

WE2 Mentorship Program Update - December 2020

Good afternoon Mentors and Mentees,

By now all mentors and mentees should have received their pair-up emails. Welcome everyone to the second year of the **IAC WE² Mentorship Program**! It will span from Fall 2020 through to Summer 2021.

This year, there are 42 pairs, which is up 50% from year one. Around 26% of you were in the program last year and 70% of the mentors are alumni of the program, so we would like to thank you for returning as well as thank all the mentors for volunteering their time.



What are the first steps?

If you have not done so already, kick off your newly formed mentor-mentee relationship with an email and set up a get to know you phone or Zoom call. The amount and form of contact between you, and who makes the first move, is completely up to the two of you. We understand everyone has busy schedules, so be clear about your expectations up front and make the most of your time together.

- [Tip Sheet for Mentors](#)
- [Tip Sheet for Mentees](#)

What to expect from us at the Rutgers IAC Field Management Office?

After the initial matching and setting of the [Program Goals](#), our role in running the WE² Mentorship Program is to:

- Provide everyone with mentorship resources and suggested activities
- Facilitate event opportunities for mentorship pairs to interact with other pairs
- Share important program updates
- Receive participant feedback and answer questions/concerns
- Collect data to track the progress and success of the program (this will be done through **two short but mandatory surveys**, one at the start of the Spring and one at the start of the Summer)

Feel free to reach out to us as needed, and don't forget to connect to us on [LinkedIn](#) and [Facebook](#)! All resources are posted at <https://iac.university/we2>.

When will you hear from us next?

We will send out email updates every other month starting the first week of February. That first email will also include a link to the first of two surveys to help us track metrics and aid future development of the program. The emails will be structured similarly to this one, but focus more on upcoming events, suggested activities and program highlights.

Upcoming WE² Network Events

All WE² Events (all virtual at the moment) are posted on the [Rutgers CAES calendar](#) with more information on [Rutgers CAES blog](#). WE² Events already on our calendar:

- [Virtual Movie Night and Discussion – Challenger: The Final Flight](#) – Co-hosted by WE² and the Intermountain IAC – Friday December 4th | 6 PM EST
- [WE² Book Club Discussion – “Parable of the Sower” – Leadership and Sustainability](#) – Tuesday January 26th | 4 PM EST
- TBD March WE² Book Club Discussion – Special Women’s History Month book selection
- Virtual WE² Network Annual Meeting – June TBD – [See recording of last year’s annual meeting](#)

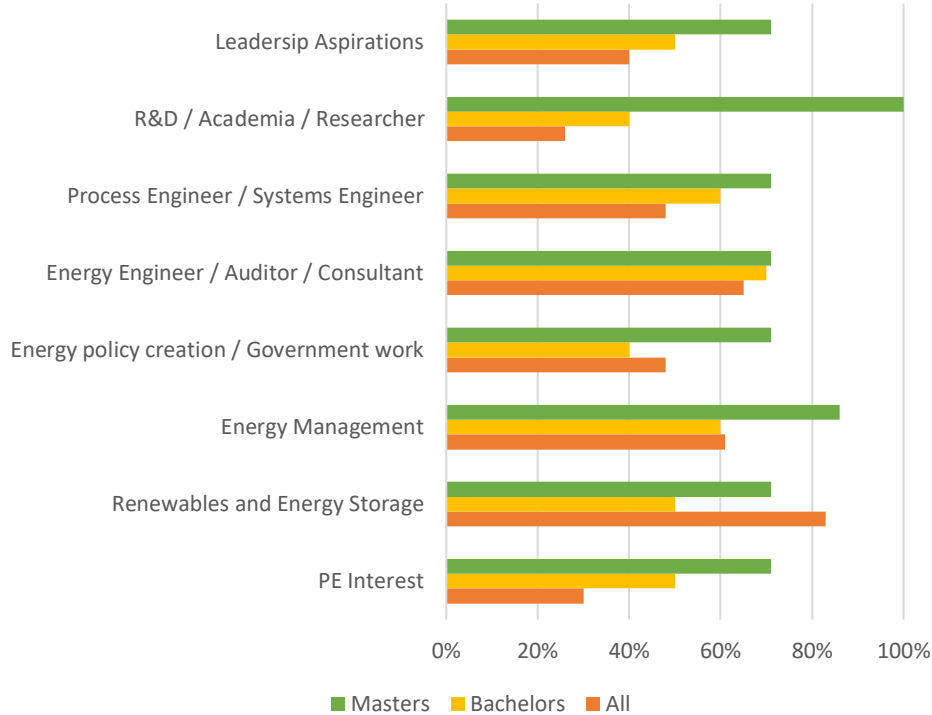
We encourage mentorship partners to attend events together, whether they are events in our IAC Webinar Series (also on the CAES calendar), WE² hosted events, or outside events.



