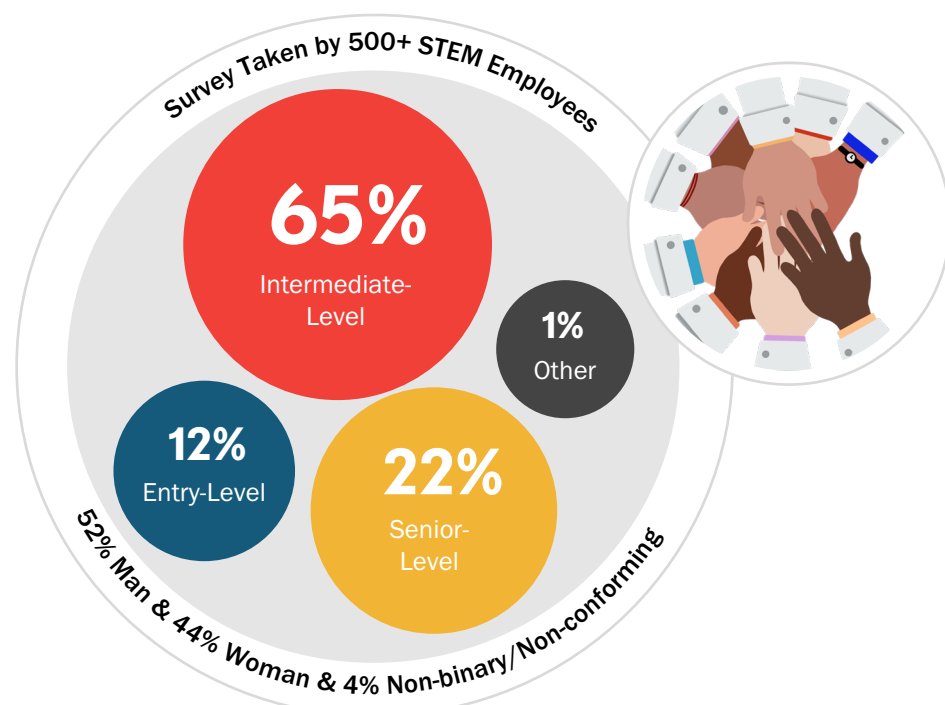
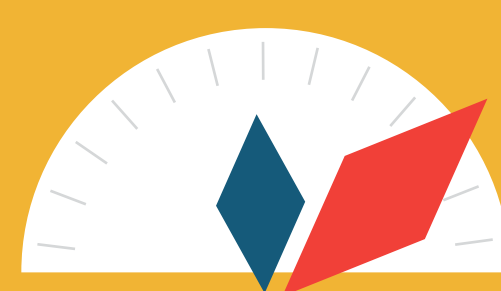


