



Strategies for Change

Advancing Women in STEM

Once upon a time...



20% of engineers identify as female⁴

32.4% female participation in Data and AI as a specialism⁶

14.2% female participation in Cloud computing⁶

Progress is slow - .2% decline in data sector participation and a .1% increase in Cloud between Feb 2018 and March 2021⁶

73% of managerial level decision makers are men¹

CIOs of FTSE 100 companies are more likely to be named Steve or Stephen than be a Woman²

Women and girls do 3x more unpaid domestic work¹

Women leaders are 2X as likely as men leaders to spend substantial time on DEI work, and 40% of women leaders say their DEI work isn't acknowledged at all in performance reviews.⁵

87% of people at peace tables identify as male although settlements that include women in the negotiations are more durable¹

24% of companies surveyed have a budget for diversity initiatives⁴

5% of all employed women lost their jobs versus 3.9% of employed men during COVID-19³

Since the pandemic more women than men are raising childcare issues in 48% of companies surveyed⁴

The 'Broken Rung' is still a barrier – for every 100 men promoted to their first role as manager, 87 women take that first step (82 for women of colour)⁶

It will take 132 years to close the overall gender gap worldwide³

But it will take 151 years to close the gender gap in economic opportunity and participation³

Sources:

- UN Sustainability goals¹
- CIPD UK²
- World Economic Forum Global Gender Gap Report July 2022³
- IBEC Research March 2021⁴
- McKinsey 'Women in the workplace' Oct 2022⁵
- PEW Research Center 2022⁵

The Current landscape

+ Increase in student population: 720 Post Primary Schools ¹

+ 57,120 Leaving Cert Students in 2019 ¹

+ There will be 426.7k students in second level in 2025 compared to 354k today ¹

+ 596k in Primary in 2025 ¹

+ Participation in computer science at second level – 27% female in 2021 ¹

+ Females outperform at LC level in 23 of 37 subjects including Physics ¹

- 51% of higher-level Mathematics students identify as female but Males are outperforming ¹

- 40% of teenage girls lack confidence around their ability in STEM subjects ²

+ 84% female students want to know more about STEM (up from 53% in 2016) ²

+ 57% of teenage girls lack confidence in their ability to pursue a career in STEM (77% in 2021) ²