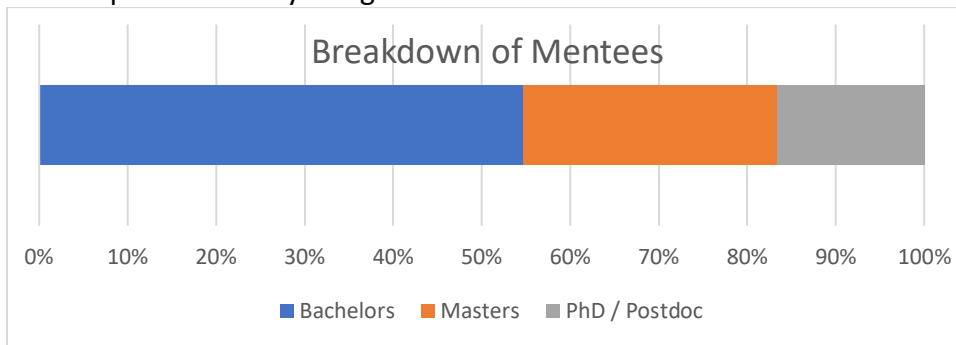
WE² Program Highlights

We have a great group of mentees and mentors this year with wide spanning interests and experience levels. 90% of IAC centers have at least one student or alumni in the program. Below are some of the industries and career paths that had the highest interest based on information collected in the signup form. Over 70% of mentees indicated a high interest level in Renewables and Energy Storage, while around 50% aspire to higher level of leadership in their career path.

Percent of Students with High in Interest



Mentors, find out where your mentees professional interests are, and mentees, talk to your mentors about what experiences they bring to the table.



Links:

- IAC WE² page: <https://iac.university/we2>
- CAES WE² page: <https://caes.rutgers.edu/wee/>
- LinkedIn: <https://www.linkedin.com/in/we2/>
- Anonymous Suggestion Box: <http://freesuggestionbox.com/pub/nzxulws>

Thank you again for joining the IAC Women for Energy Efficiency Mentorship Program Fall 2020 to Summer 2021. We are excited to get started. If you have any questions regarding WE² Network programming or are unable to make contact with your mentorship partner please don't hesitate to reach out.

Sincerely,

The WE² Mentorship Program Team

WE2 Mentorship Program Update - February 2021

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.



First Program wide Survey:

All members of the program are required to complete the survey even if there has not been substantial contact yet.

https://rutgers.ca1.qualtrics.com/jfe/form/SV_eEc9jldmPsulyXH

Password: WE2

As discussed in the program kickoff, there will be **two program-wide online surveys** sent out over the duration of the program. Responses will be kept confidential and will only be viewed by the IAC Field Management team. The data collected from this and future surveys will be used to track the progression of the program and aid in future WE² Network development.

Suggested Activities of the Month:

- [Listen to a Podcast together](#), then discuss.
- 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 21–27, 2021) by making a career bucket-lists together.
 - Go ambitious! Go specific! Go silly! Whatever floats your boat.
- Attend an [IAC Webinar](#) together.
- Check if your program partner completed the first program-wide survey (above).