Move the dial for **WOMEN IN STEM**

5 insights for Advocacy Champions within STEM companies



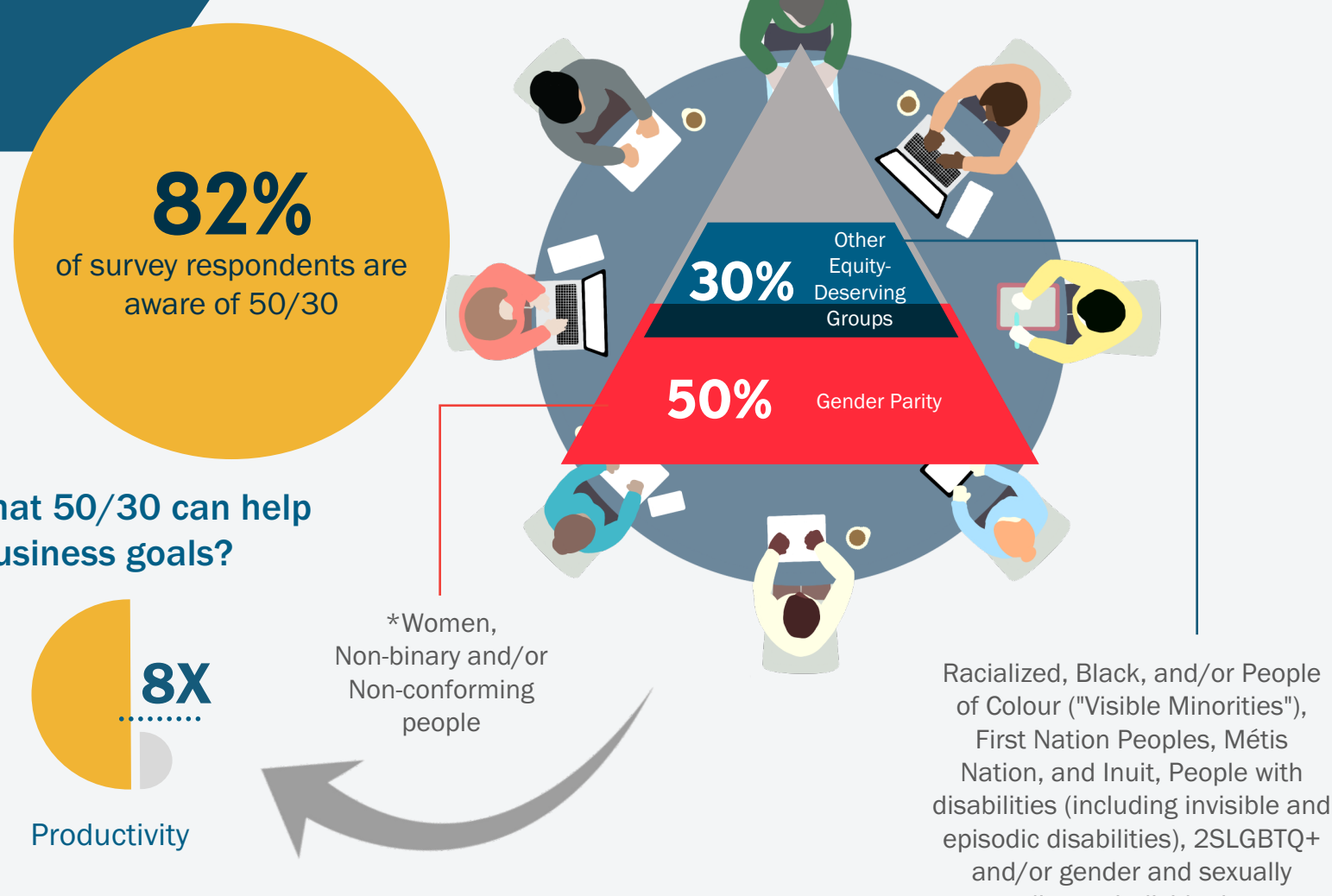
LET'S CLOSE THE GAP TOGETHER

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?



