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| **S3. EQUALS Her Digital Skills e-Mentoring Program**  **Michelle Settecase** |
| Reviewer 1:  Please describe briefly the contribution of this paper.  Introducing Her Digital Skills program and how they lead to greater personal resilience and self-advocacy for women's career  Please share at least one strength of this paper.  Great quotes, actual program was initiated and conducted, pertinent to the theme of the report.     * Yes, the paper presents a novel or rarely examined aspect related to the gender digital divide. * Yes, the paper offers a deep and insightful analysis of the chosen topic. * Yes, the paper is very clear and easy to understand for a non-expert reader. * Yes, the recommendations are clearly stated, practical, and can be easily implemented.   **Recommendation:**  **Accept with minor revisions**  Comments:  This case study discusses Her Digital Skills e-Mentoring program. The case study is well written and provides a thorough understanding of the mentoring program.  Some revisions are required:  It would be great if the authors can further elaborate on how the HDS is organized and ran in addition to having mentor and mentee program. How these mentees and mentors were matched, how the program was marketed, and how the participants were chosen can also be explained a little further.  I appreciate how the authors have included the quotes from the participants, but it would be great if the authors can link ICT/gender and the quotes. The quotes are empowering, and I think they can be elaborated on to be more relevant to the main theme of the report.  I ask the authors to provide a concluding paragraph at the end rather than ending the manuscript with a quote. This can include recommendations for the future, some other initiatives that may be needed to further bolster the HDS program. |
| Reviewer 2:  Please describe briefly the contribution of this paper.  The case study presents the Equals Her Digital Skills e-mentoring program, delineating the fundamental pillars and its operationalization. The author outlines the topics addressed by the program and presents the findings from feedback assessments. This piece contributes to the dissemination of the mentoring program, which is designed to address the digital gender divide through the development of soft and digital skills.  Please share at least one strength of this paper.  The case study is relevant because it disseminates the Equals Her Digital Skills e-mentoring program. Beyond presenting it, the text addresses feedback data from mentees.     * The paper examines a known aspect of the gender digital divide but offers a fresh perspective or analysis. * Yes, the paper offers a deep and insightful analysis of the chosen topic. * Yes, the paper is very clear and easy to understand for a non-expert reader. * The paper does not provide recommendations.   **Recommendation:**  **Accept with minor revisions**  Comments:  The following comments are intended to assist the author in enhancing the quality of the submitted piece. Firstly, I suggest providing further details on the manner of integration of the three programs, their respective objectives, and their contribution to the achievement of the main program's objectives. Furthermore, it is important to determine whether the gamification platform is a component of the program. If so, the same level of detail should be provided as for the other programs. Additionally, it would be valuable to delineate the target audience of the HDS e-Mentoring program, including but not limited to age range, country of origin, educational background, and career level.  It would also be beneficial to present further information regarding the data (for example: when and how is it collected? Is it mandatory be answered by mentees? Is there any assessment designed for mentors?) and the list of countries included in the text (for example: why those countries?). Additionally, more detailed analyses could be presented, such as data by country or other relevant breakdowns.  Finally, it is recommended to include information on the challenges faced in the program, the lessons learned, the weaknesses that are not covered by HDS e-Mentoring program and that could be addressed by other initiatives, and any planned next steps. |
| Editor’s comments:  Based on the proposed comments, Accept with Minor Revisions would be the most appropriate disposition. The authors are required to revise the case study and address the comments one by one. In particular, I ask the authors to address the comments by Reviewer 2 on the data, which is lacking in the current version of the manuscript. |
| Managing Editor’s comments:  Please label each figure and table with the number/sequence, a title, and sources underneath if they are not originally created in this manuscript. |