

Winternship Program Participant Expectations

The Winternship Program allows you the opportunity to begin your journey as a new professional by launching your career in tech. We want to support you in this journey. In order to do that effectively and efficiently, we have a couple of expectations for you, and some you can have for us.

What we expect from you:

- Be representatives of WiTNY each and every day of your Winternship.
 - Every time you leave for your company host site, you are representing yourself, but also your host company, WiTNY, and your fellow Winterns.
 - Conduct yourself in a way that makes other students want to be Winterns and companies to take Winterns!
- Be fully present during orientation and through each day of work - on time, participating, and focused.
 - We value our time with you. Your company values it's time with you. And your teammates value their time with you. That means:
 - Show up on time, every single day.
 - Really listen to people when they speak to you - Not everyone you will be working with is a digital native.
- Complete our surveys.
 - Listen, we know we're sending you a lot of surveys! But your information helps us improve the program in real time.
 - Pre-session activities or deliverables
 - Post-session surveys
 - Post-program surveys
- Communicate!
 - We use Slack and email to communicate. We expect:
 - That everyone responds to messages in a timely manner (You can expect that of us, too!)
 - That messages in Slack stay appropriate (PG) and on-topic for any given channel.

- That participants let us know as soon as possible if things go off the rails - whether that means being late, a problem in a team, or anything else.
- Be willing to mess up in the pursuit of growth.
 - We're going to ask you to try out things that may be totally new to you, and we ask that you take those risks bravely. Failure is just an opportunity to learn and try again in a new way.

What you can expect from your Program Coordinators, Facilitators, and WiTNY:

- Full attention and engagement in your success in this program.
 - We are here for you. You can expect that we will be responsive to emails and inquiries, supportive of your goals to the best of our ability, and consistent in our messaging and intent.
- Maintain open lines of communication and support
 - We aim to affirm first in moments of challenge, to validate your lived experiences, and to be a resource and an ear when you need assistance. We will ask you for feedback and ask for your input as we work to do a better job supporting your goals. We will provide all of the information we can to help you make the most of your Winternship experience.
- Challenge you to think and go further.
 - We are going to push you to be braver, to take risks, to see yourself in your best light. We will ask you to put yourself in situations just uncomfortable enough to catalyze growth, and be there to encourage you to take advantage of those opportunities.
- Advocate for you.
 - When it comes down to it, we want you to succeed. When you hit roadblocks, we will do everything we can to knock them down. When you need a champion, we will do our best to be in your corner. Our priority is you, not your company host.