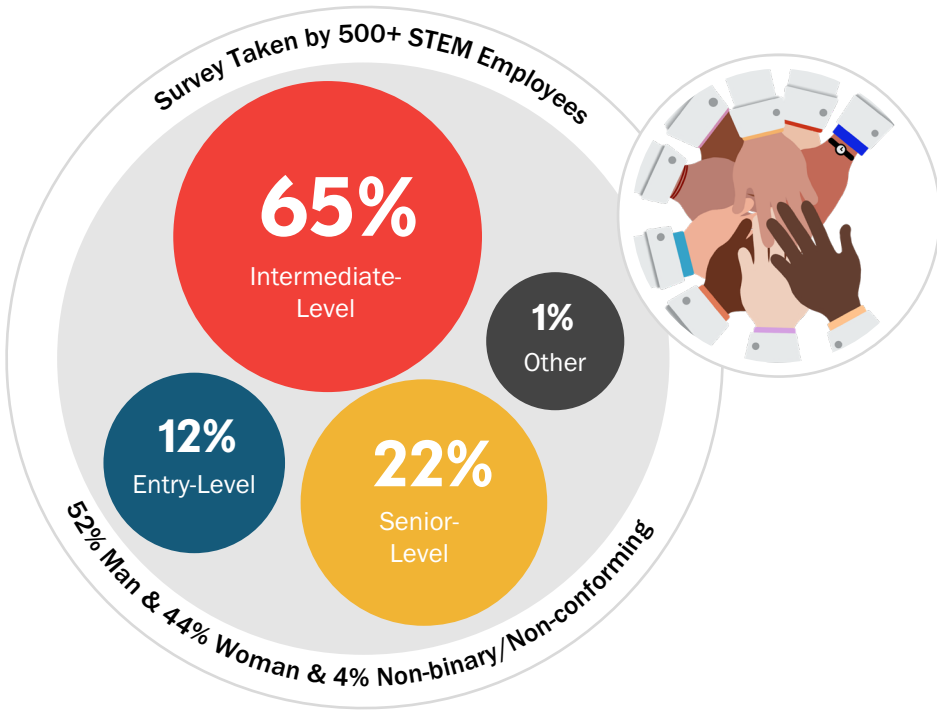


Move the dial for WOMEN IN STEM

5 Insights for Advocacy Champions
within STEM companies



LET'S CLOSE THE GAP TOGETHER

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!**

Insight 1

Learn about the 50-30 framework

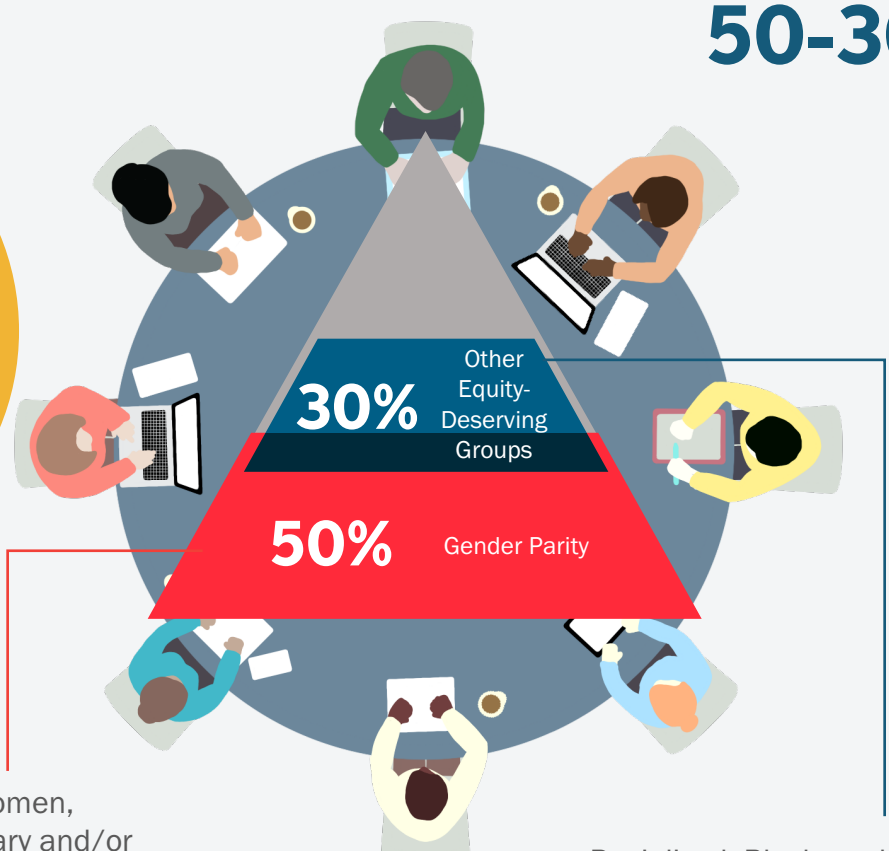
WHAT IS 50-30?

82%
of survey respondents are aware of 50-30

Did you know that 50-30 can help advance business goals?



