

W-STEM -

Universidad Técnica del Norte
Ibarra - Ecuador

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Benchmarking



The attraction of women to STEM programs

Attraction

Axes for good practice

Retention

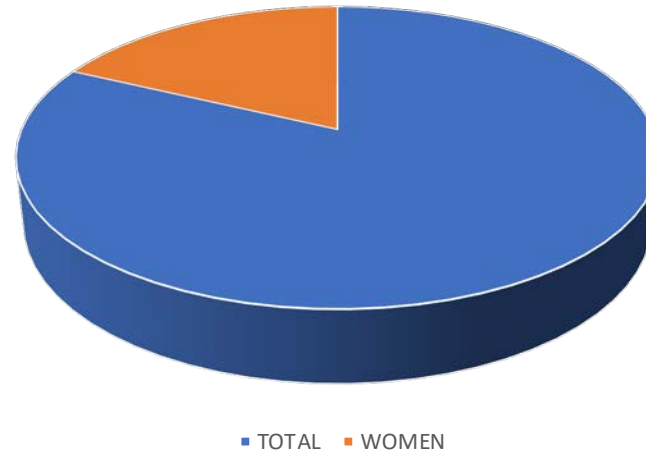
Retention and talent empowerment during STEM training: science and technology teaching

FICA Faculty

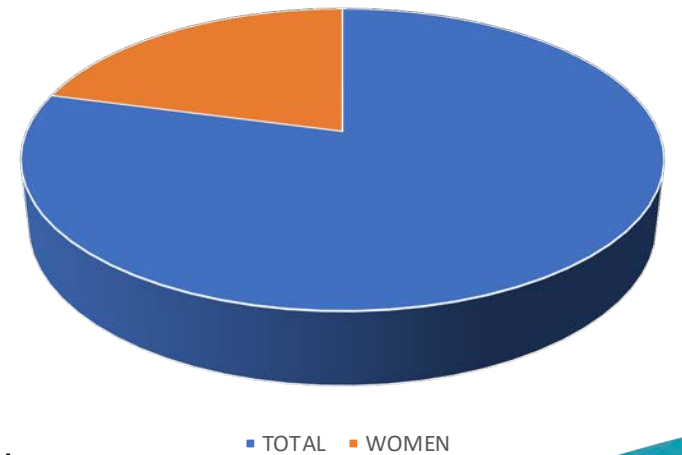
- Telecommunications
- Software
- Mechatronics
- Industrial
- Textile
- Electricity
- Automobile

engineering

NUMBER OF STUDENTS IN 2018



Graduated Students in 2018



12 % women professors in the faculty

1. W-STEM group of the Universidad Técnica del Norte (FICASTEM)
– founded on April 2019
 - Support female students that are already in STEM majors.
 - Attract women of different ages to STEM careers.
 - Disseminate information about the W-STEM project.
 - Enhance the talent empowerment during STEM training.

Institutional Regulation

- The Universidad Técnica del Norte has 15 strategies to comply with equity gender regulations required by the Ecuadorian constitution and the Ecuadorian regulations of Universities. The good practice acquired by WSTEM is aligned to the strategies: 2, 3, 6, 7, 8, and 9 stated in the document:



UNIVERSIDAD TÉCNICA DEL NORTE
RESOLUCIÓN N° 001-073 CEAACES - 2013 - 13

14) Semestralmente se difundirá la aplicación de las políticas de Equidad y Paridad de Género e Interculturalidad, a nivel de grado y programas de posgrado, los resultados de las investigaciones científicas y tecnológicas alcanzados mediante los sistemas de información y comunicación de la UTN como biblioteca virtual, revistas, publicaciones especializadas, radio, televisión, exposiciones, entre otros.

15) Anualmente en los informes ejecutivos de cada área y en el Informe de Rendición de Cuentas de la primera autoridad, se hará constar la información más relevante, productos alcanzados sobre la aplicación de las políticas de Equidad y Paridad de Género e Interculturalidad.

Dado en la sala de sesiones del Honorable Consejo Universitario a los diez y seis días del mes de julio de dos mil quince, mediante resolución Nro. 150-SO-HCU-UTN.

