

# Workshop: Let's do it!

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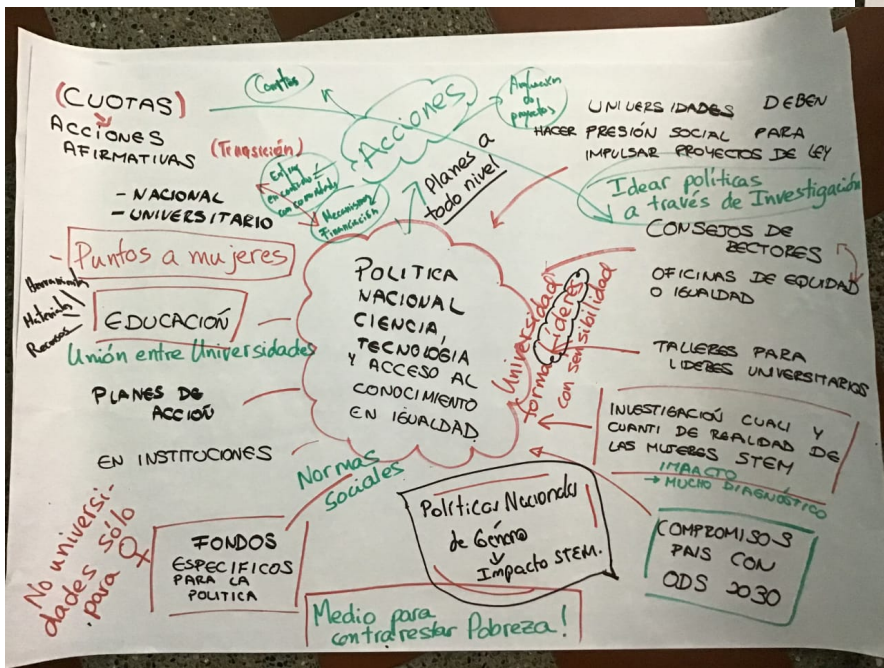
Universidad del Norte



## 4 potential areas of impact in WSTEM

1. Public policies and institutional initiatives to promote the participation of women in STEM fields
2. Institutional policies and strategies to promote the participation of women in STEM
3. Strategies and mechanisms of attraction and access of young women to STEM careers
4. Strategies and mechanisms of permanence, guidance, retention, and promotion of the scientific career for women

# Initial discussion



Políticas Educativas deberían ser revisadas

Programas de conciliación de género

La Academia tiene que contribuir a cambiar.

Becas de doctorado por sistema de puntaje

Políticas largo plazo y estables

Diagnóstico

Clubs de ciencia

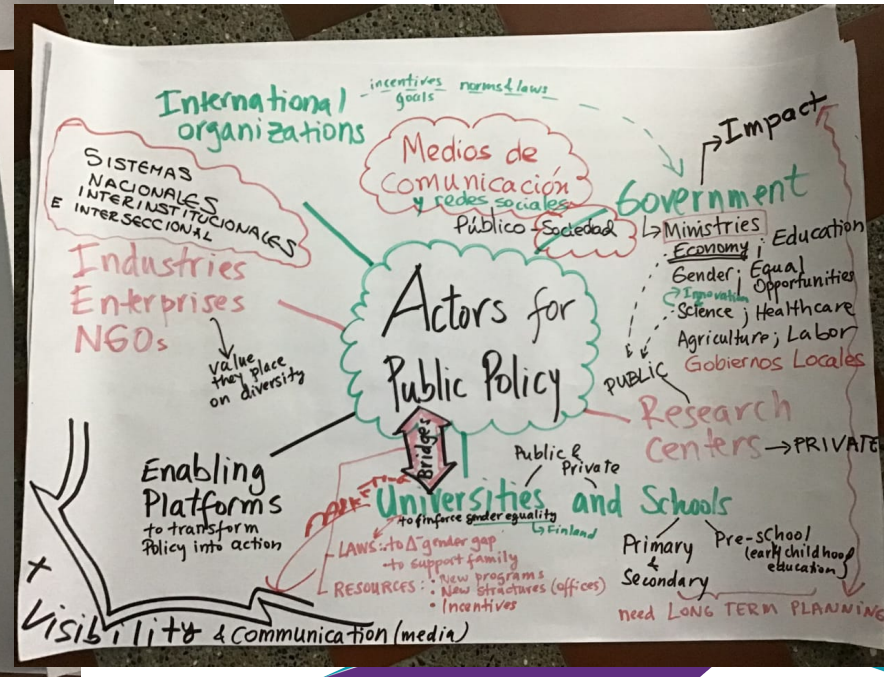
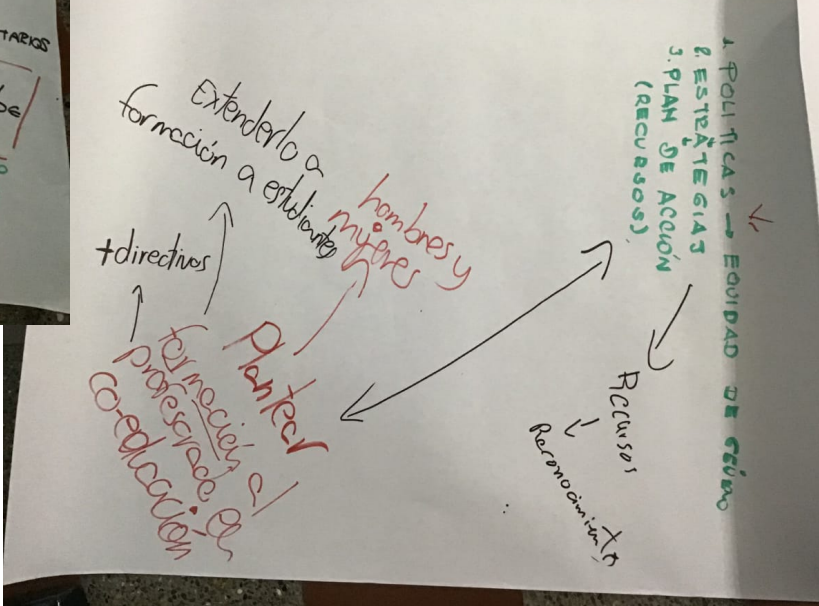
Escuelas para talentos

Cuotas a nivel de género

Programas de admisión

Protocolos

Políticas Específicas STEM



# How do we do it?

- The problem is so big!
  - Where do we start?
- If we cannot solve the complete problem, what can we solve?
- Maybe just one think at a time...

# Let's do it! – Part 1 (10 min)

- Select a single key performance indicator
  - Which KPI is the most important for your institution?
  - Why?
  - Which is the current state and how much do you want it to improve? Can it be measured easily?

## Let's do it! – Part 2 (15 min)

- Which activities will allow you to impact that KPI?
  - Do you have the resources to do it (time, budget, people, space)?
  - Which will give you the most ROI?
  - Is it sustainable, scalable and replicable?
  - Which are the stakeholders?
  - Is it easy to measure success?

# Let's do it! – Part 3

- Presentation of initiatives by country

# Disclaimer

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# Wstern



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