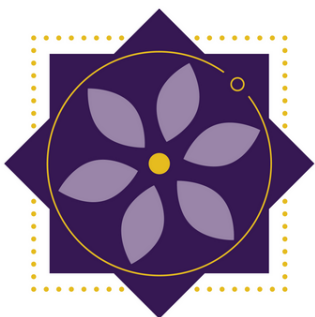


Impact Report

2020 - 2021


PENTA
by
SHE SPEAKS
SCIENCE



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01

Mission & Vision




**"I BELIEVE MORE IN
MY DREAMS THAN
IN MY FEARS"**

PEJU ADEBAJU,
PENTA MENTOR

PENTA is She Speaks Science's mentorship programme. It aims to build a community of empowered women and girls by providing them guidance and support at various stages of their STEM journey. Its unique two-way mentorship model means that each participant mentors and gets mentored in an interactive one-to-one environment.

AT PENTA WE BELIEVE IN THE POWER OF COMMUNITY. OUR MENTORSHIP MODEL ENCOURAGES CONVERSATIONS BETWEEN DIFFERENT AGE GROUPS, FOSTERS THE CONCEPT OF TAKING AND GIVING BACK, AND ENHANCES THE IDEA THAT WHOEVER SHE IS, SOMEONE IS LOOKING UP TO HER. THIS GIVES PENTA MEMBERS A SENSE OF AGENCY AND RESPONSIBILITY TOWARDS HER COMMUNITY.

A gamified aspect of PENTA is that it makes an analogy between a career journey and a journey to Mars. So the programme stages follow those of a space mission and participants are considered as space travellers, or a crew.



**"IF YOU DON'T FALL
DOWN, YOU'RE NOT
LEARNING
ANYTHING"**

BELINDA WILKES,
PENTA MENTOR

Cohort 1 DEMOGRAPHICS

02



5 REGIONS

5 CAREER STAGES

5 MONTHS

33 EMPOWERED
WOMEN

PENTA by She Speaks Science

The first PENTA cohort launched in 2021 on 11 Feb, International Day of Women & Girls in Science.

33 **women and girls** were selected out of 260+ applicants from across the globe.

23 **countries** were represented: Ethiopia, Nigeria, South Africa, Ghana, India, Malaysia, Palestine, Lebanon, Morocco, Turkey, UK, USA, Canada, Russia, Romania, Bosnia, Lithuania, Bolivia, Mexico, Trinidad and Tobago, Colombia, Chile, and Brazil.

Designed as a 5 by 5 matrix, it has 5 different streams (Africa, Latin America, Middle East, US & Europe, Asia) and within each stream there are 5 tiers (executive, professional, university student, high schooler, schooler). It runs online for 5 months. PENTA Participants attend a monthly meeting and meet their mentee and mentor each at least once a month.



02

Cohort 1 DEMOGRAPHICS



Distribution of the PENTA crew geographically (map above), and according to the five different streams and tiers (chart below).

Tiers Streams	Tier 1 Executive (Admiral)	Tier 2 Professional (Captain)	Tier 3 University student (Officer)	Tier 4 High schooler (Astronaut)	Tier 5 Middle schooler (Cadet)
Latina	1	3	1	1	0
Arab	1	0	0	1	1
African	1	2	2	2	1
Asian	1	0	2	3	1
European	1	2	2	0	4

PENTA Stages

03

PENTA has five stages and runs for five months. Each month, the crew attends an event where two keynote speakers discuss topics relevant to that stage.

Launch phase: launching your career (eg. stereotype threat, leadership)
Jettison phase: letting go of what holds you back (eg. imposter syndrome)
Cruise phase: building your profile (eg. visibility, confidence-building)
Landing phase: landing the job of your dreams (eg. career pathways)
Exploration phase: exploring your future (eg. balanced life and career)

TEAM

LYNN WAHAB, Social Data Scientist, University of Oxford
Programme Manager

DR GHINA M. HALABI, Astrophysicist, University of Cambridge
Executive Director



04

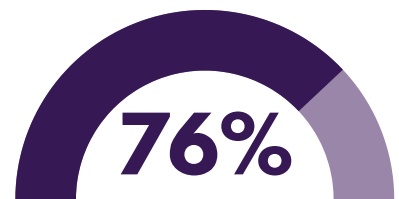
Impact DATA



100%
Believe PENTA met
their expectations



100%
Recommend PENTA to
colleagues



76%
Learned valuable
information about
other cultures

When asked about their cultural experience, **76%** believe they learned something valuable about those from other cultures, **24%** answered 'maybe'. All participants said that PENTA has met their expectations and would recommend it to colleagues.

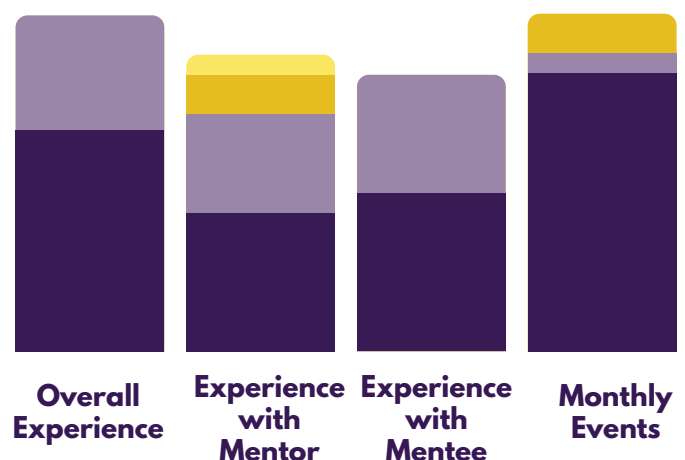
■ 5 ■ 4 ■ 3 ■ 2
5 (excellent) – 1 (poor)

66% rated their overall experience 5

82% rated the experience with their mentor 5 or 4

100% rated the experience with their mentee 5 or 4

83% rated the monthly events 5



Impact HIGHLIGHTS

04

Participant feedback revealed recurrent themes that helped PENTA members:

1 **Becoming more comfortable with possible career changes even late into a career path**

2 **Recognising that breaks are healthy and it's okay to not know immediately what to do next**

3 **Gaining confidence in applying for new positions because any risk not taken is a chance lost**

4 **Valuing personal life as well as careers - academic success being only part of her identity**



04

Impact WHAT SHE SAYS



"I'm a lot more **confident** because of PENTA. I'm not sitting back anymore because I'm a young female, but instead I'm saying **I can and should** do this and my ideas are good enough."

Jamy-Lee Bam, Data Scientist, Cape Town

"I believed that I was the only one facing numerous challenges as I progressed in my career, but PENTA helped me realise that every successful woman has faced the same during their life, and these obstacles only help us **grow**"

Paarmita Pandey, Physics Masters student, India

"PENTA will be an **unforgettable** journey for me. I've met so many wonderful and **inspiring** women who have taught me so much about both life and careers."

Nesibe Feyza Dogan, Highschool student, Netherlands