Gender, employers and academia; what we can do across STEM to increase women's participation?

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Economy

73%

of women who study STEM leave the sector

£170 million

is the annual worth of women to STEM

Skills

Scotland needs 120,000 more engineers by 2020 and estimates tell us there will be 10,000 vacant jobs in tech over the next decade

Equality

The majority of jobs in the future will require STEM qualifications. Without change, we lock women out of these jobs

HIGHER EDUCATION

In Scottish universities far fewer women than men study STEM subjects.

Scottish Undergraduate Figures:

Computer Studies
82% Men

Architecture Building and Planning
68% Men

Engineering and Technology
84% Men

WORKING LIFE

Women with STEM qualifications are three times less likely to be in working in STEM roles than men.

STEM Apprenticeships uptake 2015-2016:

Construction
99% Men

Engineering
94% Men

Information & Communication Technologies
82% Men

What we do at Equate Scotland:

With Women	With Employers	With Academia
One-one development Student champions CPD Workshops Placements Returnships	Culture change Training on e&d Flexible working Positive action support	Support with GAP Development of strategies E&D in curriculum

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What can we do in academia?

Colleges	Universities
Female under-representation	
Construction (general)	Architecture, Building and Planning
Building/Construction Operations	Engineering
Building Services	Technologies
Engineering/Technology (general)	Computer Sciences
Mechanical Engineering	
Electrical Engineering	
IT: Comp Science/Programming/Systems	
Vehicle Maintenance/Repair	
Male under-representation	
Child Care Services	Social Studies
Hair/Personal Care Services	Nursing
	Training teachers
	Psychology

What can we do in academia?

Within an institution's infrastructure:

- Equality and Diversity training for all managers
- Tackling unconscious bias in recruitment and admissions
- Making the GAP a positive, transparent and open process
- Ensuring progression routes for women staff are clear and supported
- Flexible working opportunities

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What can we do in academia?

Within a subject curriculum:

- 50% women on reading lists
- Women role models from sectors invited in to talk to classes
- Site visits and work experience embedded in courses
- Positive action courses
- Real vs ad hoc interventions with schools
- Changing our language – is it really an essential criteria?

What can we do in academia?

Within the student experience:

- Tackling bias in careers advice
- Women networks such as Interconnect
- Tackling sexism in the classroom
- Promotion of women-only work placements through CareerWise

We say this because it works!

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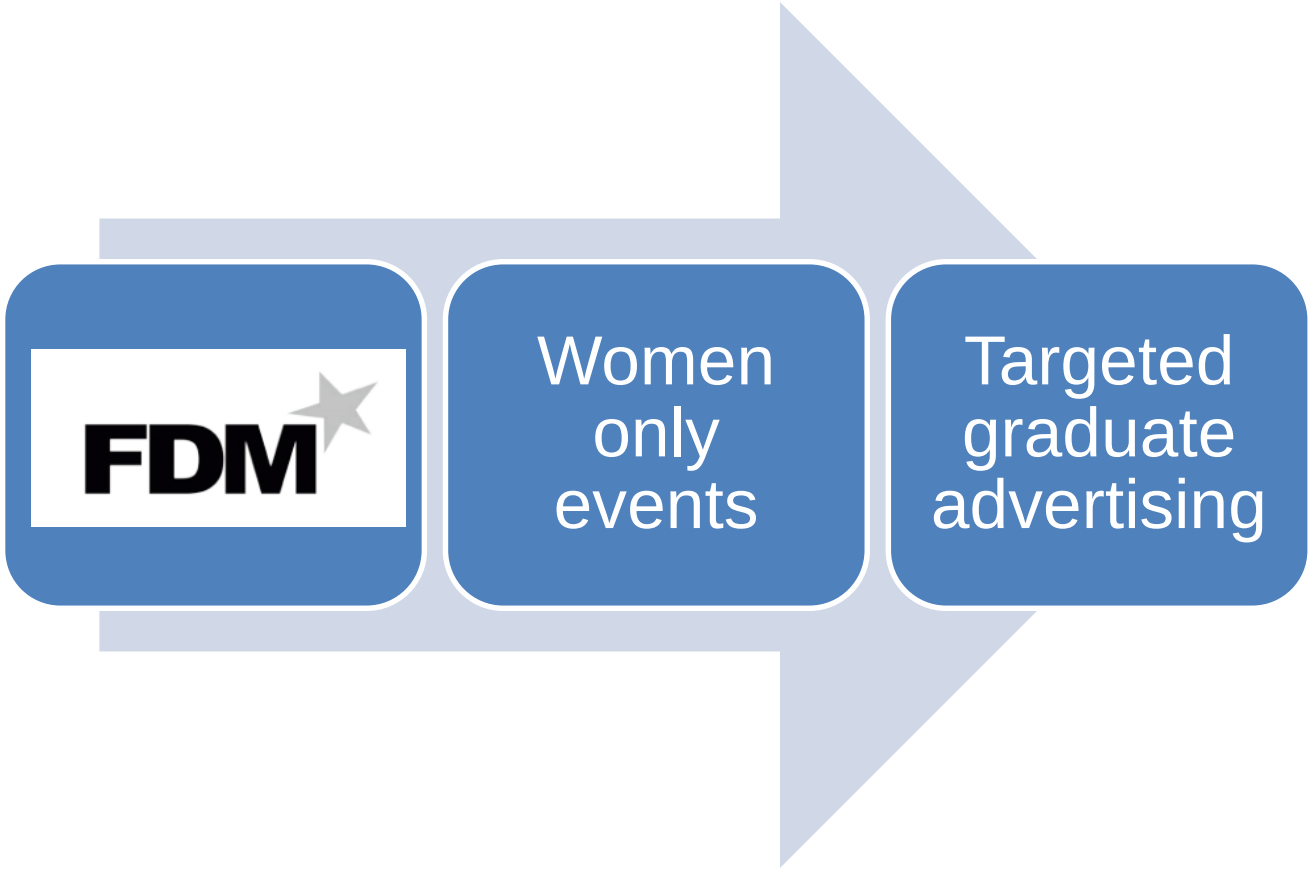
Treating Employers as Influencers



