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She.Can.STEM Program

Developing the future generation of female leaders in STEM

Deloitte Cyprus

MAKING AN IMPACT THAT MATTERS since 1845

‘Don’t let anyone rob you of your imagination, your creativity, or your curiosity. It’s your place in the world; it’s your life. Go on and do all you can with it, and make it the life you want to live.’

Mae Jemison, first African American woman astronaut in space

Preamble

Women in STEM

The facts

In Cyprus, 5 times more men (29%) than women (6%) work in Science, Technology, Engineering and Mathematics (STEM) occupations

Gender stereotypes
STEM fields are often viewed as masculine, and teachers or parents often underestimate girls' math or technology abilities, starting as early as preschool.

Culture
Because fewer women study and work in STEM, these fields tend to perpetuate inflexible, exclusionary, male-dominated cultures that are not supportive of or attractive to women and minorities.

Diversity makes science better
Gender diversity may broaden the viewpoints and areas explored by researchers, allowing greater potential for new discoveries. Without women and other underrepresented groups in science, the world may miss out on valuable innovations and ideas that alternate perspectives bring to the table.

Address and face the issue
To address this issue and to build a stronger and brighter future, firms need to encourage and nurture the diversity women have to offer and promote their participation.

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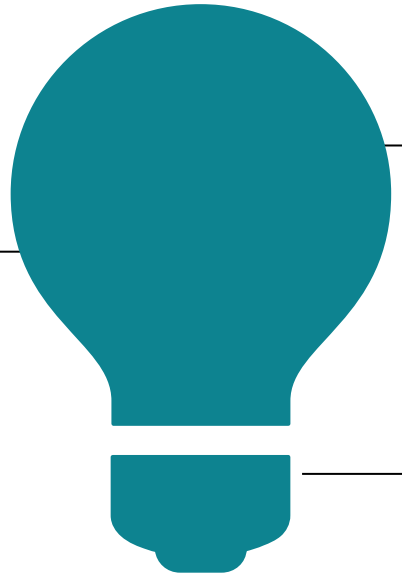
Women in STEM

The facts - FeSTEM Survey [Female Empowerment in Science, Technology, Engineering and Mathematics in Higher Education]

Perceptions about challenges in STEM industry:

The top three career challenges for women in STEM industry are:

- **Work-life balance (56%)**
- **Lack of acknowledgement or recognition from superiors (39%)**
- **STEM misconceptions/stereotypes (33%)**



women's credibility is undermined because of their gender (44%)

women in STEM professions are being held back from becoming industry leaders (53%)

more than half (57%) agree that there is **pay gap between male and female workers in STEM industry**

'**Numerical inequality** between men and women in STEM is a fact. **Social stereotypes** considering women to be role-models as "mothers" set obstacles to the professional promotion of women. Therefore, inequality is indeed a social issue. **Women are paid and rewarded less** in comparison to their male counterparts. Social perception changes need to take place, to overcome the inequalities.'

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Women in STEM

Our mandate

Technology, one of the STEM fields, is the heart of innovation. It enables global transformations. It connects us – at work and in our personal lives, every second of every day.

A few decades ago, women were at the forefront of technology and research: the world's first computer programmer, the inventor of the first language-based computer program and the creator of STP (Straight Through Processing), were all women.

Today, fewer and fewer girls are studying technology and other STEM related degrees, or see themselves working in this field; an area that, more than any other, will shape and design the future. A future we will all share together. STEM does not have a gender; it needs a multitude of individual and diverse voices.

Bringing talented women into STEM fields is important to us. We believe it is our collective responsibility to inspire more young girls (and boys) to take control, and influence their futures, and solve the problems of tomorrow through the science and creativity of technology.

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Women in STEM

Our inclusive culture

At Deloitte, our women are leaders. We believe in equity, equality, sisterhood, well-being, and inspirational unstoppable growth.

