECOND PROGRAM-WIDE SURVEY

https://rutgers.ca1.qualtrics.com/jfe/form/SV_08I4GIQc9nD3YtT

Password: WE2

Please help us out by completing this **new** program-wide survey. As with the first survey, it is imperative that all members of the program complete the survey even if contact has not been made or has slowed. It should only take 2-5 minutes to complete. The information gathered is anonymous and will only be viewed by the IAC Field Management team.

SUGGESTED ACTIVITIES OF THE MONTH:

- **Check out our new [list of activities](#).** 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.
- **Listen to a podcast together and discuss.** Check out our list of [suggested podcasts](#), including:
 - [Women Tech Charge](#) - hosted by Dr Anne-Marie Imafidon, this pod takes a look at the incredible women revolutionizing our lives through technology.
 - [3DPOD](#) - all about 3D printing. Episode 23 is specifically about 3D printing for the COVID-19 crisis, as reports come out about 3D printing PPE and ventilator valves.
 - [The Energy Gang](#) - a top-rated weekly digest on energy, cleantech and the environment.
 - [The Direct Current](#) - an Energy.gov podcast.
- **Set up a video call with another mentorship pair in our program** to exchange ideas and meet some new people. (Contact Emily or Sara if you need help setting this up.)
- **Check in with your partner** in this time of global COVID-19 crisis.

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

QUESTIONS OF THE MONTH:

- How has your job/job search/schooling been altered due to the COVID-19 crisis?
- Are there currently gaps in your resume and skill set that are preventing you from reaching your career goals? If so, what steps should you take to fill them?
- What can you do to make yourself stand out in an interview?
- What questions should you ask in an interview? What questions should you not ask?



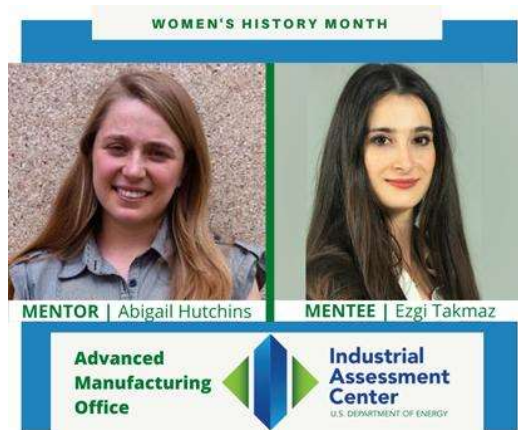
UPCOMING EVENTS:

- [DOE Women Leading Sustainable Energy Collaborations Webinar](#)
 - April 16, 2020
 - 1 - 2 PM EST
 - Valri Lightner, deputy director of the DOE's Advanced Manufacturing Office will be one of the panelists
- [AEE West - PROGRAM MEETUP](#)
 - June 24 - 25, 2020
 - Seattle, WA

PROGRAM HIGHLIGHTS:

As seen on DOE's social media accounts:

"The U.S. Department of Energy's Advanced Manufacturing Office's 31 Industrial Assessment Centers (IACs) at universities around the country are proud to be a part of the career path for women in engineering. "The best part of the IAC program is that it provides students with practical experience in energy auditing, consulting, and project management. Students are given the opportunity to lead while professional engineers are there to help them out," says IAC student Ezgi Takmaz. Learn more about the IACs [→ https://bit.ly/2UxgUtm](https://bit.ly/2UxgUtm) #WomensHistoryMonth"



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
<https://caes.rutgers.edu/wee/>

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 - June 2020

SUGGESTED ACTIVITIES OF THE MONTH:

- Check out our new [list of activities](#). 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.
- Read a book together and discuss. Some books we recommend:
 - [Becoming](#) by Michelle Obama
 - [Designing Your Life](#) by Bill Burnett and David Evans
 - [Feminist Fight Club](#) by Jessica Bennett
 - [Bossypants](#) by Tina Fey
 - [You Are a Badass](#) by Jen Sincero
- Netflix Party. Watch a TV show together with Netflix Party! Download the [Chrome extension](#), create the party through your Netflix account, and share the link. Click the NP icon to sync the videos join the chat. We suggest you check out "[Self Made](#)" inspired by the life of Madam C.J. Walker.
- Mark Your Calendar for the WE² Mentorship Program's first ever virtual meetup event (details below).

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

QUESTIONS OF THE MONTH:

- How are you taking time to care for yourself during the COVID-19 crisis?
- What is one new thing you have learned about yourself during this time?
- How has remote work/social distancing affected your academic/professional life and work?
- Do you think companies will be more or less open to remote work and other unconventional working styles in the future? Why or why not?

UPCOMING EVENTS:

- [AEE West -PROGRAM MEETUP*](#)
 - June 24 - 25, 2020
 - Virtual meeting

**The program meetup at AEE West has been cancelled as the conference has gone virtual due to COVID-19. However, we will be hosting our own WE² virtual meetup. See details below:*