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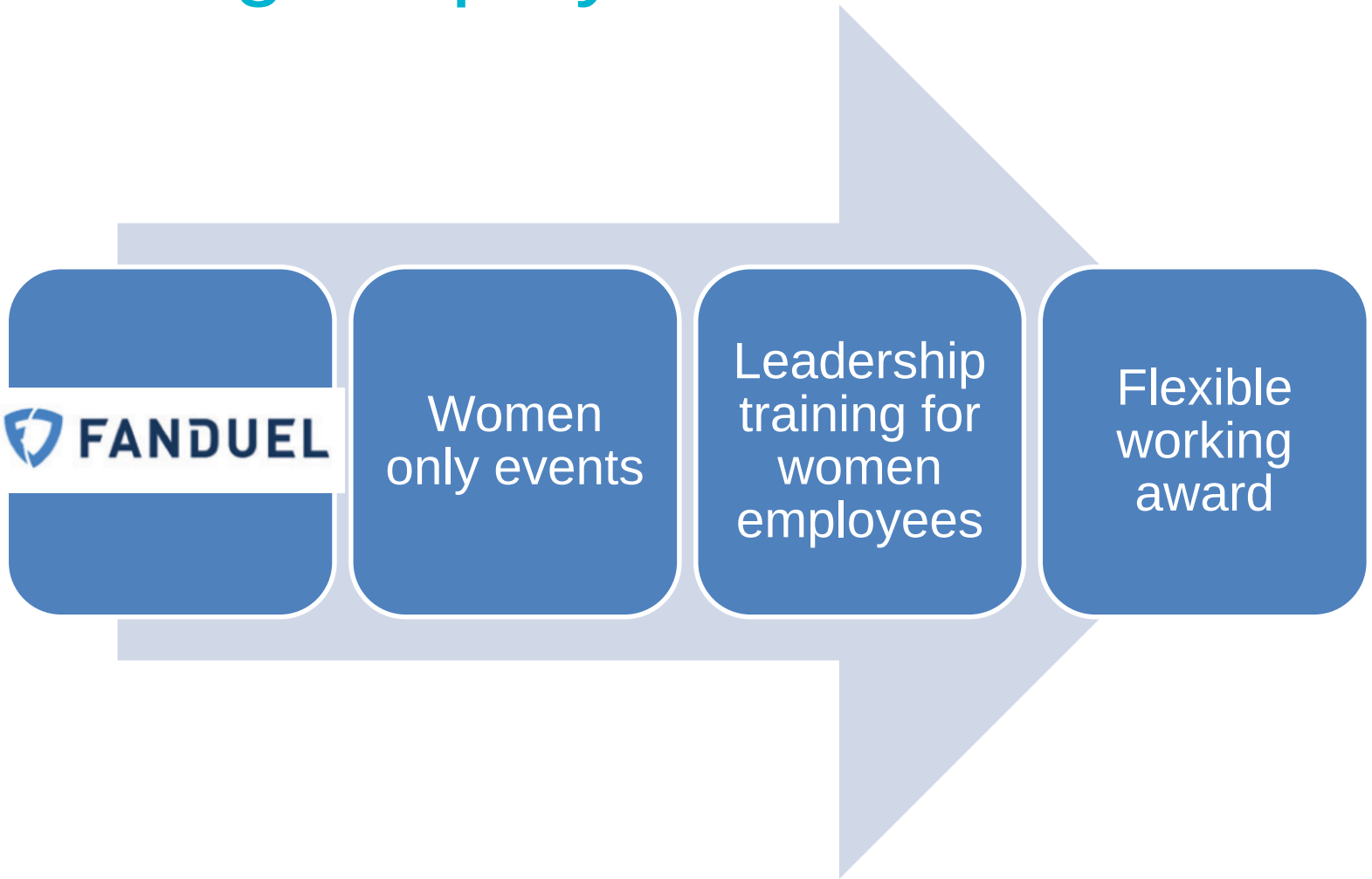