Our inclusive culture inspires us to try new things, speak openly, and be bold. It brings us together in ways that help us stand out. From the moment our people walk in the door through each development opportunity, they can deepen their knowledge and understanding of our culture and their role in advancing it.

Enhancing workforce diversity and fostering inclusive growth is top of mind for Deloitte, which is why we've developed the **She.Can.STEM Program.**

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She.Can.STEM Program

Overview

She.Can.STEM Program

Separate sub-programs respective to specific educational levels

She.Can.STEM **Internship** Program

Who is this program for?

Female students in secondary education.

Click here to learn more.

She.Can.STEM **Mentoring** Program

Who is this program for?

Female university students.

Click here to learn more.

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She.Can.STEM Internship Program

She.Can.STEM **Internship** Program

Overview

We thought – why should we be *telling* you what a career in STEM is like, when you can *experience it* first-hand?

WHO is this for

Female students in **secondary education in Cyprus**, who are interested in pursuing careers in STEM-related fields.

Specifically, we welcome applications from students who are:

- Public Lyceums: Year 2 or 3 (at least 16 years of age)
- Private Schools: Year 5 or 6, 7 (at least 16 years of age)
- Fluency in the Greek language

WHAT it involves

Paid program, with duration of **2 weeks** over July

Work experience across our STEM-related service lines *(specific departments depending on location)*

Personal development workshops

Hear from our **guest speakers**, as well as our **experienced professionals**

Places available at our **Nicosia** or **Limassol** offices

WHY participate

- You'll get to see the work that our teams do in the real world, and see if a career in STEM sparks your interest!
- Build your confidence.
- Develop key business and technical skills, boosting your employability.
- Enrich your resume. Personal branding is important. Showcasing your efforts towards personal and career development outside of study requirements is an awesome way to demonstrate your willingness to learn!
- Discover different career paths and understand first-hand the exciting opportunities we have for you at Deloitte.
- Uncover the impact Deloitte is making in this space.
- Be inspired!

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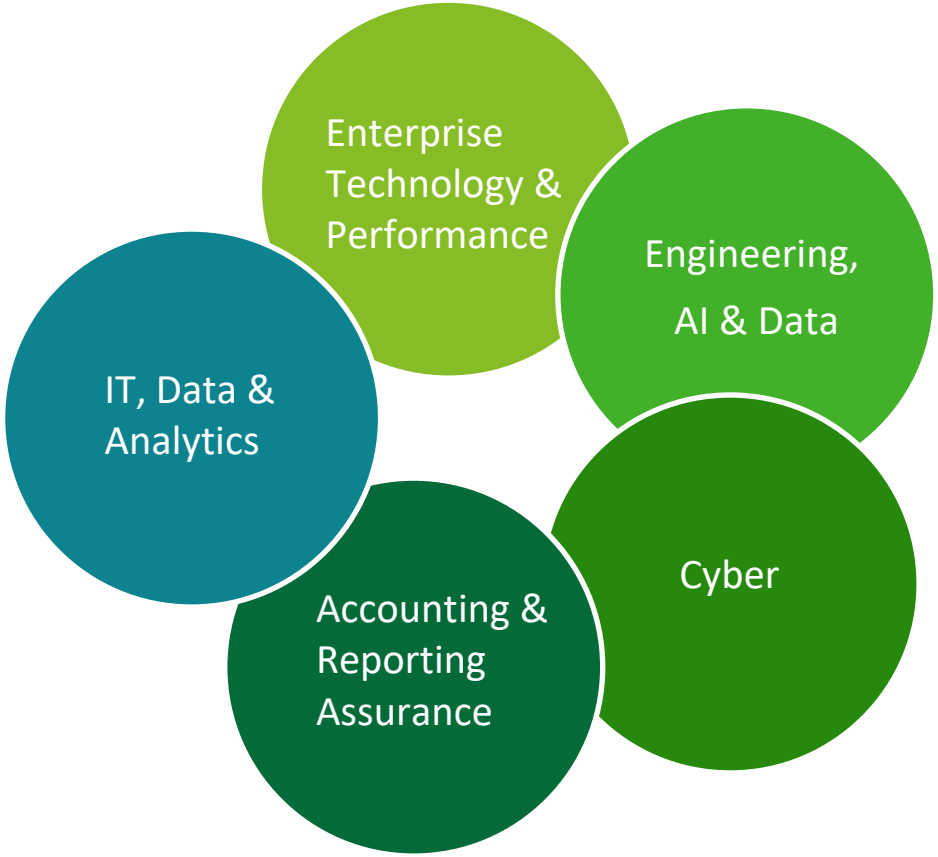
She.Can.STEM **Internship** Program

