

University of Oulu: **The Advancements of the W-STEM Project**

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Self-Assessment / Data Collection Survey: Thoughts after the undertaking

- **What a job!**
- **How to get statistical data** regarding our own university
 - improvements needed
 - Will students report their gender in future (e.g., in questionnaires)?
- Because of policy questions, for example **STEM-faculties know our project now** → further cooperation
 - Brainstorming together
 - The involvement of personnel (e.g., Human Resources, rectors, the Gender Equality and Diversity Board, media unit, students)

Mapping the Policies: We guide, but do we inspire?

- **We do have policies and services:**

- e.g., Prevention of Bullying and Harassment:

https://www oulu.fi/external/hyvinvointi/Prevention_of_bullying_and_harassment_UniOulu_ENG.pdf

- Guidance given by a personal tutor teacher, tutor students, the services of Student Union, services of study psychologists, Finnish Student Health Service (FSHS)
- Recruitment event for final-year students of high schools, visit and guidance from student ambassadors, students' stories (current and alumni): Instagram (Live broadcasts, podcasts), the University of Oulu Snapchat account: students take turns

- **Do we inspire and encourage?**
 - The lack of "Award culture"
 - The message: "Do you want to help people? Choose a STEM program."
 - Junior high school as a critical time considering interest in STEM

Benchmarking: What is a good practice?

- University of Oulu: Equality and Diversity Plan
- Developing women's access and guidance in an equal environment
- Benchmarking: Learning from other W-STEM project institutions regarding practices that have been successful



Disclaimer

W-STEM (Building the future of Latin America: engaging women into STEM) is a project funded under European Union ERASMUS + Capacity-building in Higher Education Programme [598923-EPP-1-2018-1-ES-EPPKA2-CBHE-JP]

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein



Co-funded by the
Erasmus+ Programme
of the European Union

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