The Problems

- Muslim women face unique challenges in accessing competitive career paths due to the intersection of multiple biases, including those related to race, gender, and religion. This creates a significant barrier to their professional advancement and limits their opportunities for growth and success.

- Despite their academic achievements, Muslim women often face significant barriers to employment in managerial and professional roles. This disparity highlights the systemic challenges they encounter in the job market.

- A lot of women realize only later in life that there are people out there to help and guide them, specially other muslim women that went through similar challenges.

- We have access to a valuable resource in the form of the TS member database. However, the current presentation and security measures leave room for improvement.

Let's explore how we can enhance the database's accessibility and protection to better serve our members.

The solutions

Create a platform for muslim women in Tech around the world

- That promotes networking and mentorship among muslim women.
- Where muslim women can browse members of the platform to quickly find other women and connect with them
- Where they can request for a mentorship with a specific mentor online

Alternative mentoring platforms

TS sister community : not automated process, and time consuming.

Women Muslim Connect : not automated process

Aziz Foundation : target audience : not only targeted at women

Mentorwise : target audience : not only targeted at women

Features

- Resources promoting the benefits of mentorship

- User signup and login

- A searchable database of mentors, with filters for skills, interests, and location.

- A messaging system for mentors and mentees to communicate with each other.

- A calendar for scheduling meetings and events.

- Resources and tools for mentors and mentees to use in their mentoring relationships.

Research and planning

Identify target audience: Define the specific needs and goals of the Muslim women we want to serve with this platform.

Conduct market research: Analyze existing mentorship platforms, identify gaps, and learn from successful models.

Define platform features: Determine the core features that will be essential for the platform, such as:

- Searchable mentor and mentee database

- Messaging system

- Calendar for scheduling meetings

- Resource library

Develop a project timeline: Create a realistic timeline for the development and launch of the platform.

Technical development

Choose technology stack: Select appropriate programming languages, frameworks, and tools for building the platform.

Design user interface: Create an intuitive and user-friendly interface for both mentors and mentees.

Develop core features: Implement the essential features of the platform, such as:

- User registration and profile creation

- Mentor and mentee matching algorithm

- Secure messaging system

- Calendar integration

- Resource library

Test and debug: Thoroughly test the platform to identify and fix any bugs or issues.

Launch and maintenance

- **Soft launch:** Gradually roll out the platform to a limited number of users to gather feedback and make improvements.

- **Official launch:** Launch the platform to the public with a comprehensive marketing campaign.

- **Monitor and maintain:** Continuously monitor the platform's performance and make necessary updates and improvements.

- **Provide ongoing support:** Offer technical support and guidance to users.

By following this plan of work, we can create a valuable mentorship platform that empowers Muslim women to achieve their full potential.

Content creation

Create high-quality content: Develop informative and engaging content, such as blog posts, articles, and videos, to attract and educate users.

Build a strong online presence: Utilize social media and other digital marketing channels to promote the platform and reach the target audience.

Collaborate with influencers: Partner with influential Muslim women in tech to increase visibility and credibility.

Plan of work for the building phase

- Priority features :

    - Home page, with content to promote mentorship (present the benefits of mentorship for muslim women, testimony of mentees)

    - Mentor browsing page (use an existing database or create a sample one)

    - Use mentee information to suggest a suitable match (develop a method to find best match for a given mentee)

    - Messaging system (needs to be defined, eg opens local email app to send an email)

- Define database

- Create wireframes

- Define design and layout

- Create tasks from wireframes

- Tech stack chosen :

    - Front end : React with Bootstrap-React

    - Backend : ExpressJS

    - Database : SQLite

    - Unit testing framework : Jest

- If possible ask for feedback from the community

Low priority features

- User sign up and log in

- Calendar for scheduling meetings,

- Resources and tools for mentors and mentees to use in their mentoring relationships.

Roles and Responsibilities

- Sis Sadiya - Mentor

- Shakirat - Data Analyst

- Mimi - Designer

- Betul - Project Manager

- Anum - Developer

- Habso - Developer

Risks and Mitigation

Risk: Unauthorized access to personal information of mentors and mentees.

    Mitigation:

- Implement robust security measures, including strong password encryption, firewalls, and regular security audits.
- Adhere to strict data privacy regulations like GDPR and CCPA.
- Educate users about best practices for online security, such as avoiding sharing sensitive information.

Risk: Mentors and mentees may experience online harassment or abuse.

    Mitigation:

- Develop clear community guidelines and moderation policies.
- Provide reporting mechanisms for users to flag inappropriate behavior.
- Implement tools to filter out harmful content and block abusive users.

Risks and Mitigation Continued

Risk: Low participation and engagement from mentors and mentees.

Mitigation:

- Create a welcoming and inclusive community culture.
- Offer incentives and rewards for active participation.
- Regularly promote the platform and its benefits.

Risk: Platform malfunctions or technical difficulties.

Mitigation:

- Thoroughly test the platform before launch.
- Have a dedicated team to monitor and maintain the platform.
- Implement a reliable backup system.

By carefully considering these risks and implementing appropriate mitigation strategies, we can create a safe, secure, and effective mentorship platform for Muslim women.

Risks and Mitigation Continued - Building phase

Risk: Technical difficulties implementing the website

Mitigation:

- Support each other
- Ask our mentor

Risk: Not completing the website on time

Mitigation:

- Prioritize features to implement
- Divide work between team members$
- Schedule google meeting regularly, and communication through whatsapp group