

Network of Women (NoW) for WRC-19

Mentorship programme Participant Guide



90th Anniversary
ITU-R Study Groups
(1927-2017)

“Gender equality and women’s empowerment will not be achieved without science, technology, and innovation and conversely these fields will suffer without the benefit of women’s talents, perspectives, and knowledge. ”

Phumzile Mlambo-Ngcuka
Executive Director, UN Women

Partners:



Task Group 5/1 (TG 5/1) meeting *
Tuesday 2017-09-19 - Thursday 2017-09-28

Stay Connected and Support Each Other

For questions, comments or suggestions
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* Task Group 5/1 is responsible for the development of
draft CPM text under WRC-19 Agenda item 1.13.

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Mentorship programme

Network of Women – Who Are We?

The **Network of Women (NOW)** initiative aims to build capacity early on during the World Radiocommunication Conference (WRC) process in order to encourage the larger participation of women as delegates, chairs, vice-chairs, and in other leadership roles. We invite you to participate in NOW's mentorship cycle, which will start at the TG 5/1* meeting in **September 2017 in Abu Dhabi**.

This mentorship cycle focuses on the technical topics and processes of WRC-19 agenda items, which include TG 5/1 activities in relation to agenda item 1.13. Whether you are an experienced delegate or new to WRC process, we invite you to become part of the programme as a **mentor** or **mentee**.

What Do We Want?

Through this mentorship programme, we aim to:

- Foster interdisciplinary cooperation and teamwork in preparation for the WRC-19;
- Expand your professional network;
- Share knowledge and skills; and
- Learn from each other's experiences

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How Do We Do This?

We gather your preferences through a survey. We then set pairs or groups of mentors and mentees following these patterns.



[1:1] Mentors and mentees are matched in pairs. The mentor shares her experience and skills. The mentee should have the skills, knowledge and desire to achieve her goals, whereas the mentor must be able to guide the mentee. The mentor will also learn from the mentee.



[1:n] Depending on the number of mentors and mentees working on a given topic, two mentees may be matched together and work on their goals (peer mentorship format). They will then be matched with a mentor to guide and coach them on their specific needs.

How Do We Proceed?

We suggest that the first mentorship cycle starts with a face-to-face meeting between mentor and mentee on site at the TG 5/1 event in order to:

- Build trust and mutual respect by sharing experiences;
- Share visions, mutual expectations and understanding of the mentorship programme and its goals set around TG 5/1; and
- Establish a clear understanding and a plan of what steps will be undertaken - when, where and why.

You can meet in person on site and after, continue your mentorship activities remotely.

The suggested timeframe for this mentorship cycle is 3 months after which your feedback will be appreciated. We will send you a form for comments and suggestions.

Just Remember... (Basic principles)

Informal. Note that this mentorship programme is an informal interpersonal mentorship across ITU-R members, and is independent from any specific entity or other HR programme

Trust and confidentiality. All exchanges between participants to this mentorship programme are confidential. The relationship is based on trust and mutual respect.

Time. The mentoring arrangement between mentor and mentee is brought to an end by mutual agreement.