

Survey on the CEPT NOW4WRC23 Mentoring Program

Introduction

The CEPT NOW4WRC23 Mentoring Program was launched in September 2021.

The CEPT Mentoring Program for WRC-23 promotes gender equality, equity and parity in CEPT by providing development and the sharing of knowledge and experience in accordance with the specific needs of Mentees.

Being the counterpart of the NOW4WRC23 ITU Mentoring Program, the CEPT Mentoring Program facilitates ad-hoc knowledge sharing, long-term capacity building, and organizational learning within the CEPT preparatory process towards the WRC-23.

Mentors and Mentees were asked for their ideas, comments and recommendations on the CEPT NOW4WRC23 and the Mentoring Program, and whether additional information would be useful for them to assist with the Mentor/Mentee relationship. These responses will be used by the CEPT NOW4WRC23 coordination team to improve the initiative and the Mentoring Program.

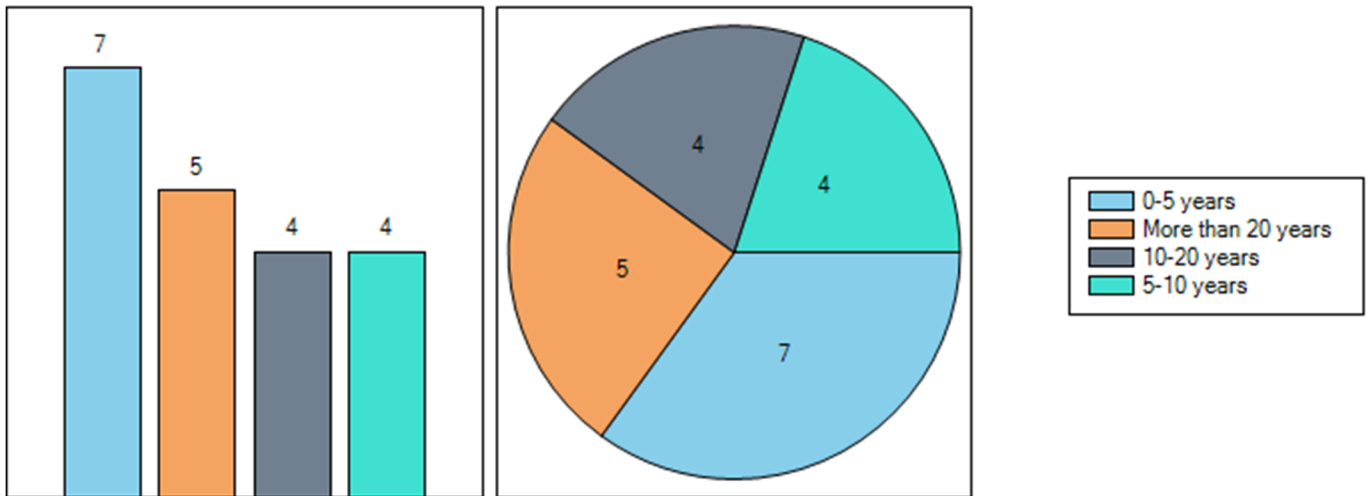
Survey on the CEPT NOW4WRC23 Mentoring Program - results

