Riga TechGirls

From Guidance to Greatness

Mentoring for Academic and Personal Growth

Diāna Butina

> 17 years experience in leading people / teams
> 15 years worked in IT / led Language technology business
> More than 5 years active in the NGO sector & mentoring people
> Riga TechGirls | Director of the Mentorship program, Member of the Board
> Mentoring Academy | Associate Partner | Lecturer
> Riga Business School Mentorship program | Mentor

RIGA TECHGIRLS IS

a community that **empowers** and **inspires** to be part of tech. We increase equality and inclusion by improving digital skills in Latvia and beyond.

#RigaTechGirls #DiversityInTech

#WomeninTech

WE BELIEVE THAT TECH IS FOR EVERYONE

Accessible and inclusive education programs, workshops, mentoring and inspiration events to develop digital skills of the society in Latvia and support more women joining the Tech workforce!

#RigaTechGirls #DiversityInTech #WomeninTech

ONLY 23%

from all IT professionals in Latvia are Women (19% in EU)

We want to provide equal opportunities for all. This means making sure IT field is diverse and inclusive.

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EXPERIENCE

> 35’000+ participants in online education programs

> 2000+ women in professional education programs

> 600+ Startup teams supported

Facebook	Instagram	LinkedIn	X / Twitter
19K followers	5.7K followers	13.5K followers	1169 Followers

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GOALS

> Basic digital skills in Latvia
51% of the society have them, goal - 70%.

> Intermediate Digital skills in Latvia
24% of the society have them, goal - 45%.

> % of workforce employed in Tech in Latvia
3,8% in 2021, goal - 4,8%.

DESI data 2022

START YOUR TECH CAREER

> Discover Tech (LV)
> Mentorship program
> She Goes Tech
> Work in Tech
> WoTech
> Career Coaching

+ STEM School for girls

START YOUR START-UP

> Hackathon
> Female Founders Across borders
> Inclusive Startupreneurs
> Female Founders Lunch
> Spring-Up

IMPROVE YOUR DIGITAL SKILLS

> Digital skills for teachers, creatives and health care professionals (LV)
> Digital Skills for NGOs

REPRESENTATION

> India-Europe Business Conclave
> Ukraine & Moldova delegations
> First lady of Albania
> UK business lady representatives
> India business women group
> HR conference Figure
> Africa Summit
> Australia Honorary Councils
> UN GLobal conference
> Moldova Digital Summit
> DigitalEU yearly meeting
> UK Royal guests
> First Lady of Germany
> Minister of France

RESEARCH

> Norden project lead by Līna, Agnese & Valerija
> Participation in Women Go Tech pan-European research

RTG Mentorship program

Experience story

The program's aim is to support women in navigating their tech career journeys by connecting them with experienced professionals in the ICT field.

Through personalised one-on-one mentorship, participants gain access to valuable guidance, industry insights, and hands-on advice to help them achieve their career goals.

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Numbers

- >MORE THAN 1000 MENTEES IN 5 YEARS
- >MORE THAN 800+ INTERNATIONAL MENTORS
- >20+ DIFFERENT TECH TRACKS
- >30+ PRACTICE PROJECTS WITH TANGIBLE RESULTS

POSITIVE IMPACT BECAUSE OF:

>Safe Environment for Growth

>A Community of Like-minded People

>Variety of Tech Tracks

>Emphasis on Individual Responsibility and Continuous Learning

>Focus on Soft Skills and Networking

>Local and International Experience

POSITIVE IMPACT BECAUSE OF:

>Tailored Learning and Personalization

>Hands-on, Real-world Projects

>Access to Industry Leaders and Guest Speakers

>Clear Goals and Progress Tracking

>Flexible and Accessible Learning Formats

>Mentor-Mentee Matching

POSITIVE IMPACT BECAUSE OF:

>Alumni Network and Ongoing Support

>Diversity and Inclusion Initiatives

>Opportunities for Leadership Development

>Exposure to Emerging Technologies and Trends

>Work-Life Balance and Mental Health Support

BENEFITS OF MENTORING:

>Personal and Professional Growth
>Goal Achievement
>Skill Development
>Increased Confidence
>Expanded Network
>Knowledge Transfer
>Enhanced Career Opportunities
>Increased Job Satisfaction
>Promotes Collaboration
>Mutual Learning

HOW TO START?

ACADEMIC EXPERIENCE | STUDENTS:

>undergraduate students from underrepresented groups with mentors who are faculty, staff, or alumni
>first-year students with more experienced students, faculty, and staff
>students with trained peer mentors who offer guidance on academic and personal issues
>undergraduates with graduate student mentors

MENTORING MODELS | STUDENTS:

>Regular check-ins, structured goal-setting, and focus on both personal and professional growth

>Peer and faculty mentorship with a focus on easing the transition into academic life and building a support network

>Peer-to-peer mentoring with a focus on emotional and social support, mental health, and personal development

>Graduate student mentors providing small group and one-on-one guidance with an emphasis on academic and career exploration

ACADEMIC EXPERIENCE | PERSONNEL:

>diversity and excellence in faculty through mentoring, particularly supporting women and underrepresented groups

>junior faculty members with senior mentors

>department-driven, meaning each department tailors the mentoring experience based on specific needs

MENTORING MODELS | PERSONNEL:

>Structured, diversity-focused mentoring with support for both career and personal development

>individual mentorship, workshops, and networking opportunities for faculty at different career stages

>Formal mentoring with peer groups and individual mentoring focusing on research and tenure support

>Department-specific mentoring with a focus on tenure-track success, career development, and tailored goals

MENTORING ASSESSMENT 1/3:

INDIVIDUALLY REFLECT ON THE FOLLOWING QUESTIONS (5MIN):

>Which mentoring benefit resonates with you the most? Why?
>Have you experienced any of these benefits in the past? If so, how
>did it impact your academic career?
>Which benefit would you like to experience more of in your career?
Would you prefer to be a mentor or a mentee to achieve this benefit?

MENTORING ASSESSMENT 2/3:

CREATE YOUR ACTIONABLE MENTORING PLAN (10 MINUTES):

>Actions / next steps based on what are your needs / goals.

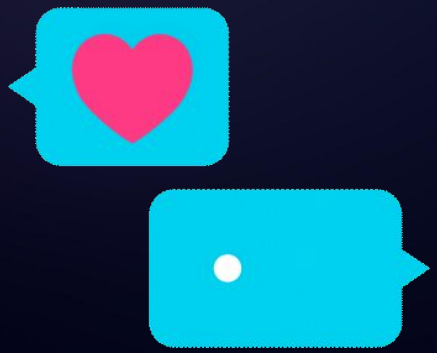
MENTORING ASSESSMENT 3/3:

SHARE YOUR ACTION PLAN (10 MINUTES):

>Pair up and share your actionable mentoring plan with each

>Please offer feedback & suggestions

THANK YOU!



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