



## **The ESWN network as a platform to increase international collaboration between women in the Earth Sciences**

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The Earth Science Women's Network (ESWN; ESWNOnline.org) is an international peer-mentoring network of women in the Earth Sciences, many in the early stages of their careers. ESWN's mission is to promote career development, build community, provide opportunities for informal mentoring and support, and facilitate professional collaborations. This has been accomplished via email and a listserv, on Facebook, at in-person networking events, and at professional development workshops. In an effort to facilitate international connections among women in the Earth Sciences, ESWN has developed a password protected community webpage supported by AGU and a National Science Foundation ADVANCE grant where members can create an online presence and interact with each other. For example, groups help women to connect with co-workers or center around a vast array of topics ranging from research interests, funding opportunities, work-life balance, teaching, scientific methods, and searching for a job to specific challenges faced by women in the earth sciences. Members can search past discussions and share documents like examples of research statements, useful interview materials, or model recommendation letters. Over the last 10 years, ESWN has grown by word of mouth to include more than 1600 members working on all 7 continents.

ESWN also offers professional development workshops at major geologic conferences around the world and at ESWN-hosted workshops mostly exclusively throughout the United States. In 2014, ESWN offers a two day international workshop on communication and networking skills and career development. Women working in all disciplines of Earth Sciences from later PhD level up to junior professors in Europe are invited to the workshop that will be held in Kiel, Germany. The workshop offers participants an individual personality assessment and aims at providing participants with improved communication and networking skills. The second focus will be to teach them how to use them successfully to empower women working in Earth Sciences to critically reflect their career path and help them to successfully progress into leadership positions. The workshop will be complemented with a panel discussion involving women at different steps of their careers including role models on the academic and non-academic career track.