



Case Study - Women in Tech Cyprus Mentorship Programme – Tackling Gender Bias through Community Empowerment, Women in Tech® Cyprus

WP 2

Activity 1 (Cases)

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Case Card

Name/ title of case study Organization/institution name:	Women in Tech Cyprus Mentorship Programme – Tackling Gender Bias through Community Empowerment, Women in Tech@ Cyprus
Location:	Cyprus
Size and scale of organization:	Small
Industry/Sector:	Gender Equality / Education & Technology
Contact info (for follow up, if available):	Cyprus Team cyprus@women-in-tech.org
Additional details:	Women in Tech Cyprus is part of a global movement promoting diversity and inclusion in the tech sector, with a strong local focus on mentorship, networking, and education. Their actions exemplify bottom-up approaches in addressing structural inequalities in high-growth industries.
Sources of information/References:	<ul style="list-style-type: none"> • LinkedIn https://www.linkedin.com/showcase/womenintechcyprus/about/ • Internal correspondence with Women in Tech Cyprus representative Gala (July 2025) • Women in Tech official website: https://women-in-tech.org

Case Data/Content

<p>The bias illustrated in this case:</p>	<p>Gender bias, particularly the underrepresentation of women in leadership and technical roles within the ICT/STEM sectors.</p>
<p>Context and specifics of the bias present:</p>	<p>Despite increasing global attention, the tech industry, including in Cyprus, continues to demonstrate structural gender disparities. These include low female participation in technical and leadership positions, gendered recruitment and promotion practices, limited visibility of women as role models, and inadequate access to mentorship and professional networks. Early disengagement of girls from STEM pathways exacerbates the issue, resulting in long-term gaps in inclusion and retention.</p>
<p>Why this case matters:</p>	<p>This case exemplifies a highly replicable and community-led approach to addressing gender bias in a sector characterized by exclusionary patterns. The mentorship model promotes genuine inclusion, peer support, and long-term empowerment, aligning with Erasmus+ objectives on equity and inclusive education.</p>
<p>Action Plan - methods and strategies used to address the bias:</p>	<ul style="list-style-type: none"> • Creation of a safe, inclusive environment for women across various career stages • Ongoing 1:1 mentorship (in-person and online) to support women at different career stages (mentors/mentees) • Public events and community meetups to increase visibility of women in tech • Participation in national initiatives such as the Women in STEAM Forum • Active social media presence used to share opportunities (e.g., training, funding, events) • Open calls that specifically target women entering the field or shifting into tech careers • Use of networking and capacity-building events to sustain engagement and community growth
<p>Measurable outcomes and impact:</p>	<p>Women in Tech Cyprus has demonstrated significant reach and community engagement through both digital and in-person activities:</p> <ul style="list-style-type: none"> • Over 2,200 followers on LinkedIn, used as a primary platform for visibility, outreach, and sharing opportunities



	<ul style="list-style-type: none">• A chat community with 620+ active members, fostering continuous peer-to-peer exchange• An email list of more than 1,000 contacts, used to promote events, programmes, and opportunities• Organisation of over 20 meetups and public events, offering networking, learning, and inspiration• An ongoing mentorship programme, flexibly supporting participants as challenges arise• Recognised as one of the largest and most active women-in-tech communities in Cyprus• Collection of numerous personal testimonials and feedback, indicating the initiative's empowering impact on participants and its value in building a sense of belonging
Key lessons learned:	<p>The experience of Women in Tech Cyprus highlights several key insights relevant to inclusive community-building and long-term sustainability:</p> <ul style="list-style-type: none">• The strong and immediate response to the initiative demonstrated a clear gap and need for safe, inclusive spaces for women in tech.• Communities are powerful drivers of inclusion, offering mutual support and amplifying the message that individuals are not alone in facing gender-based barriers.• Engagement and visibility, especially through events, mentorship, and digital platforms, are essential for building confidence and momentum.• Institutional recognition (e.g., support from the President of Cyprus and other national figures) significantly enhances credibility and outreach.• There is a pressing need for a centralised platform to showcase actions, initiatives, and relevant government updates, improving access to information and visibility for grassroots efforts.• Sustainability is a challenge without stable funding; although the initiative has benefited from private sponsors, long-term planning remains difficult without predictable resources.• Partnerships are essential: NGOs and communities rely heavily on collaborations for access to venues, equipment, and logistical support.• The initiative confirmed that even small, well-designed actions can catalyse broader change, especially when embedded in a strong, values-driven network.• Finally, while progress has been made, there is still much work to be done to ensure gender equality in the tech sector, underscoring the importance of continued commitment and collective action.



Other info/notes:	Women in Tech Cyprus continues to evolve as a powerful force for gender equality in the digital era, demonstrating how community-driven models can foster systemic transformation, even in the absence of consistent funding.
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