Telecommunication Development Bureau (BDT)

- ITU Member States Asia-Pacific, Africa and Arab regions
- ITU-D Sector Members
- Academia
- Regional/International Organisations
- ITU Cybersecurity Focal Points
- EQUALS

Subject: Invitation to participate in the Women in Cyber Mentorship Programme

Dear Sir/Madam,

I am pleased to announce the second edition of the Women in Cyber Mentorship Programme, which will run from April to September 2022, fully virtual, with the launch taking place on 8 March 2022, on the occasion of International Women's Day.

The Women in Cyber Mentorship Programme builds on, and benefits from, the ongoing efforts of the International Telecommunication Union (ITU) to close the digital gender divide by mainstreaming gender-focused activities. The Programme is jointly organized with the Forum of Incident Response and Security Teams (FIRST) and EQUALS, the global partnership for gender equality in the digital age, co-founded by ITU.

The first edition of Women in Cyber Mentorship Programme 2021 has had great impact among mentees who have successfully completed the mentorship programme. Thus, the second edition aims to expand and will include Asia-Pacific along with Africa and the Arab regions, with the aim to roll-out globally over time.

It will feature guided monthly mentorship circles with supporting activities, including a series of inspirational keynote webinars, and technical and soft skills training courses. Participation is opened to women working in cybersecurity at junior levels, as well as women in ICT/STEM seeking to enter the cybersecurity workforce. The aims are to nurture ongoing changes in the industry and lower the barriers to entry in the field of cybersecurity that prevent broader inclusion, encourage women to take on leadership roles in cybersecurity, and promote knowledge sharing of good professional practices.

I take this occasion to invite our membership to nominate potential speakers, trainers and invite mentors, mentees to join this effort in a different capacity.

For further information and to register for the Women in Cyber Mentorship Programme 2022, please visit our website: http://itu.int/go/WiC22. Please note that seats are limited and there is a strict selection process.

My colleagues, Mr. Ahmed Elraghy (Ahmed.elraghy@itu.int) at the ITU Arab Regional Office; Mr. Serge Valery Zongo (serge.zongo@itu.int) at the ITU Africa Regional Office and Mr. Calvin Chan (Calvin.chan@itu.int) at the ITU Asia-Pacific Regional Office also remain at your disposal.

If you have any queries concerning the programme, please write to: womenincyber@itu.int.

For more details on the programme and the eligibility criteria, please find the Terms of Reference along with the programme calendar in the annex.

I look forward to the participation of your nominees and to a successful mentorship programme during the upcoming months.

Yours faithfully,

 [ORIGINAL SIGNED]

Doreen Bogdan-Martin
Director

Annex 1: Terms of Reference

ITU/BDT Cyber Security Program

Women in Cyber Mentorship Programme

Terms of Reference

February 2022

1. Introduction

The International Telecommunication Union (ITU), the Forum of Incident Response and Security Teams (FIRST), with the support of EQUALS Global Partnership (EQUALS) have joined forces in efforts to approach and amend the inequalities women in cybersecurity encounter by offering and facilitating a six-month programme that aims to enable our female leaders of tomorrow.

2. Objectives

The Women in Cyber Mentorship Programme is a three-part initiative incorporating guided monthly mentorship circles with supporting activities including a series of inspirational webinars and technical and soft skills training courses.

INSPIRE, TRAIN, EMPOWER

- **INSPIRE: Shift the mentality and tackle systemic barriers that prevent broader inclusion.** Promote the perception of women not as a special needs group, but as valuable additions to the cybersecurity workforce, through inspirational keynote webinars.

- **TRAIN: Encourage women to take on leadership roles in cybersecurity.** Provide expert training courses from leaders in the field and equip women with not just technical skills, but also the soft skills needed for successful professional development.

- **EMPOWER: Promote knowledge sharing of best practices in cybersecurity career development.** Provide a platform where women in senior positions can mentor and foster the professional and personal growth of women at junior levels.

3. Foreseen Activities

All activities will be delivered online over the course of six (6) months, from April to September 2022. The ITU, FIRST and EQUALS experts, in cooperation with partners in the field, aim to conduct and/or host:

- **Four (4) Inspirational Keynote Webinars (*INSPIRE*):** Featured Speakers will be well-known senior women in cybersecurity showcasing their career paths, hence promoting role models and the perception of women as valuable additions to the cybersecurity workforce. Talk formats may vary depending on the speaker. Run-times will vary anywhere from 30-45 minutes in length with audience Q&A.