Group: CPG

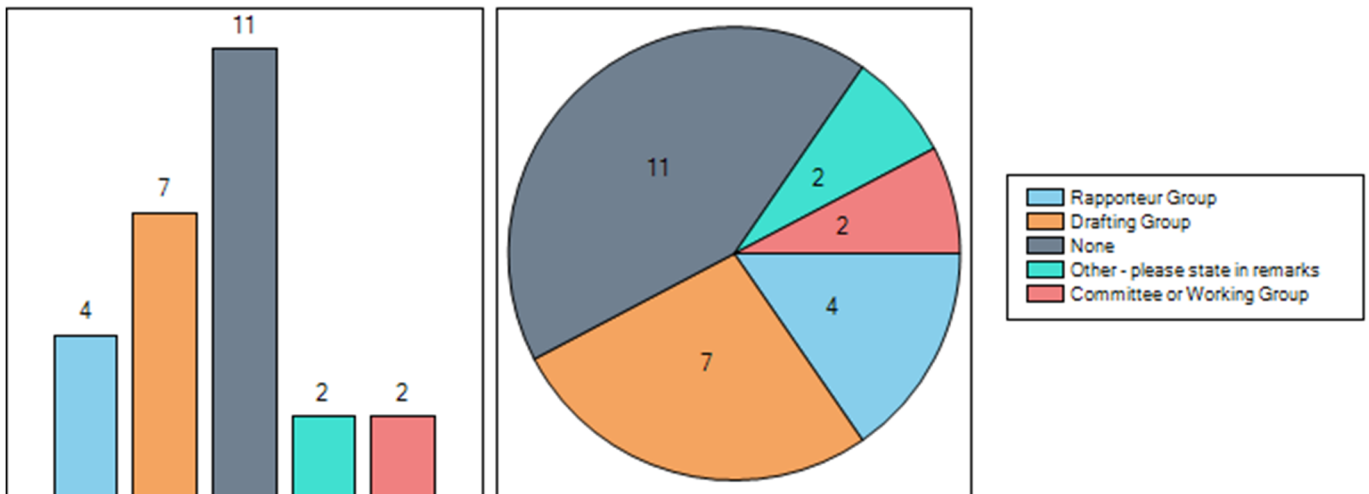
Submission dates: 07-07-2022 - 17-09-2022

Profile

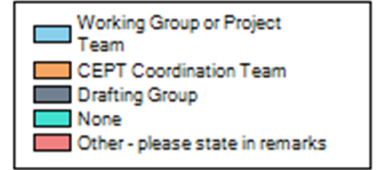
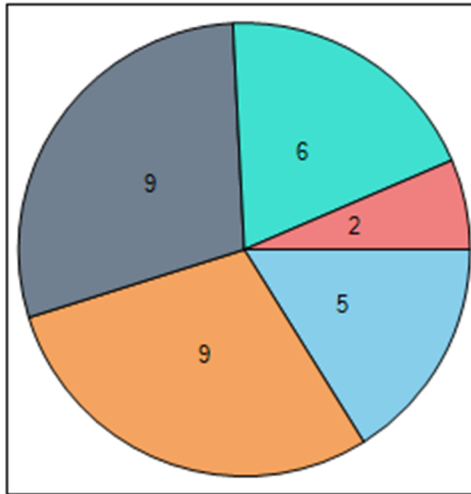
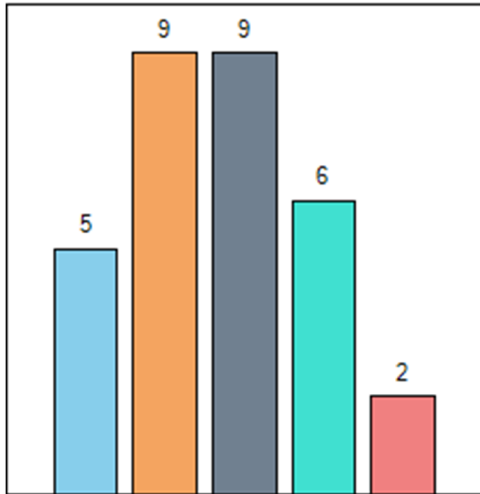
Question 1: You have been participating in the ITU-R (Study Groups and Working Parties) or in the CEPT preparation to WRCs for