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

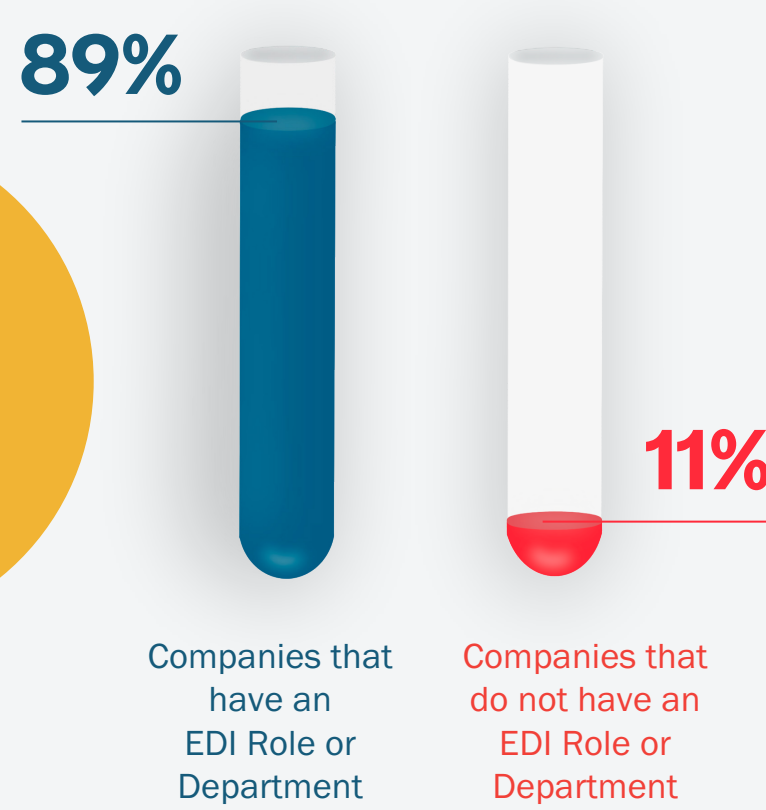


*Word cloud from respondents when asked what diversity means to them

Insight 3

Evaluate workplace practices for Equity, Diversity & Inclusion

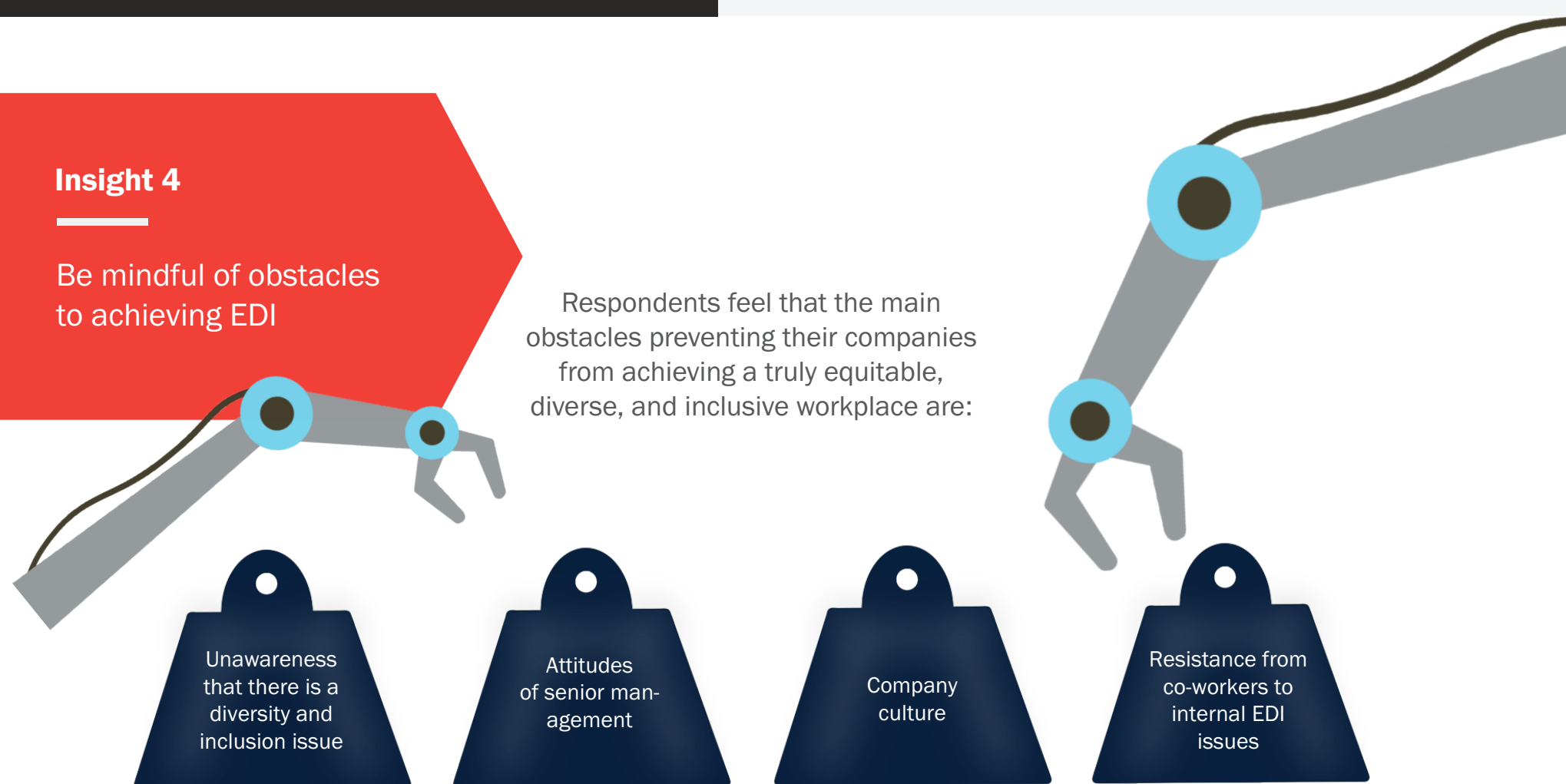
Underrepresented Groups found EDI important regardless of which gender they identified with, however...



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:



Learn more about **SCWIST Advocacy Toolkit**

Insight 5

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



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

