



# Mentoring Program

## Program Objectives

- Increase retention and promotion of women in IT roles
- Provide coaching and tools for career development
- Promote networking and internal mobility via pairings across Schools
- Engage and empower women in IT roles
- Build confidence and self-advocacy skills

## Program Goals: Measurable increases in –

- Confidence levels of participants
- Engagement levels of participants
- New cross-School connections
- Women applicants to open IT positions across Harvard
- Percent of women in IT roles grades 57-59

## Eligibility Criteria

Mentees	Mentors
Identify as a woman	All genders
Grade 58 or below	Any grade level (we seek to match mentees with a mentor in a higher grade level)
At least two years in an IT-related role and one year in current Harvard role	At least two years in an IT-related role
Able to commit at least 1 hour/month for six months, and attend events listed below	Able to commit at least 1 hour/month for six months, and attend events listed below

## Additional Information

- Submitted applications do not guarantee participation
- Applicants must apply to be either a mentor or mentee, not both
- Meetings between mentees/mentors are expected to take place during working hours

## Programmatic Events Within HarvardWIT Mentoring

Participants are expected to attend the following lunch events, all held from **noon-3:00** in Cambridge:

1. **November 14:** Kickoff to introduce pairs and set mentoring expectations and goals
2. **January 29:** Mid-point check-in with CWD activity on career development and self-assessment
3. **May 22:** Commencement with CWD facilitation to prepare for next steps after mentoring ends

## Applications: Open through October 12

[Mentee Application](#)

[Mentor Application](#)

Participation status will be sent to all applicants on November 1, 2018.