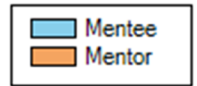
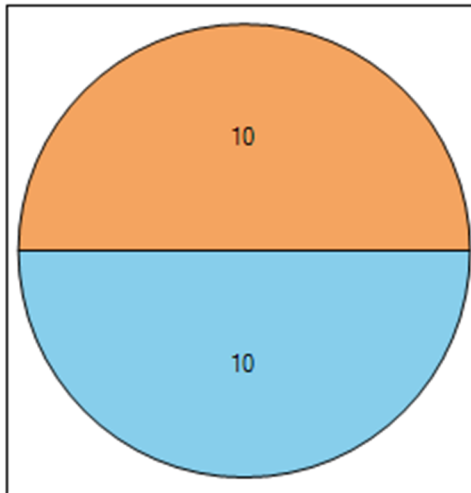
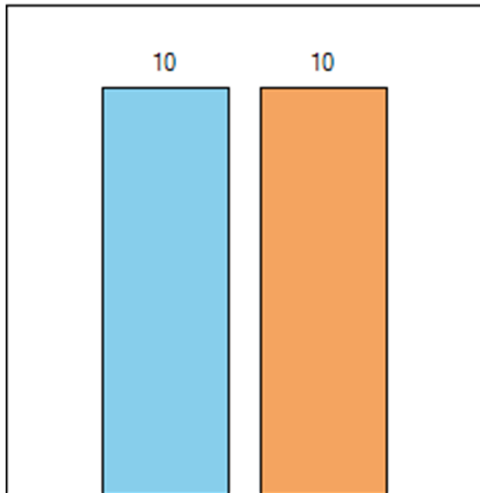
Question 2: You have had leadership role(s) in your Region in a (check all that apply):



Question 3: You have had leadership role(s) in CEPT in a (check all that apply):

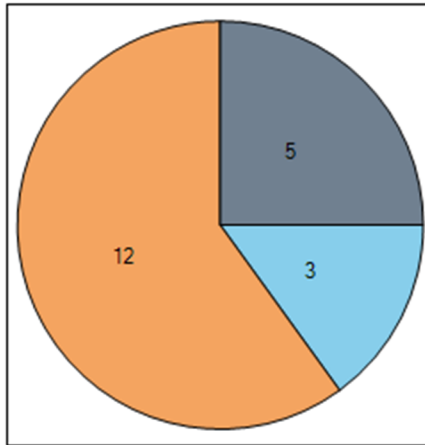
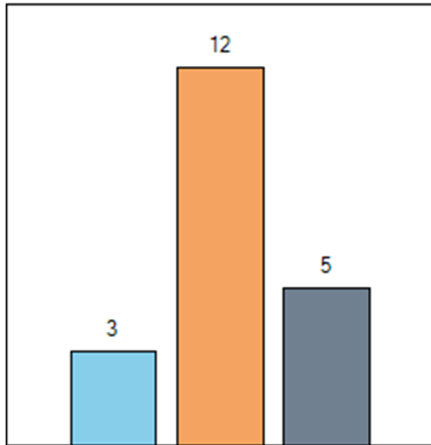


Question 4: You enrolled as:

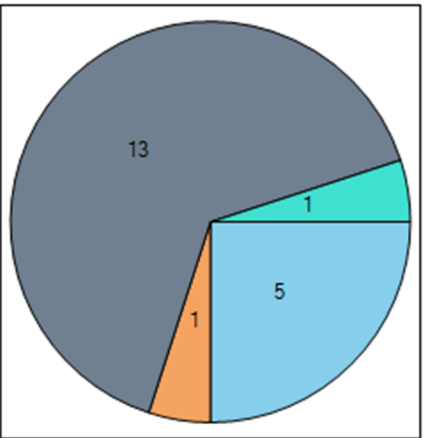
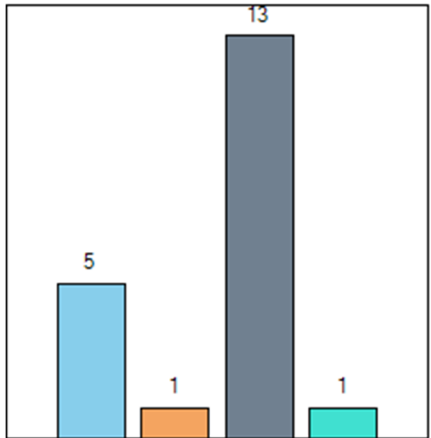