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



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

Learn more about **The 50-30 Challenge**

Insight 2

Ensure everyone at your organization truly understands 'Equity', 'Diversity', and 'Inclusion'

WHAT DOES 'DIVERSITY' MEAN?

Equity

is about taking deliberate actions 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

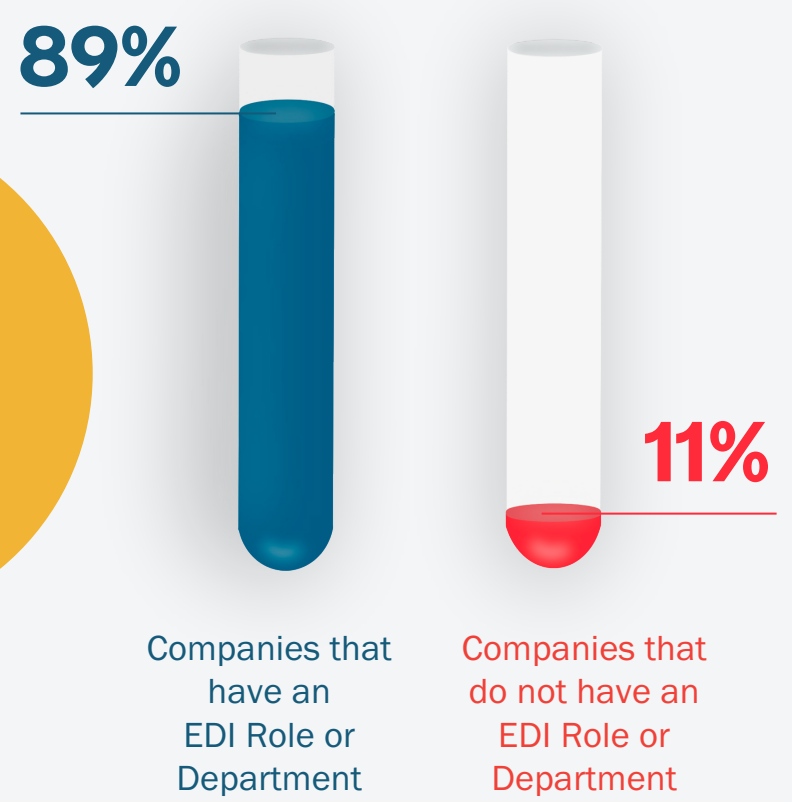
is a sense of belonging in which diversity is leveraged to create a fair, high-performing organization.

*Molefi, O'Mara & Richter (2021). Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World

Insight 3

Evaluate workplace practices for Equity, Diversity & Inclusion

Underrepresented Groups found EDI important regardless of which gender they identified with, however...



60%
still wish they had more allies in their organization who share their vision for change

Insight 4

Be mindful of obstacles to achieving EDI

Respondents feel that the main obstacles preventing their companies from achieving a truly equitable, diverse, and inclusive workplace are:

Unawareness that there is a diversity and inclusion issue

Attitudes of senior management

Company culture

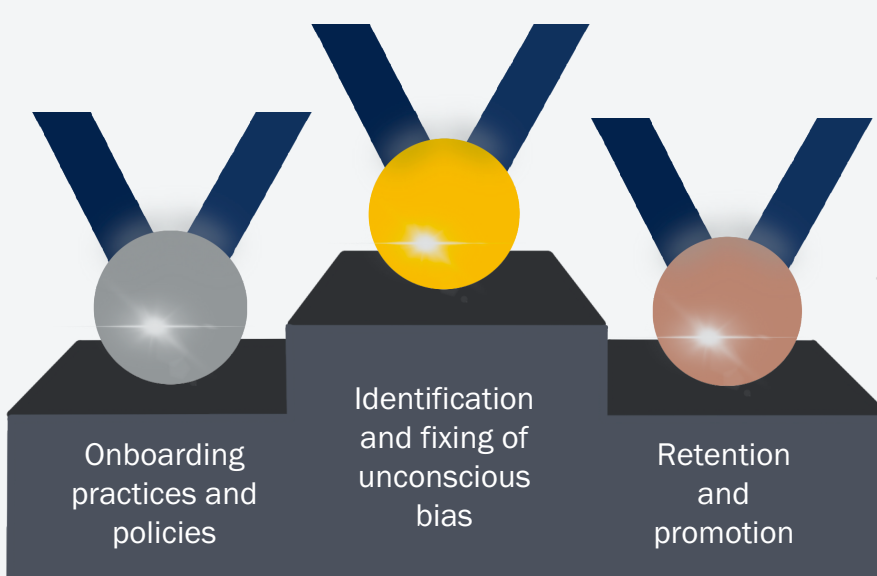
Resistance from co-workers to internal EDI issues

Learn more about **SCWIST Advocacy Toolkit**

Insight 5

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

93%
of respondents are seeking help to achieve 50-30 within their companies



Whether a STEM employee was in an entry-, intermediate- or senior-level role, respondents felt that their companies needed to focus on these top three issues to achieve 50-30