Dr. Miguel Naranzo Toro
RECTOR

Dr. Luis Churruarín
SECRETARIO GENERAL



POLÍTICAS DE EQUIDAD Y PARIDAD DE GÉNERO E INTERCULTURALIDAD PARA LAS CARRERAS Y PROGRAMAS DE POSGRADO DE LA UTN

- 1) La UTN garantizará y aplicará las políticas de Equidad y Paridad de Género e Interculturalidad en las tres funciones sustantivas: Docencia, Investigación, Vinculación con la Colectividad y la actividad de gestión en todas las actividades que se desarrollen.
- 2) La Oficina del Estudiante, contará con profesionales con formación, experiencia y experticia en Equidad y Paridad de Género e Interculturalidad que apoyen y garanticen la inclusión y participación de las mujeres y grupos históricamente excluidos o discriminados en las actividades académicas, en el marco de la igualdad de oportunidades.
- 3) Se realizará anualmente talleres de formación, capacitación y/o actualización a docentes y empleados en los campos de Equidad y Paridad de Género e Interculturalidad, derecho igualitario consagrado en la Constitución de la República y las leyes correspondientes.
- 4) Se incluirá en los Syllabus de las carreras de grado y programas de posgrado, como eje transversal de la UTN, los temas de Equidad y Paridad de Género, e Interculturalidad, respetando la igualdad de oportunidades, en el Campo del Conocimiento "Contextos, Lenguajes y Cultura" y en la "Unidad Básica" dentro de las Unidades de Organización Curricular, en las nuevas Estructuras curriculares, de acuerdo al Reglamento de Régimen Académico.

ACTIVITIES

- female researchers, lecturers and professors, active in every University academic or social activities.
- enhance networking connections,
- dissemination of WSTEM projects,
- talks – female lecturers about STEM majors,
- group talks – engineering students about student life,
- talks about equity by the Welfare Service of the University.

Factors (success – failure)

National regulations. LOES – RRA Universities do not control the addition process.

Communication with ex female students among the STEM programs.

The lack of a strong network of female professionals (just created) as a part of the University's STEM programs.

Have a coaching team to support and encourage woman of different ages to STEM programs.

Develop efficient communication channels to promote the success cases of women in STEM programs.

Lack of appropriate training to academic and administrative staff about inclusion and equity.

Volunteering time.



Fica Stem

The group is created.



Girls in TICs

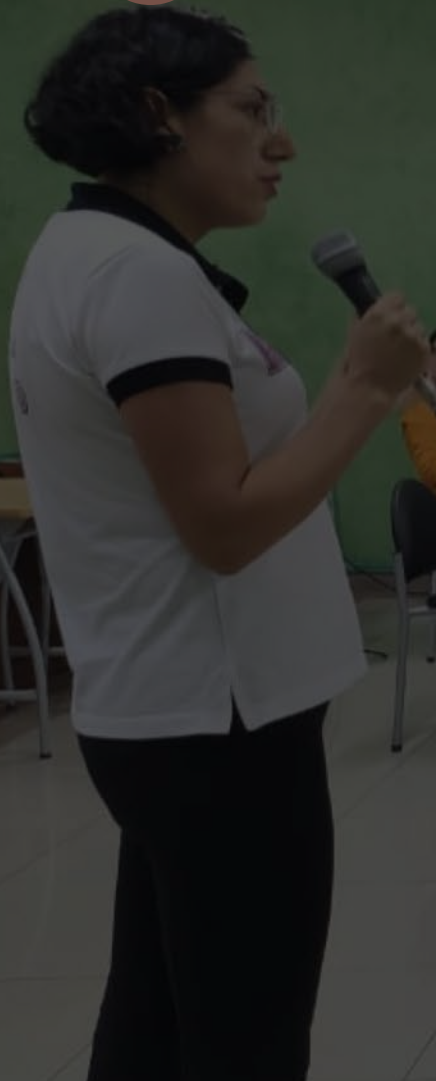
SPAT TECH (Students playing for the advanced technology)