About the CEPT NOW4WRC23 Mentoring Program

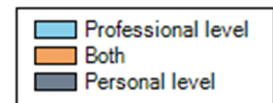
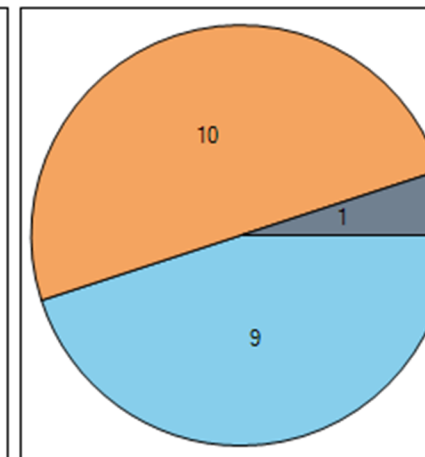
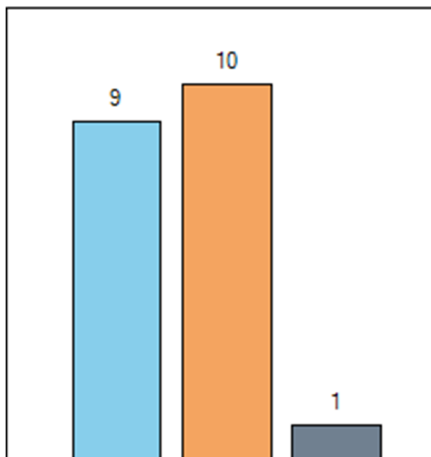
Question 5: How would you rate the program overall so far?



Question 6: How would you describe your relationship with your Mentor/Mentee?