- 61% female students cited lack of access to STEM work experience ²

- 52% teenage girls cited lack of female role-models in STEM as a barrier ²

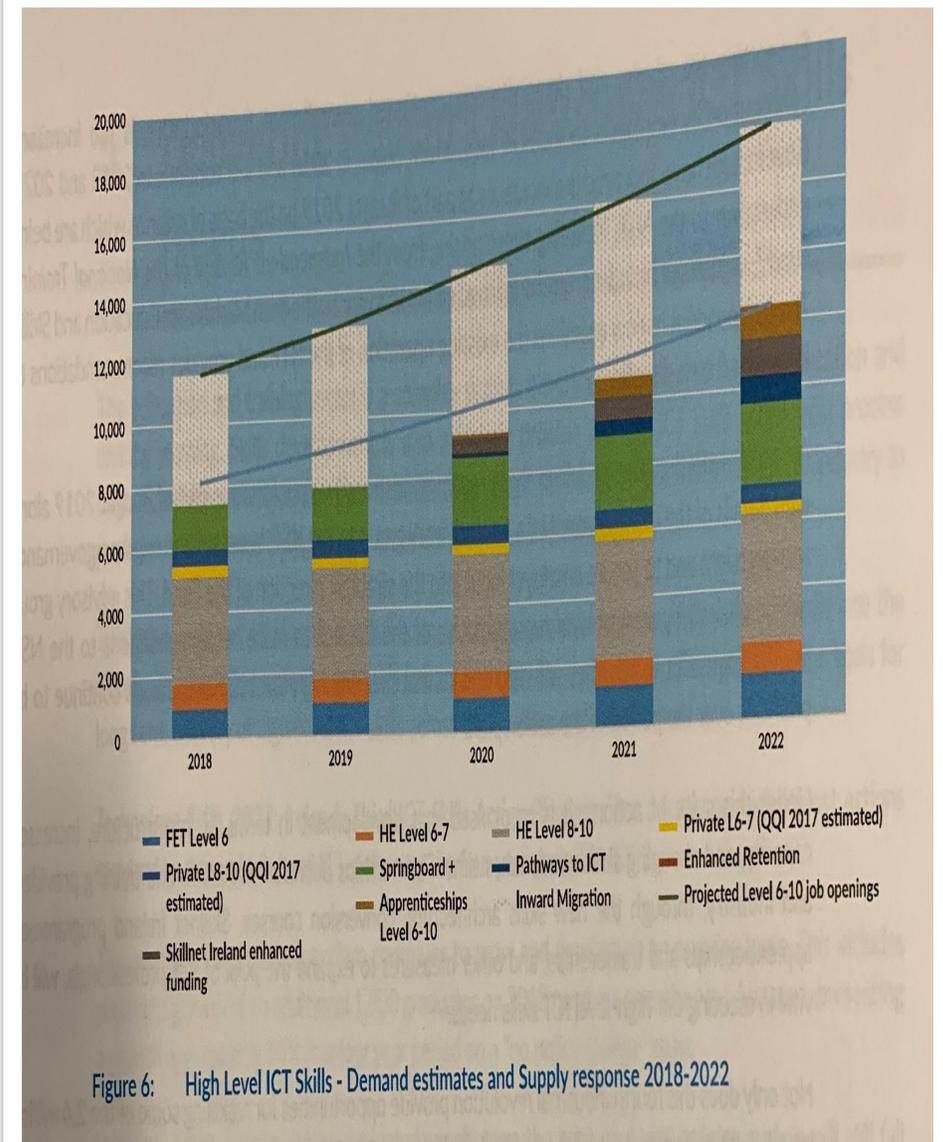
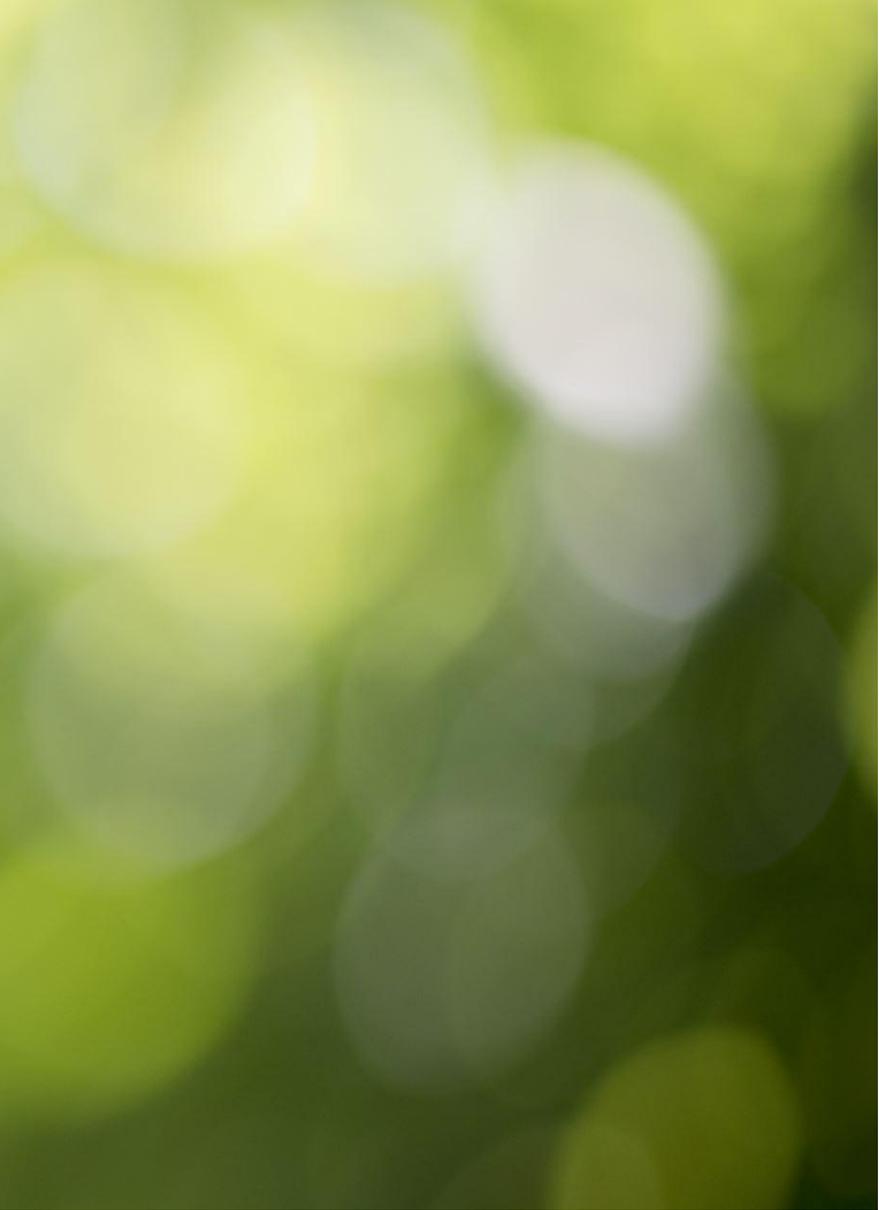


Figure 6: High Level ICT Skills - Demand estimates and Supply response 2018-2022

Sources:

- Department of Education & Skills ¹
- I Wish STEM Outreach 2022 Annual Report ²

Opportunities to broaden participation?



End to end Strategy

Early intervention

Community engagement

Appreciate alternate pipelines for greater diversity

Equity oriented policies for retention

Access to education interventions

Work Experience Programmes

Role models

Leverage internal communities and ERGs

Metrics and KPIs

Build a culture of sponsorship

Take responsibility and share your story

Strategy & Actions...

Celebrate every win!



“The time is always right to do what is right”

Martin Luther King, Jr.



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