

Removing Barriers

Barriers inhibit pathways for under-represented groups and are occasionally difficult to identify and eliminate

Honesty and transparency is essential if progress is to be made

Your Toolkit

- Hold regular forums with underrepresented groups to openly discuss barriers, this will enable progress for change.
- Promote an open and honest culture throughout the company to initiate open dialogue without obstacles.
- Potentially recruit using a blind application process, this will eliminate any possible bias.
- Publicise company efforts promoting gender equality both internally and externally.
- Establish and make visible non-discriminatory policies.

Best Practice

Implicit Association Test – www.understandingprejudice.org/iat/
Testing the unconscious bias

Women in Engineering Society - www.wes.org.uk
Charitable and professional network of women engineers, scientists and technologists

STEM Women - www.stemwomen.net
Aims to make women in STEM more visible to the public and highlight issues of gender inequality

WISE Campaign – www.wisecampaign.org.uk
WISE enables and energises women in business, industry and education to increase the participation, contribution and success of women in STEM

MentorSET – www.mentorset.org.uk
A mentoring scheme co-ordinated by the Women's Engineering Society to help women working in STEM

Gender and STEM - www.genderandstem.com
Aims to detect new approaches to improve the underrepresentation of girls/women in STEM