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 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.

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

82% of survey respondents report the use of 50/30.

WHAT IS 50/30?

50% Financial Targets
8X Productivity

Financial Targets
- Increase financial targets.
- Develop financial strategy.
- Evaluate financial impact.
- Improve financial performance.

WHAT DOES ‘DIVERSITY’ MEAN?

Diversity is about being deliberately inclusive to advance systems, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being.

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

WHO BENEFITS FROM 50/30?

Disadvantaged 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

What is the 50/30 Challenge?

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

Move the dial for WOMEN IN STEM

5 insights for Advocacy Champions within STEM companies

Let’s close the gap together

LETS CLOSE THE GAP TOGETHER

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The survey respondents had a clear vision for how to include 50% women in the workplace.

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Let’s learn more about SCWIST Advocacy Toolkit

www.scwist.ca