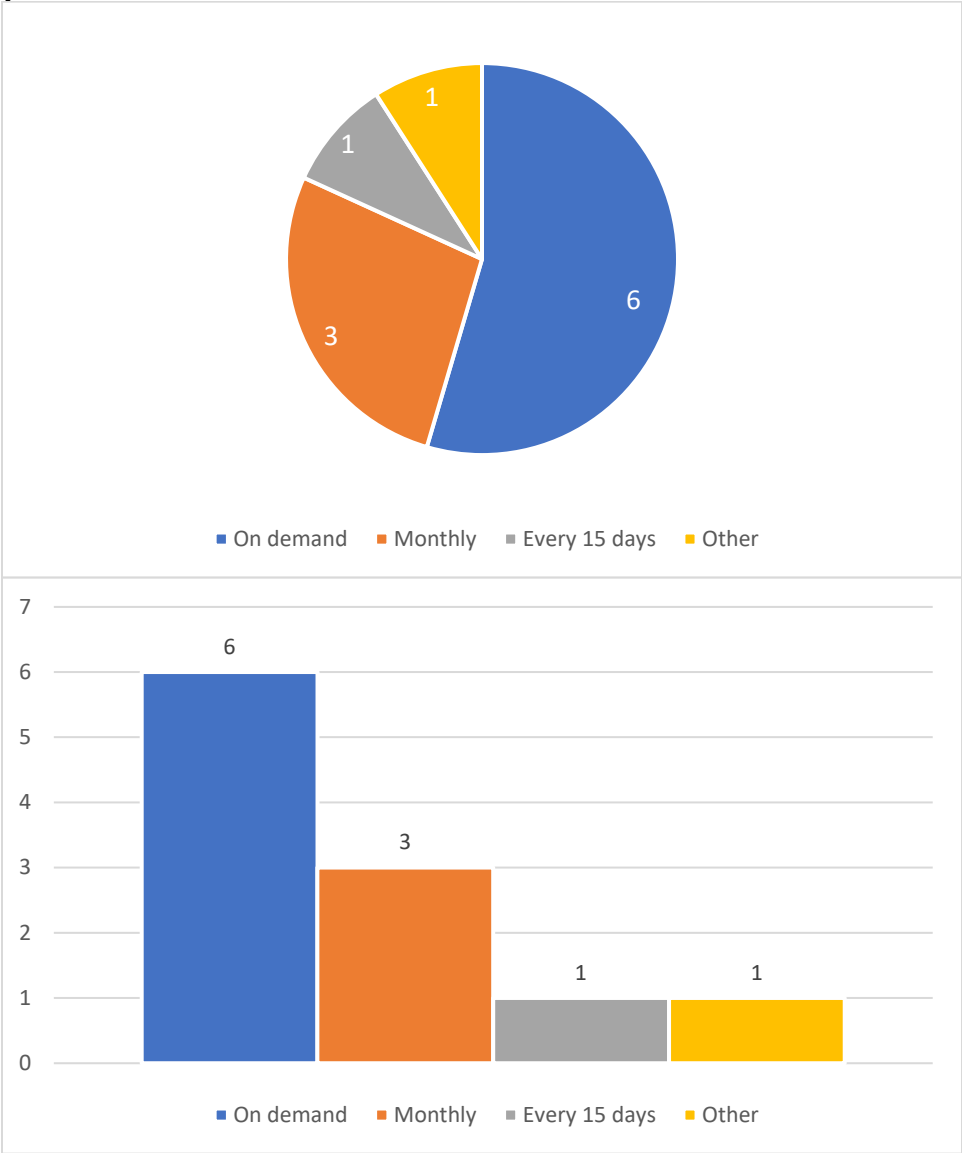


Question 7: Did you connect with your Mentor/Mentee on?



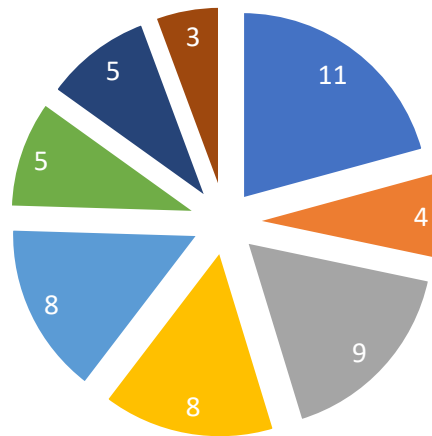
About your experience as a Mentor

Question 8: What do you believe is an ideal frequency to meet or exchange information with your Mentee?

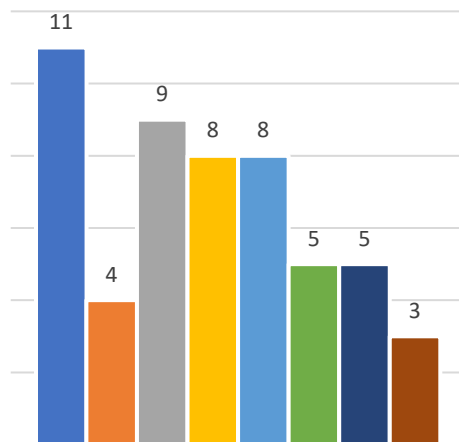


Question 9: What do you gain from this relationship (check all that apply)?

- Exposure to new ideas and ways of thinking
- Increased visibility and recognition
- Expanded professional network
- Personal development
- Management/leadership development
- Negotiation skills improvement
- Ethical value sharing and strengthening
- Identification of talents for my organisation/company

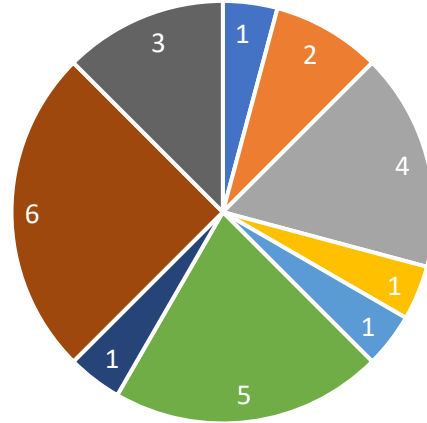


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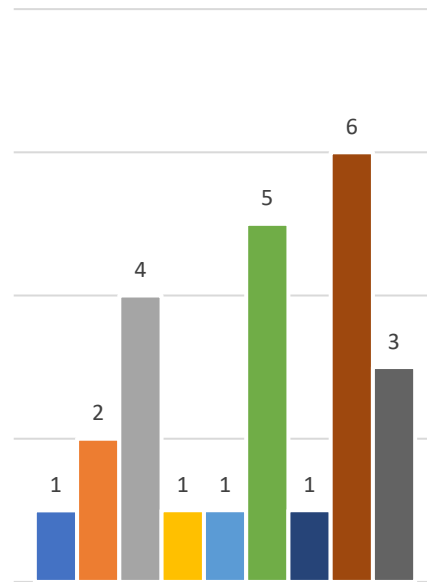


Question 10: What would you suggest to improve the Mentoring Program (check all that apply)?