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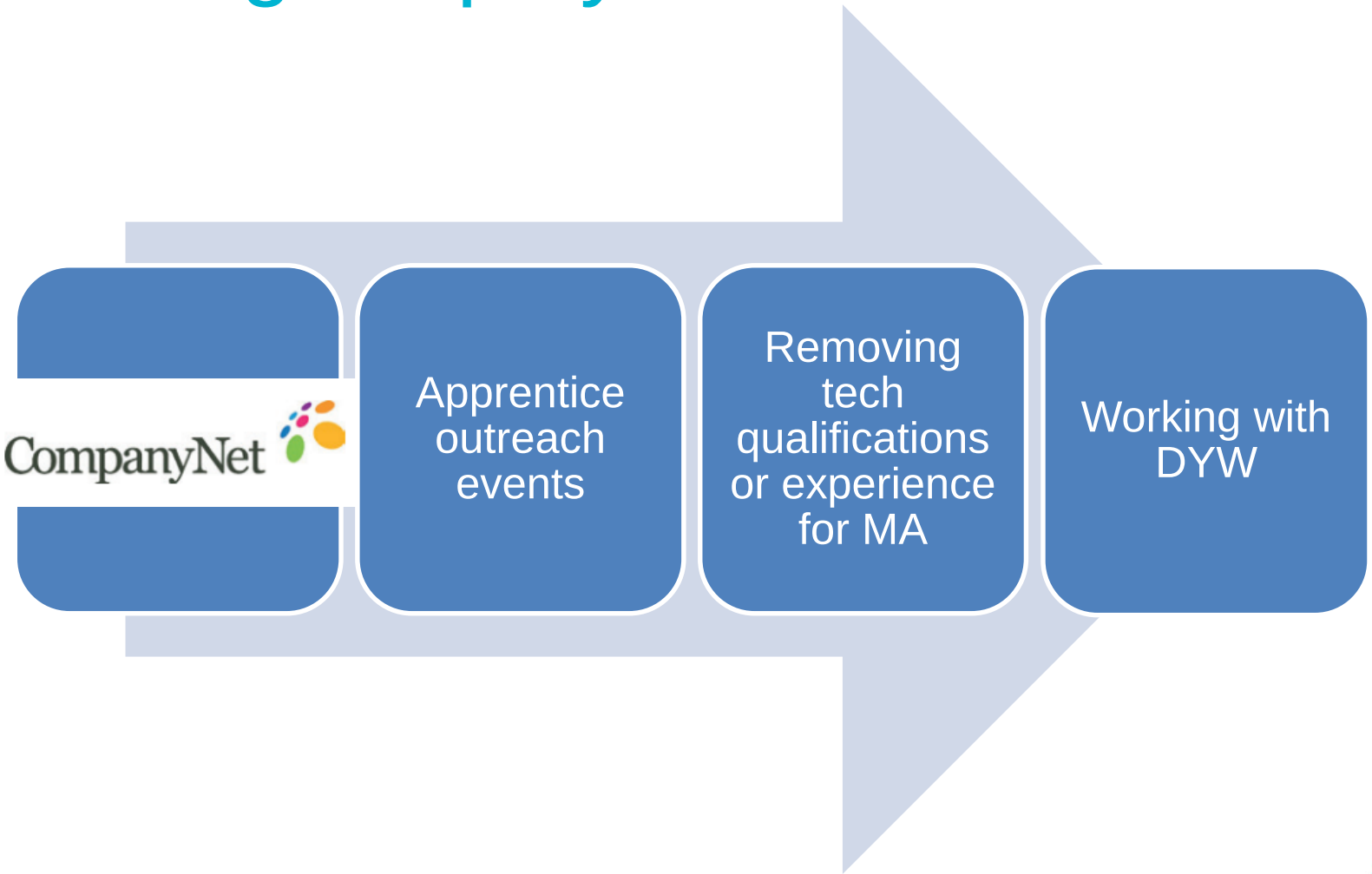

