Diversity in the workplace can help advance business outcomes. Our latest survey (taken by 500+ STEM employees) uncovers insights to help STEM companies reflect on their diversity, equity, and inclusion practices & learn about which EDI strategies matter most to STEM employees.

As an Advocacy Champion you can help increase representation for women in STEM!

www.scwist.ca

Equity is about taking deliberate action to remove systemic, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being.

Diversity refers to the variety of similarities and differences among people (e.g., race, gender, sexual orientation, etc.).

Inclusion is a sense of belonging in which diversity is leveraged to create a fair, high-performing organization.

60% of respondents are seeking help to achieve 50-30 within their companies

Companies that do not have an EDI role or department

Companies that have an EDI role or department

89%

11%

Insight 1
Learn about the 50-30 framework.

Insight 2
Ensure everyone at your organization truly understands ‘Equity’, ‘Diversity’, and ‘Inclusion’.

Insight 3
Evaluate workplace practices for Equity, Diversity & Inclusion.

Insight 4
Be mindful of obstacles to achieving EDI.

Insight 5
Identify and implement strategies to foster a more diverse, equitable & inclusive workplace.

WHAT DOES ‘DIVERSITY’ MEAN?

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Unrepresented Groups Found EDI important regardless of which gender they identified with, however…

Racialized, Black, and/or People of Colour (“Visible Minorities”), First Nation Peoples, Métis Nation, and Inuit, People with disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender and sexually diverse individuals

*Women, Non-binary and/or Non-conforming people

*Word cloud from respondents when asked what diversity means to them


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Move the dial for WOMEN IN STEM

5 Insights for Advocacy Champions within STEM companies

LETS CLOSE THE GAP TOGETHER

Leverage our latest survey to help organizations close the gap for women in STEM.

What is 50-30?

50% equity, 30% diversity, 20% inclusion

Learn more about 50-30 Challenge

Learn more about SCWIST Advocacy Toolkit

Learn more about SCWIST Advocacy Toolkit

Learn more about The 50-30 Challenge

Participation: Black, Asian People of Colour, "Other Women", Indigenous People, People with disabilities (including invisible and episodic disabilities), 2SLGBTQ+, and other identities.

The 50-30 Challenge is an equity, diversity, and inclusion framework that aims to create a fair, high-performing organization.

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