



# Women in Hydropower Mentorship Program

The **Women in Hydropower Mentorship Program** is now accepting applications for the 2021-2022 mentorship cycle. Pairs will be announced in September 2021.

Our program provides an opportunity for women to connect, generate new friendships and networks, and share experiences in a supportive environment that highlights the powerful contributions women from around the world make in the hydropower industry. The goal is to create a meaningful connection where the mentor and mentee become collaborators in each other's success. "Many women—both in North America and around the world—are participating in this program, providing a unique opportunity to learn from each other, establish relationships, and contribute to each other's success in the hydroelectric workforce. This past year dealing with the challenges of COVID19 presented an opportunity for our mentorship pairs to reach out and check in on how other women were addressing these work and life challenges," says Kelly Schaeffer, Kleinschmidt Associates, who serves as Co-Chair of the Women in Hydropower Mentorship Program Steering Committee. A current mentee noted, *"My mentor is one of the most important relationships in my life. This program has activated me to make advances in my career and to be prepared for opportunities as they come."*

A volunteer Steering Committee, passionate about mentorship and supporting women in the hydro industry, matches applicants into mentorship pairs/groups. Each mentorship pair/group is unique and adapts to a relationship style and meeting format that works best for them, typically meeting once a month for eight months, October to May. The mentorship program is open to women active in the hydropower industry around the world.

The Steering Committee is also seeking volunteers to serve a minimum 2 year term on the Committee.

Visit the website of one of our supporting hydro organizations or email the steering committee at [womeninhydropower@gmail.com](mailto:womeninhydropower@gmail.com) for an application. Applications will be accepted through August 1, 2021.



**Steering Committee Members:** Amanda Blank – Alliant Energy, Kristina Newhouse – Avista Utilities, Nora Rosemore – Minnesota Power, Kelly Schaeffer – Kleinschmidt, and Yiying Xiong – YSJ International.