- Better mentor/mentee matching
- Keeping the same mentee for a certain period
- Setting clearer goals/timeline
- Monitoring/measuring progress
- Receiving more feedback from the mentee(s)
- Having structured step by step phases to complete during the program
- Having more capacity building events
- Advocating for woman participation and leadership
- Other – please state in remarks

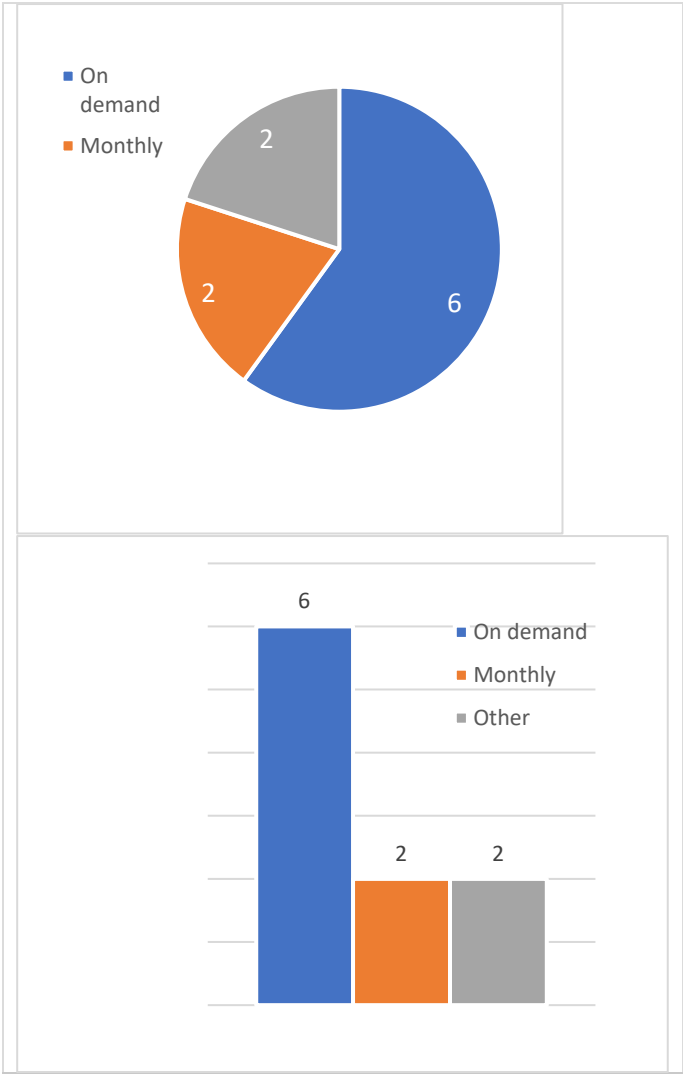


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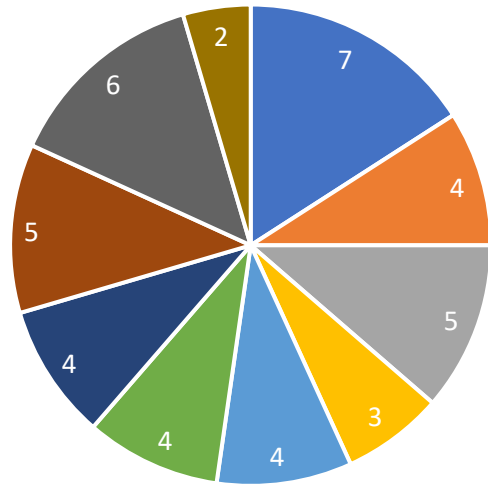
About your experience as a Mentee

Question 11: What do you believe is an ideal frequency to meet or exchange information with your Mentor?

