

Did You Know...?

- Around the world, women vastly outnumber men in university enrollment and graduation rates.
- From 1990 to 2013, female graduates in science, technology, engineering, and math (STEM) increased by 130%, compared with 76% for men. (In the Gulf region, women make up 60% of university-level engineering students!)
- The participation of women in STEM-related jobs has more than doubled over the past twenty years.
- Studies have shown that companies with women in leadership roles demonstrate improved organizational and financial performance.

At the same time...

- Women make up an estimated 55% of the global workforce, but only approximately 30% of the tech industry. In 2014, women occupied 11.2% of technology leadership roles in Europe, the Middle East and Africa, 18.1% in North America, 13.4% in Latin America, and 11.5% in Asia.

“The statistics are well known: at the top, especially, women are nearly absent, and our numbers are barely increasing.”

Katty Kay & Claire Shipman
The Confidence Gap

- According to Global Tech Women, less than 1% of women in technical fields connect with other technical women outside of their organization on a regular basis.

What is WeLead?

Through a three-part approach of mentorship, networking, and advocacy, **WeLead aims to foster an ICT community where women’s voices and views are represented equally** in the leadership of international organizations and in the ranks of membership.

 **Mentorship**

 **Networking**

 **Advocacy**

Stay Connected

Stay up-to-date with the latest WeLead networking events and meetings (*i.e.*, optional periodic group check-ins) by watching the ITU’s electronic message boards.

For questions, comments, or suggestions, please contact our Washington, D.C. home team:

Ena.Dekanic@fcc.gov
+1 (202) 418 3628

On the ground at the ITU Council, please contact:

Kathryn.OBrien@fcc.gov



Participant Guide

ITU Council 2016

Tips for Mentors

- Demonstrate willingness to share insights, experiences, and advice.
- Act as a resource, helping the mentee navigate the ITU environment.
- Help the mentee develop and work to achieve realistic, meaningful goals.
- Provide thoughtful, candid, and constructive feedback.
- Offer encouragement and support.

Tips for Mentees

- Proactively identify the type(s) of assistance you'd like the mentor to provide.
- Ask insightful questions and seek out specific advice.
- Follow up promptly when the mentor offers advice or suggestions.
- Offer support when appropriate, recognizing the reciprocal benefits of a mentoring relationship.

Tips for Both Mentors & Mentees

- Set specific expectations and goals and maintain accountability.
- Recognize and accommodate respective time constraints.
- Approach the mentoring relationship with enthusiasm and respect.
- Gain exposure to new ideas and explore areas of mutual interest.
- Expand your network of contacts.

Work together to build a mutually beneficial personal and professional relationship with a fellow woman working in the international telecommunications arena.

*Please do **not** use the mentorship program to lobby with respect to any Council issues.*

Suggested Discussion Questions

Whether you're meeting with your mentor/mentee or networking with other women in the WeLead community, these questions can get you started:

When and how did you first become involved in telecommunications?

What do you enjoy most about your current position? Least?

What is the most challenging aspect of your job, and how do you tackle that challenge?

Can you identify the key factor(s) that have been most influential in getting you to where you are today?

In your opinion, what is the most important professional or interpersonal skill required to succeed in a career in telecommunications?

Is there anything you wish you had done differently in your career?

What one thing would you do if you knew that you could not fail?

Where do you see yourself in five, ten, fifteen years?

Resources

Beyond WeLead, there are a number of other international initiatives and organizations dedicating to advancing the role of women in technology-related careers:

Anita Borg Institute
<http://anitaborg.org/>

Global Tech Women
<http://www.globaltechwomen.com/>

Women in Global Science and Technology
<http://wisat.org/home/>

Women in Technology International
<http://www.witi.com/>

“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