W-STEM project

International day of the girl 2019





Visit Labs in the University





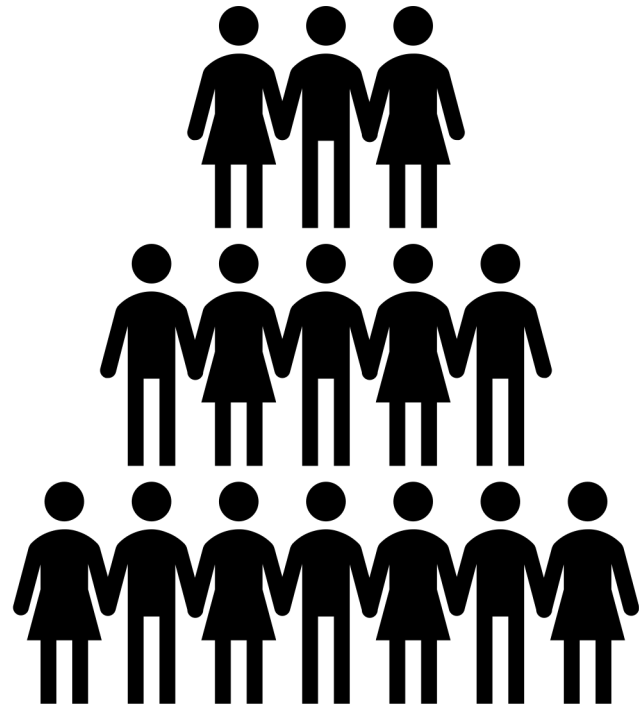
Sport and social activities
in our University.

10.1. How were/are being/will be measured the indicators listed above?

Indicator	Evidence
Number of total assistants	Number of assistant/numbers of guest lists
Percentage of assistants (STEM women in senior positions)	Number of STEM women in senior position/number of assistants
Percentage of assistants (female college students)	Number of female college students/ number of assistants
Percentage of assistants (female high school students)	Number of female high school students/number of assistants
Percentage of assistants (others)	Number of other assistants/ number of assistants

Percentage of satisfaction level	Number of satisfied students/ numbers of total assistants
Percentage of female students chosen STEM programs	Number of female students in junior level/ total students in junior level
Percentage of female students staying in STEM programs	Number of female students in senior level/ total students in senior level
Percentage of female students graduating from STEM programs	Number of graduated female students / total graduated students
Percentage of female students with honors in a STEM program	Number of female students with honors/Number of honor students
Percentage of female students that have failed in any level in a STEM program	Number of female students that have failed in any level/Number of students failing the semester in a STEM program
Percentage of graduated females with a job position in the area	Number of graduated females with job position / total number of graduated females

Measuring the indicators



TEAM PROJECT

- Authorities, members, students, administrative staff.

W-STEM FICA

- Professors, researchers, administrative staff.

ACADEMIC CLUBS

- WIE IEEE – UTN, programming, robotics, entrepreneurship, electricity and automation...

STUDENTS GOVERNMENT

- FEUE Federation of University Students of Ecuador
- AFU Feminine University Association

ACADEMIC CLUBS FICA

1	Robotics Club
2	Progtaming Club
3	IEEE-UTN Students´ Brach
	3.1 (ComSoc) Comunication Society
	3.2 (CS) Computer Society
	3.4 (EMBS) Medicine and Biology Society
	3.5 (PES) Power and Energy Society
	3.6 (RAS) robotics and Automation Society
	3.7 (WIE) Women in Engineering
	3.8 (YP) Young Professionals
	3.9 (SIGHT) Special Interest Group on Humanitarian Technology.
4	Electronics and Automation Club
5	Ethical Hacking UTN Club
6	Entrepreneurship Club
7	Motor racing and Carting Club