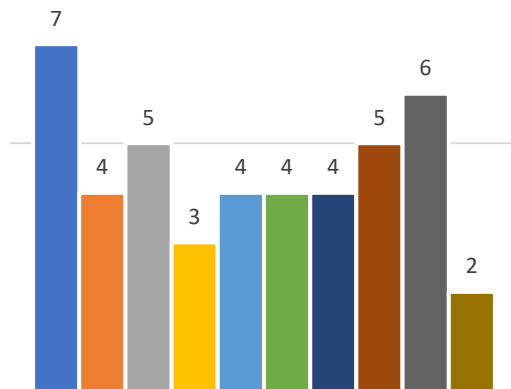


Question 12: What were your aspirations when joining the Program? What were you searching for or expecting from the Mentoring Program (check all that apply)?

- To learn about the WRC process and the preparation of the Conference
- How to prepare yourself for chairing or coordination roles
- To improve understanding of the Radio Regulations
- To improve negotiation skills
- How to prepare contributions to the CEPT/ITU meetings
- Become more comfortable to make oral interventions during a meeting
- Gain confidence
- Build a support network
- Expand professional network
- Other – please state in remarks

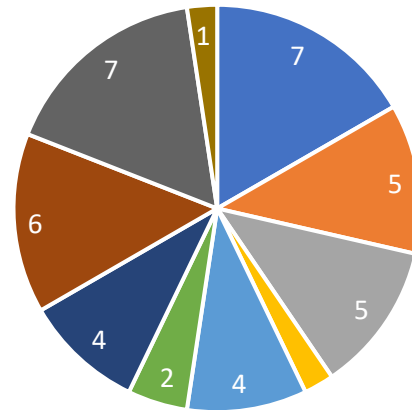


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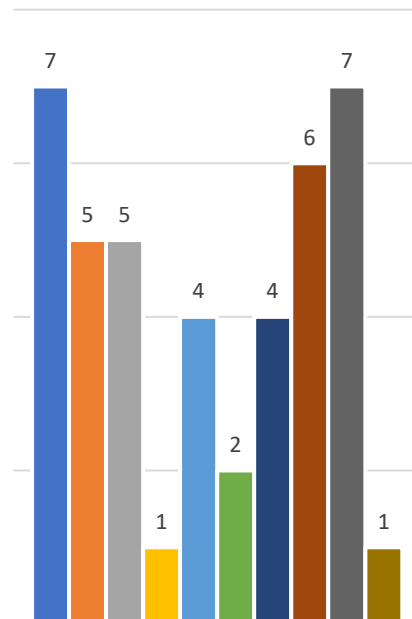


Question 13: What do you think is the most important learning experience for you as a Mentee? What are the main results you expect from the Mentoring Program (check all that apply)?

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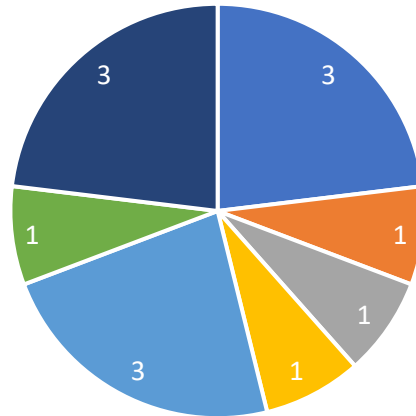


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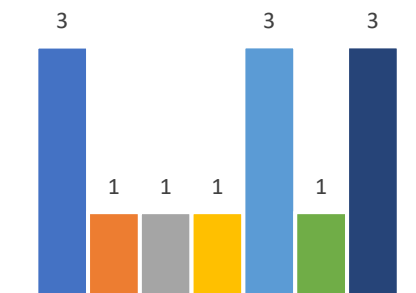


Question 14: What would you suggest to improve the Mentoring Program (check all that apply)?