- [WE2 Virtual Program Meetup](#)
 - July 9, 2020
 - 3 PM - 5 PM, EST

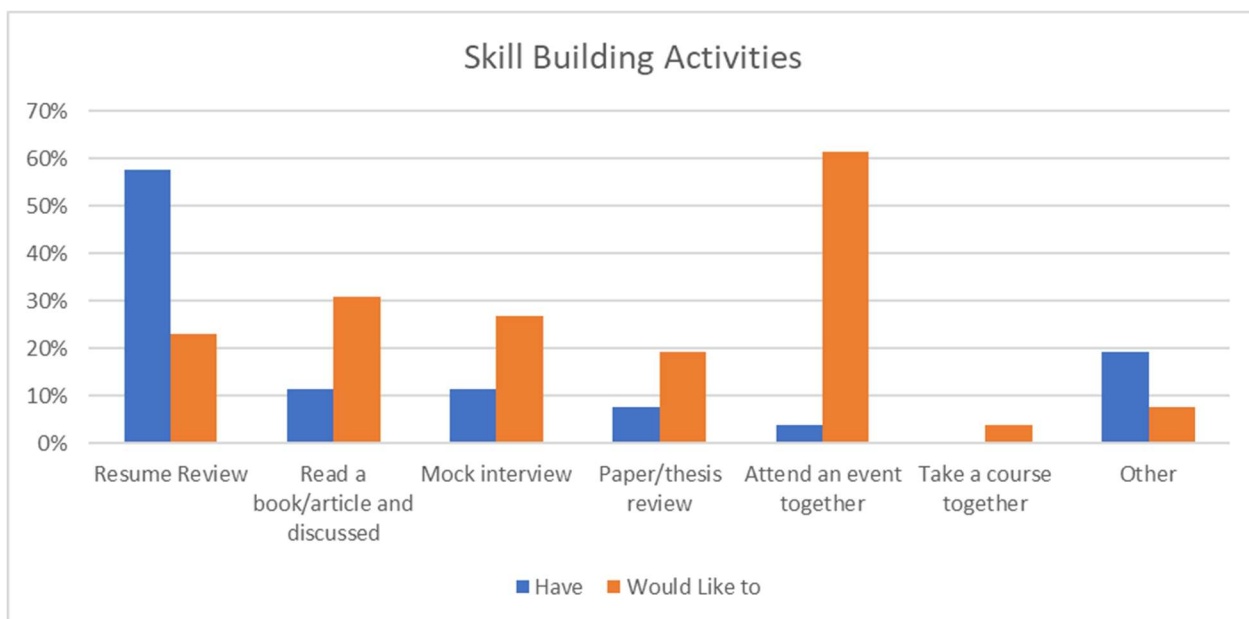
- This virtual event will feature a summary of the mentorship program’s inaugural year, a keynote speaker, our vision for the future of WE², and an open discussion for all participants.
- *If you have suggestions for a keynote speaker, please contact us.*
- Meeting link to follow in future email

PROGRAM HIGHLIGHTS:

The second program-wide survey was a great success! Thank you to everyone who participated. We saw a significant increase in participation from the first survey, with **96.4% of pairs** having at least one person participate and **76.8% individual participation** over all! The results are being put to good use in further development of the WE² Network and Mentorship Program.

Of those who participated in the survey, **42.2%** said they would feel comfortable reaching out to their mentor/mentee in 5 years.

Those who participated also indicated what skill building activities they have or would like to complete with their mentorship partner:



Find out what your partner answered for this question. There is still time to shift the orange to blue!

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
<https://caes.rutgers.edu/wee/>

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 – August 2020

2019/20 PROGRAM WRAP-UP

The inaugural year of the WE₂ mentorship program is coming to an end. We hope you have enjoyed being a member of the program and were able to gain some new insights and experiences. Year two of the program will start Mid Fall 2020 so keep an eye out for more information in the coming weeks. If you would like to continue in the program, whether with the same mentor/mentee or a different one, please contact me ([Sara Neiss](#)). Also, if you know anyone who would like to join as a mentor or mentee, please send them my email and encourage them to reach out to me.

THIRD AND FINAL PROGRAM-WIDE SURVEY

https://rutgers.ca1.qualtrics.com/jfe/form/SV_82sboIQ5V1nK0Xb

Password: WE2

Help us out by completing the final program-wide survey for the Fall 2019 – Summer 2020 mentorship cycle. It is imperative that all members of the program complete the survey. **It should only take up to 1 minute to complete.** The information gathered is anonymous and will only be viewed by the IAC Field Management team.

UPCOMING EVENTS/PROGRAMMING:

- WE₂ Netflix Party Night
 - September 13, 2020 at 3 PM, EDT
 - Using the [Netflix Party Chrome extension](#) for a group viewing experience, we will be watching [“Becoming” on Netflix](#). After the documentary, we will have an open group discussion via Zoom.
 - RSVP [here](#).
- WE₂ Book Club
 - Kicking off in October 2020
 - First book: [“Lean In”](#)
 - We will be choosing a book quarterly and have an open discussion about the book via Zoom. Check out our preliminary list of books [here](#).

PROGRAM HIGHLIGHTS:



On July 9, 2020, the first annual WE₂ Mentorship Program Meetup was held virtually via Zoom. Over forty individuals attended. First, a presentation was given to summarize the mentorship program's inaugural year. Next, program metrics gathered via our two program surveys and the IAC database were reviewed. Sandy Glatt, a former DOE employee with over 40 years of experience in the workforce, gave a keynote speech about her professional journey. Finally, a Q+A session was held for all attendees to participate in an open discussion and get to know each other better.

See the recording [here](#).

LINKS:

- [WE₂ Page on the Rutgers CAES Website](#) (new resources to be posted here)
- [WE₂ Mentorship Program Website](#)
- [WE₂ Facebook Group](#)
- [WE₂ LinkedIn Page](#)
- [Anonymous suggestion box](#)
- Program Manager Contact - [Sara Neiss](#)

Emily and I had an amazing time creating and managing this program over the past year. We look forward to the future of the WE₂ Network and Mentorship Program.

Thanks,

WE₂ Mentorship Program Management Team