Disclaimer

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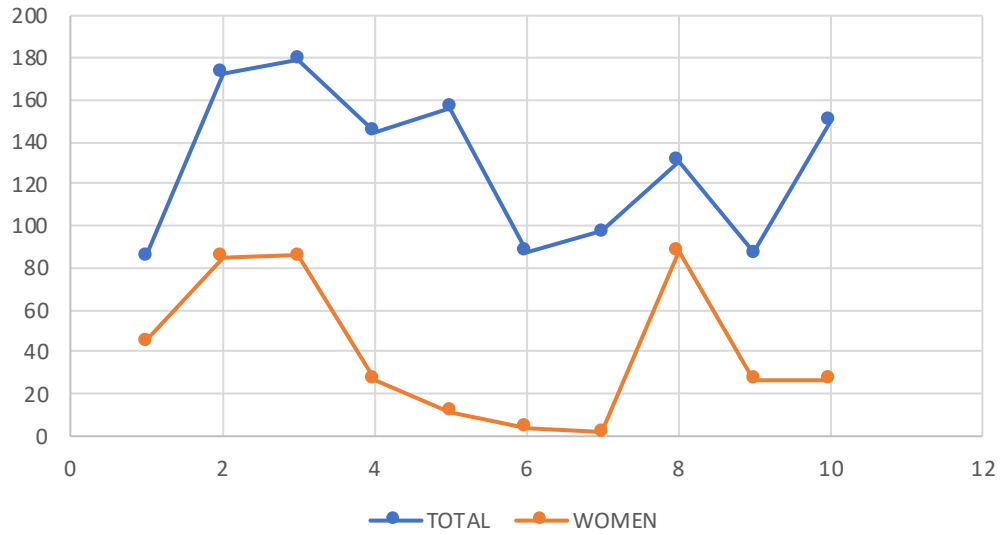
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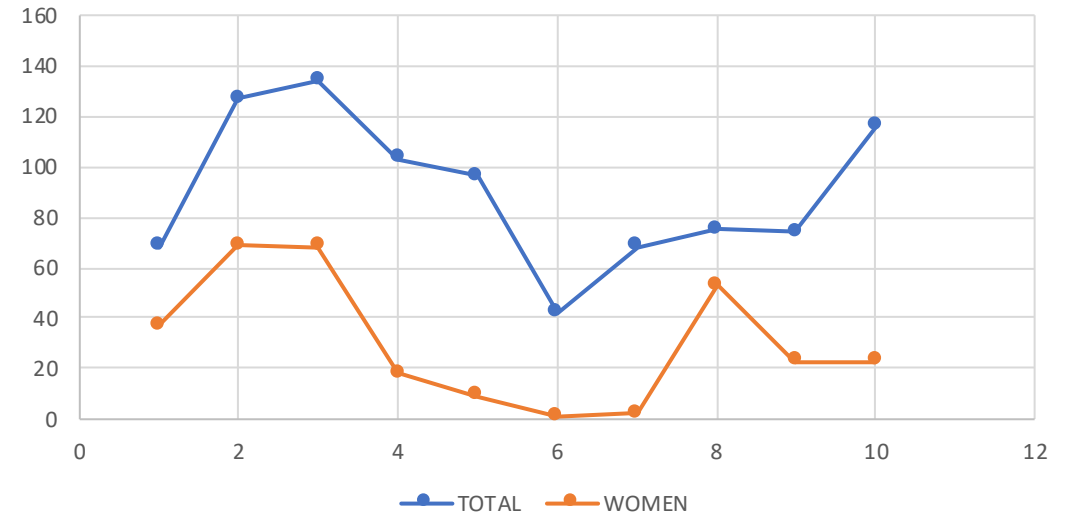
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ADMISSION PROCESS

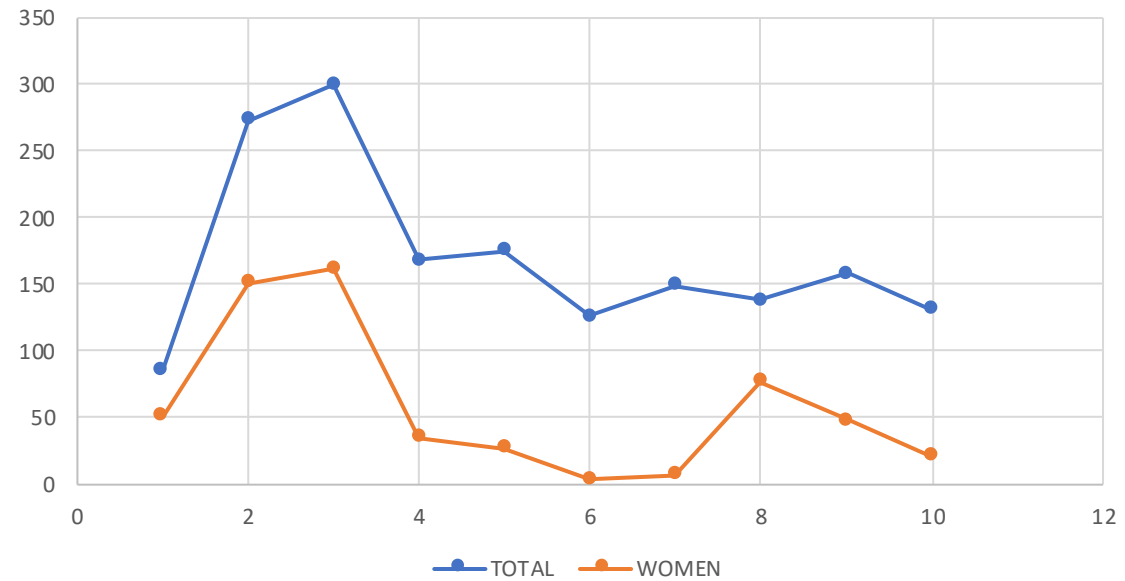
ATTRACTION



ACCESS



ENROLLMENT



Attraction – Access – Enrollment

COMPARATIVE CHART WOMEN