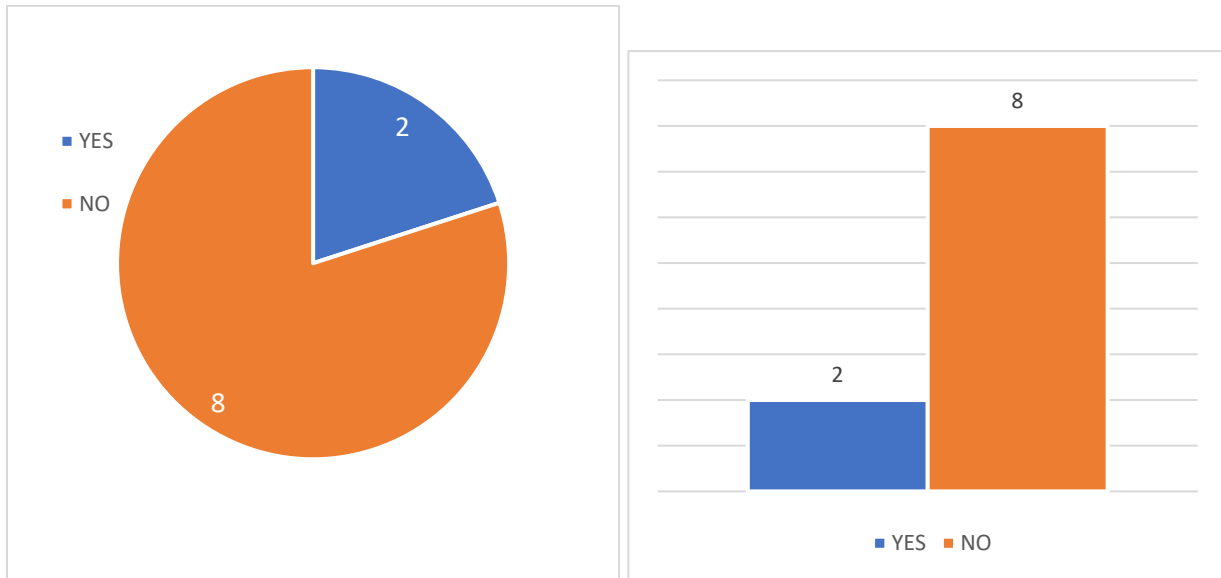
- Keeping the same mentor for a certain period
- Better communication with the Coordination Team
- Setting clearer goals/timeline
- Having structured step by step phases to complete during the program
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- Other



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- Other



Question 15: Do you have any obstacles that encumber your participation and leadership opportunities in CEPT?

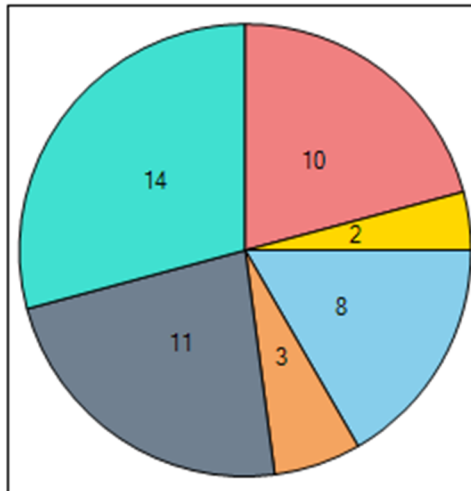
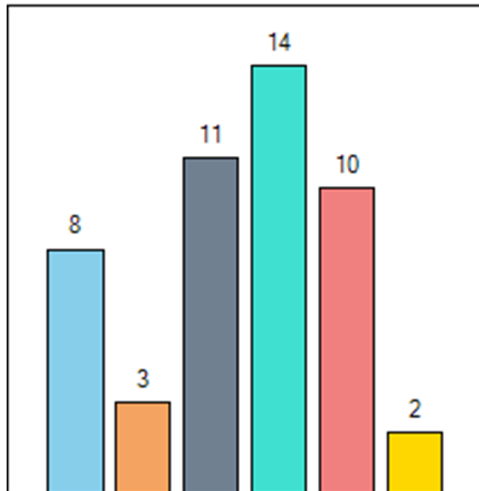


Question 15.1: Please provide us with some information about the context

- Industry participants do not have enough time/resources to take roles in ITU/CEPT.
- Lack of skills or confidence to speak up.
- Budget issues.

Questions for both Mentors and Mentees

Question 16: What are, in your opinion, the obstacles/difficulties that prevent more women from taking on leadership roles within CEPT and related meetings, e.g. participating chairpersons, editors (check all that apply)?



Question 17: What are, in your opinion, the actions that can allow more women to take on leadership roles within CEPT and related meetings (check all that apply)?

