

HOW TO IMPROVE GENDER EQUALITY IN STEM AND R&I

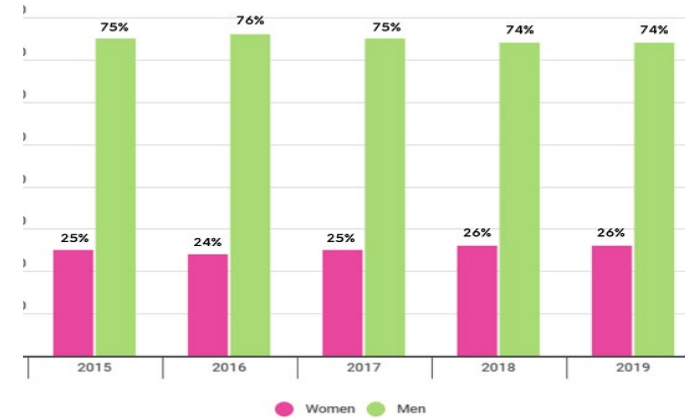
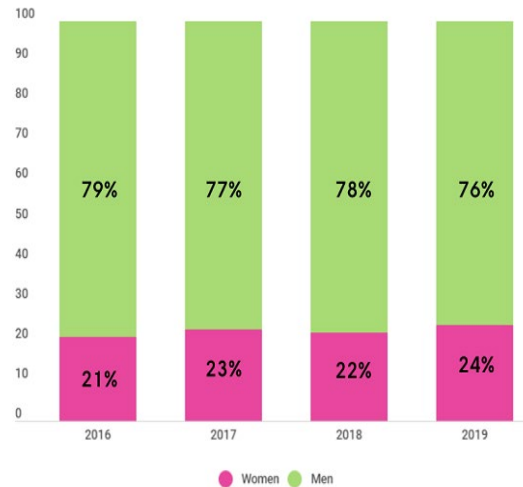
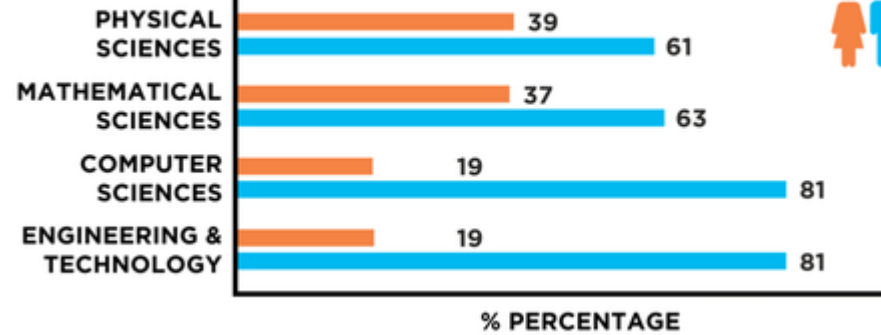
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GENDER BIAS IN STEM AND R&I

- Hiring bias
- Stereotypes
- Promotion bias
- Publication bias
- Funding bias

COURSES 2017 - 2018



136 years
To close
the gap
WEF

STEP 1 - Encouraging Girls to Pursue STEM Subjects

Strategies for encouraging girls:

1. Role models exposure
2. Mentorship support
3. Course content
4. Associations/networks
5. Collaboration opportunities



- SENSE OF BELONGING
- ACADEMIC INTEGRATION
- SELF CONFIDENCE
- GENERATIVE LEADERSHIP
- AUTONOMY

STEP 2 – Increasing Female Representation in STEM and R&I Fields

Increasing female representation through programs and initiatives:

1. Scholarships, national and organizational level
2. Associations for women in “science.....”
3. Female Net (Women in Web3)
4. STRADA PROJECT (empowering women in ESTEAM)
5. Million women mentors
6. Angel investors (WeAngels)



MENTORSHIP

TRAINING

STEP 3 – Creating Safe and Inclusive Work Environments

Policies that promote gender equality:

- Equal pay for equal work
- Prohibiting harassment and discrimination
- Opportunities for self-development
- Opportunities for career advancement
- Support work-life balance

Strategies for promoting gender equality in the workplace:

- Strategic level equality plans
- Organizational engagement in business supportive networks
- Transformational change

STEP 4 - Encouraging Male Allies

- Who are Male Allies?

Initiatives:

- Opposite to “Men’s Artillery”
- UN Women – HeForShe Movement (Impact champions)
- UN SDG Agenda 2030
- EWPN – European Women Payment Network
- Male Allies Program – adapted to UBS in Switzerland 2020
- No showcases from Western Balkans



THOUGHTS
GROWTH
DEVELOPMENT
SALES
INNOVATION
MOTIVATION
COMMUNITY
BUSINESS
CONCEPTS
GENDER
SEARCHING
PEOPLE
DATA

WORLD
COOPERATION
PROFIT
CONCEPTS
LIFE
DIVERSITY
INCLUSION
EQUALITY
TEAMWORK
ANALYSIS
MANAGEMENT
IDEA
DATA
PLANS
DIVERSE
NETWORK
GROWTH