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



Questions of the Month:

- What is the highest level of education, or continued learning certifications are you interested in perusing? What if anything is an obstacle or concern in your way? (PHD, PE license, etc.?)
- What questions do you expect to get in an interview? What questions should you ask in your interview?
- Are there any companies, innovators or industry sectors that you keep tabs on? Is there a benefit in doing this?

Upcoming WE² Network Events:

All WE² Events (all virtual at the moment) are posted on the [Rutgers CAES calendar](#) with more information on [Rutgers CAES blog](#). WE² Events already on our calendar:

- [WE² Book Club Discussion – “Alchemy of Us” – Women’s History Month](#) – Tuesday March 30, 2021 | 4-5 pm EST
 - Reach out if you and your mentorship partner are interested in joining
- Virtual WE² Network Annual Meeting – June TBD – [See recording of last year’s annual meeting](#)

We encourage mentorship partners to attend events together, whether they are events in our IAC Webinar Series (also on the CAES calendar), WE² hosted events, or outside events.



WE² Program Highlights:

The Spring 2020 WE² Network hosted its [second Book Club Discussion on January 26th](#) . The selected book was “Parable of the Sower” by Octavia Butler. The discussion focused the following themes and topics:

- Change as a force to be embraced and to learn from – fearing change makes it dangerous
- Empathy – both a strength and a weakness
- Climate Change and Sustainable living
- Leadership skills in choosing and developing a team
 - Intentional Community Building
 - Embracing diversity – both identity and skill diversity
 - Knowing who to trust – with certain tasks (delegating) or who to trust with knowing your identity and personal details (which can be difficult in a workplace too)
 - Transparency in leadership and setting clear end goals for the team
 - Self-actualization (knowing oneself and accepting oneself as a leadership skill)
 - Watching/designing how team members interact and how group dynamics change over time – watching for them potentially breaking off or cause problems within the new dynamics among group members or cause new problems with external forces
- Being open with discussing your own personal minority identities with your team

For complete notes on the discussion and major takeaways [click here](#).

Challenge Your Leadership Skills!

*“Embrace diversity. Unite— Or be divided, robbed, ruled, killed
By those who see you as prey. Embrace diversity
Or be destroyed.”*



Challenge: *Imagine you are put in charge of a project and you get to choose/hire your team.*

Identify 3 different professional personality types you would want working under you to compliment your own strengths and skills.

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- LinkedIn: <https://www.linkedin.com/in/we2/>
- WE² Program Overview Fall 2020 <https://caes.rutgers.edu/blog-post/we2-fall-2020-overview-and-looking-ahead-to-spring-2021/>
- Anonymous Suggestion Box: <http://freesuggestionbox.com/pub/nzxulws>

Thank you again for joining the IAC Women for Energy Efficiency Mentorship Program Fall 2020 to Summer 2021. If you have any questions regarding WE² Network programming or are unable to make contact with your mentorship partner please don't hesitate to reach out.

Sincerely,

The WE² Mentorship Program Team



WE2 Mentorship Program Update - April 2021

Good Afternoon,

We hope everyone's 2021 has been going well! Finals are just around the corner, but that doesn't mean there isn't time for you and your mentorship partner. Please keep reading for WE2 Mentorship Program updates, activity ideas, questions of the month, upcoming events, and more.



