



ExxonMobil LSU Diversity Scholar & Student Cedric Witkowski (center) with program mentors (from left) Abdou Ndiaye, Eric Valenciano, Baraynia Robillard and Keith Silvio

EXXONMOBIL BATON ROUGE

** Comments provided by Abdou Ndiaye, ExxonMobil employee and ExxonMobil LSU Diversity Scholars Program mentor.*

WHAT IS THE EXXONMOBIL LSU DIVERSITY SCHOLARS PROGRAM? ExxonMobil has funded this program at LSU since 2003 with the goals of attracting more minority students in the College of Engineering, creating a network of mentoring support from career professionals, and increasing retention, graduation and employment rates for the College of Engineering.

HOW DID YOU GET STARTED IN MENTORSHIP? Having a college mentor changed my outlook on my career. At ExxonMobil, I was on the Black Employee Success Team, and I helped match mentors and mentees to integrate new employees into the culture. I wanted to give back outside

of ExxonMobil, so I became a part of the Diversity Scholars program.

WHAT IS YOUR ADVICE FOR ASPIRING MENTORS? Put yourself out there. Mentoring is all about helping to overcome obstacles. It's important to build a network. Join employee resource groups and participate in groups like the Baton Rouge Youth Coalition.

HOW CAN OTHERS BE CHAMPIONS OF DIVERSITY? Diversity can include the way you think or behave, not only how you look. Ask yourself how you can make a difference in someone's life and empower them. Reach out to those people and become their ally. Act with empathy and create an environment of inclusion. It may

be uncomfortable at first, but having the will to empower others is championing diversity.

(TO MENTEE CEDRIC WITKOWSKI) HOW HAS THE EXXONMOBIL LSU DIVERSITY SCHOLARS PROGRAM HELPED YOU? It has been great. I was selected to join the program last year and was connected with my mentor Keith Silvio. He has been instrumental helping me with questions, my resume and interviews. I have been given many opportunities to make meaningful connections through the program and have been able to meet people who have a positive influence on my career development. I received an internship offer from ExxonMobil for this summer and am excited to apply classroom learning to real world applications.