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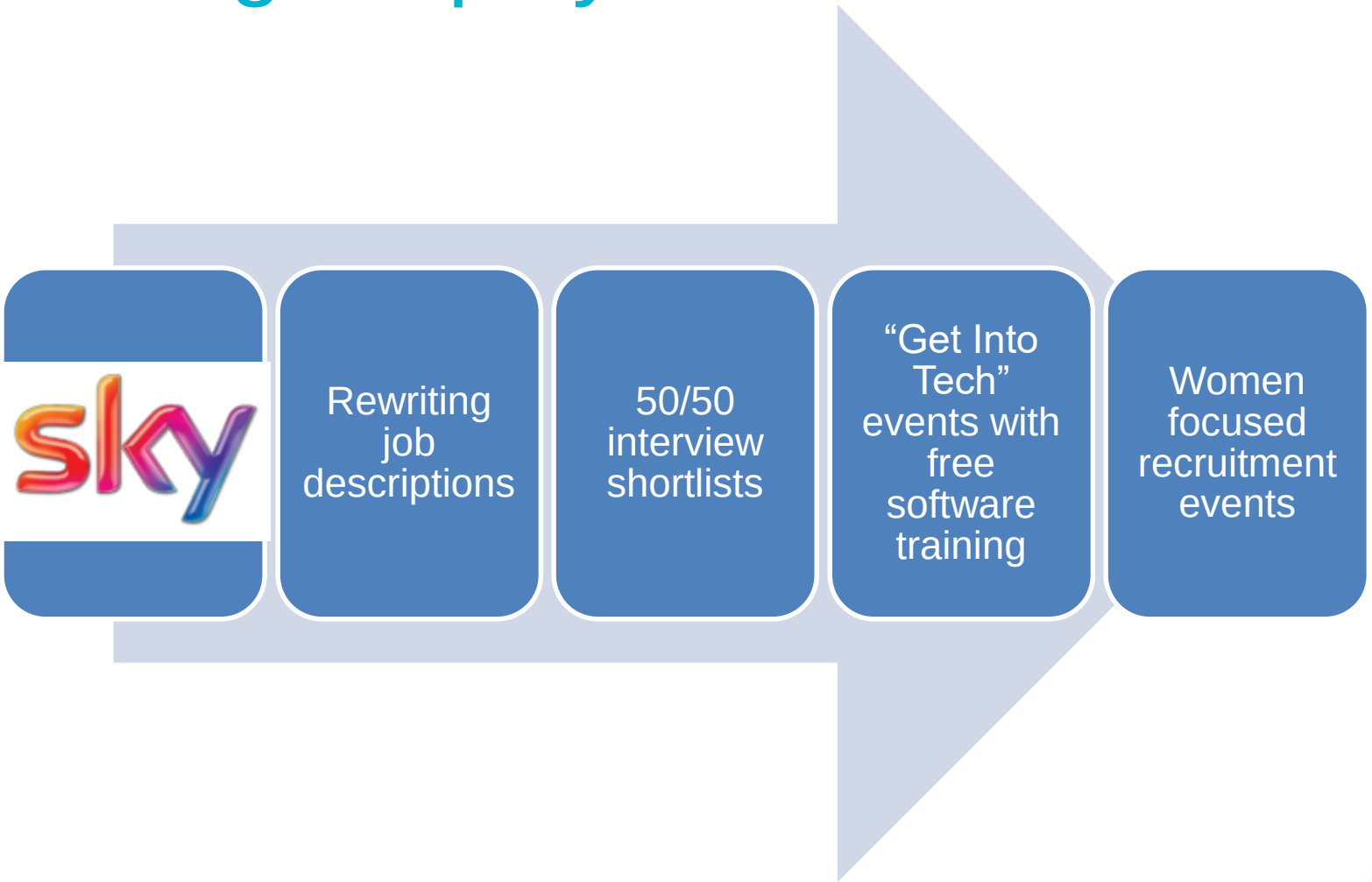

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Not only is there a

'leaky pipeline'

in STEM

the plumbing itself is **BROKEN**

Questions?

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