Explore your fit

The impact you'll make through your career begins by finding work that inspires you and puts your strengths front and centre. We have several STEM-related fields for you to explore, depending on the office at which you will complete the internship program.



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She.Can.STEM **Internship** Program

Application and selection process

We look for empowered and inspired girls who are ready to make the change. We want leaders, and we will help you turn your leadership skills into valued contributions!

Personality matters!

While grades are important, to make the most of this opportunity and flourish in your career, additional factors come into play! We are looking for:

- A high level of self-motivation and commitment
- Creative thinking and the mindset that anything is possible
- Flexibility, resilience and intellectual curiosity
- Ability to collaborate and work well within a team environment
- Passion!

Application and selection process

The application cycle for this program commences **every January.**

- **Step 1:** Send your **motivational letter** in Greek or English *(profile of yourself; interests; what motivates you to participate in this program; your academic performance; what makes you stand out)* to hrcy@deloitte.com, stating the name of the program in the subject of the email.
- **Step 2:** Upon receipt of your email, we will provide you with a **Consent Form**, to be signed by your parent/legal guardian, granting their permission for you to participate in the program, provided you successfully complete the assessment process and are accepted into the program.
- **Step 3**: Shortlisted students will be invited to a short interview with Deloitte professionals.

Limited places available!

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She.Can.STEM Mentoring Program

She.Can.STEM **Mentoring** Program

Overview

Take part in tailored, one-to-one mentoring sessions with Deloitte professionals!

WHO is this for

Female **university** students, who are Cypriot citizens and who are pursuing undergraduate or postgraduate STEM degrees.

WHAT it involves

This program connects university students with Deloitte professionals, through a mentoring relationship which:

- Has a duration of **9 months (January - October**), through **1-hour sessions** on a monthly basis
- Supports students along their skills building and employability journeys, addressing life, career and/or academic goals

Deloitte mentors will expose the mentees to the world of work, support them in setting and pursuing educational journeys or entering the job market, providing academic and career advice, and act as supporting soundboards to mentees. At the same time, every mentoring relationship will be different and tailored to each student.

WHY participate

- Gain work and career insights.
- Receive career advice and individual guidance from experts in the field.
- Improve your communication skills and confidence in a professional sector.
- Be further connected to the local STEM community.
- Boost your employability.
- Be inspired!
- Opportunity to be offered a place in our Tech-D Internship Program.

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She.Can.STEM **Mentoring** Program

Application and selection process

We look for empowered and inspired girls who are ready to make the change. We want leaders, and we will help you turn your leadership skills into valued contributions!

Personality matters!

While grades are important, to make the most of this opportunity and flourish in your career, additional factors come into play! We are looking for:

- A high level of self-motivation and commitment
- Creative thinking and the mindset that anything is possible
- Flexibility, resilience and intellectual curiosity
- Ability to collaborate and work well within a team environment
- Demonstrated leadership, creative problem solving and strong verbal and written communication skills
- Natural curiosity and inquisitiveness coupled with and independent and proactive mindset
- Accountability, integrity and responsibility

Application and selection process

- **Step 1: Between 05 October – 13 December 2026:** Send your **CV, latest transcript** and **motivational letter** to hrcy@deloitte.com, stating the name of the program in the subject of the email.
- **Step 2:** Shortlisted students will be invited to a short interview with Deloitte professionals.

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