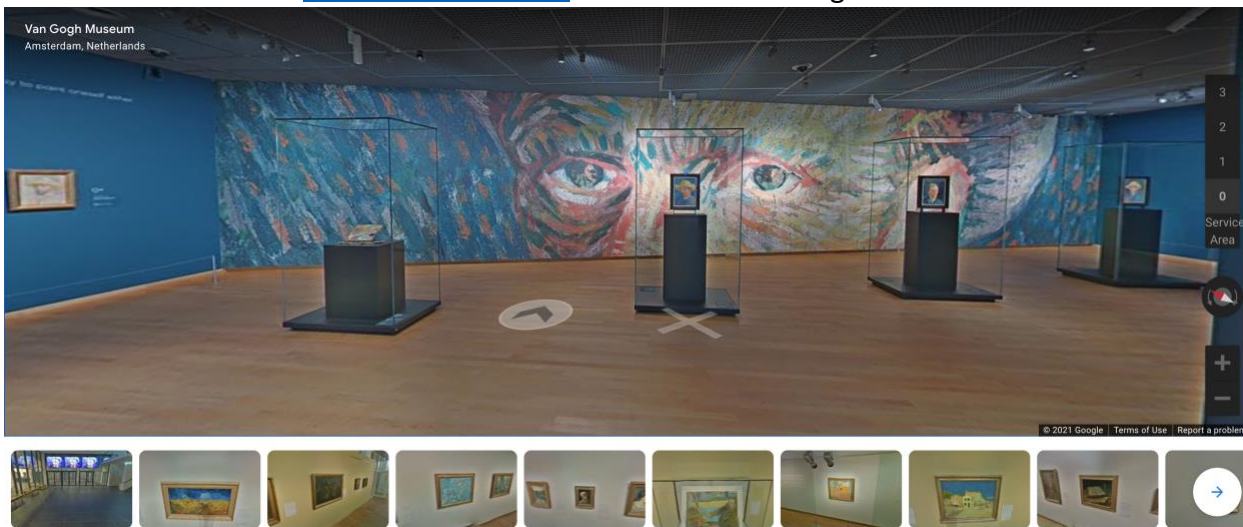
Second and Final Program wide Survey:

Please keep an eye out for a follow up link to **the final survey**, which will go out the **first week of May and will be open through to mid-June**. This is in an effort to increase space between first and second survey responses but to also ensure we have a full data set for the annual meeting in June.

Suggested Activities of the Month:

- Start talking about possibly attending a virtual energy conference together
 - See [ACEEE Conference schedule](#) for upcoming events (May, July, October, November)
- Check out our [Discussion Notes from the last Book Club](#) event together and talk about the impact of the arts on your life
 - How are the arts and engineering connected for you?
 - Take a virtual art class together
- Resume Review (75% of mentees wish to do a resume review with their mentor)
- Mock Interviews and feedback (45% of mentees wish to do a mock interview with their mentor)
- Finals are coming up so find a way for you to meet up that become a stress reliever
 - Send each other fun articles throughout the weeks while scheduling a time to meet is difficult

- Go on a [virtual museum tour](#) for an art exhibit together



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

Questions of the Month:

- With finals coming up, what are/were some of your stress management strategies while in school?
- What are time management strategies that help you personally?
- What should you say in a job interview if they ask you about your time management skills? Do you have a specific relevant anecdote ready for this question in an interview? (“Tell me about a time when...” style interview questions)

Upcoming WE² Network Events:

All WE² Events (all virtual at the moment) are posted on the [Rutgers CAES calendar](#) with more information on [Rutgers CAES blog](#). WE² Events already on our calendar:

- Joint Book Club and Movie Night selection: “Good Morning, Midnight” which was adapted to the Netflix movie “The Midnight Sky”
 - [WE² Virtual Movie Night](#) – Wednesday May 19, 2021 7-9 pm EDT (5-7 pm MT)
 - [WE² Book and Movie Discussion](#) – Tuesday May 25, 2021 | 7-8 pm EDT (5-6 pm MT)
- Virtual WE² Network Annual Meeting – mid to late June TBD – [See recording of last year’s annual meeting](#)

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WE² Program Highlights:

- See [recording of the US Department of Energy Round Table](#) hosted by Secretary of Energy Jennifer M. Granholm on the IAC Program on March 8
- Find out about the [all women energy assessment](#) conducted but the Intermountain Industrial Assessment Center back in January!

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