- **Six (6) Technical and Soft Skills Online Trainings (*TRAIN*):** Training courses to provide participants with the various technical and soft skills needed for professional and personal development in the field of cybersecurity. Training format may vary depending on the course materials. Run-times will vary anywhere from 2-3 hours in length and will be interactive.

- **Six (6) Month Mentorship Programme (*EMPOWER*):** A six-month module commitment to provide participants an intimate platform to further explore and discuss professional and personal development topics with high-level, senior women in cybersecurity. A goal of 2-3 mentees will be matched with a single mentor to form a Mentorship Circle. Mentees and mentors are expected to meet live over videoconference at least once a month.

4. Target Audience

The second edition of the Women in Cyber Mentorship Programme is being **offered specifically to women residing in Africa and the Arab region, and Asia-Pacific.** With an approach concentrating on regional participation, the programme aims to provide women support in their local cybersecurity communities.

5. Eligibility Criteria

To be eligible to participate in the Women in Cyber Mentorship Programme, interested women must have:

- Minimum 2-3 years junior level experience in the field of cybersecurity or seeking to enter the cybersecurity workforce from another junior level ICT/STEM position.
- The keynote webinars and trainings will be held in English. Participants must have a good working knowledge of English.
- A computer and stable internet connection.
- There are no age restrictions.

6. Additional Information:

- Programme seats are limited.
- The delivery of the webinars, trainings and mentorship circles will be via Zoom.
- The webinars are open to participants regardless of their commitment to the mentorship circles.
- Selected applicants to the mentorship programme will be contacted by email in early April.
- Upon completion of the programme, participants will receive a Certificate of Participation.

7. Application form & registration

The application form for participation in the WiC 2022 programme will be open until 31 March 2022. Please apply for the second edition of the mentorship programme via the following link:
Application form

Information about registration and logistics concerning the launch event (8 March) as well as inspirational keynote webinars, trainings, and mentorship circles will be posted on the WiC 2022 programme webpage:
http://itu.int/go/WiC22
Please note that **programme seats are limited and are not guaranteed**. Selected participants will be notified via email in early April.

8. Contact details

If you have any questions, please feel free to contact: womenincyber@itu.int

Or our ITU regional representatives:

Regional Office for the Arab region, Mr. Ahmed Elraghy Ahmed.elraghy@itu.int
Regional Office for the Africa region, Mr. Serge Valery Zongo Serge.zongo@itu.int
Regional Office for the Asia-Pacific region, Mr. Calvin Chan Calvin.chan@itu.int

9. About EQUALS (www.equals.org)

Launched in 2016 by the International Telecommunication Union and four founding partners – GSMA, the International Trade Centre, the United Nations University and UN Women – EQUALS contributes to the UN Sustainable Development Agenda through actions and evidence-based research aimed at closing the global gender digital divide.
Now made up of more than 90 partners and growing fast, EQUALS uses a multidisciplinary approach that integrates research, policy and programming to promote gender equality in technology access, skills and leadership, as well as conducting ground-breaking, evidence-based research.

10. About FIRST (www.first.org)

Founded in 1990, the Forum of Incident Response and Security Teams (FIRST) is an international confederation of trusted computer incident response teams who cooperatively handle computer security incidents and promote incident prevention programs. FIRST brings together a wide variety of security and incident response teams including especially product security teams from the government, commercial, and academic sectors. FIRST membership spans 95 countries with over 540 active member teams.

Annex 2 – Timeline

Dates are subject to change. Regular update will be posted to the programme webpage. Please check the online calendar for additional details and up-to-date information: http://itu.int/go/WiC22

Module 1:
Introductions and Goal Setting
- 11 April: Mentorship Circle AFR-ARB
- 12 April: Mentorship Circle ASP
- 19 April: Inspirational Keynote 1
- 27 April: Training 1

Module 2:
Building your "personal brand" in cybersecurity
- 10 May: Mentorship Circle 2 AFR-ARB
- 11 May: Mentorship Circle 2 ASP
- 25 May: Training 2

Module 3:
Exploring cybersecurity careers
- 20 June: Training 3
- 30 June: Inspirational Keynote 2

Module 4:
Taking your career to the next level
- 12 July: Inspirational Keynote 3
- 27 July: Training 4

Module 5:
Learn, unlearn, re-learn
- 29 August: Training 5

Module 6:
Evaluating your mentorship journey
- 10 September: Training 6
- 18 September: Inspirational Keynote 4
- End of September: Mentor-Mentee Final Evaluation