

Dear Colleagues,

This is the 1st Newsletter of “Women STEM UP” project that aims at tackling a key challenge related to the persistent gender gap in STEM higher education i.e., Science, Technology, Engineering and Mathematics; and consequently, in the labour market. STEM graduates are in high demand in the labour market and STEM jobs are among the most highly paid.

Organisation of focus groups



Outcomes from the data collection Focus groups and surveys that helped in the development of the prototype. We have collected data through surveys and focus group discussions, to understand students’ and teachers’ experiences regarding gender in STEM, mainly CS and education. The outcomes of the surveys shown: (1) how students and teachers perceive gender, gender imbalance and gender inclusion; (2) Examples and areas students expect receive during lectures; (3) Preferences regarding pedagogical methods i.e. lecturers, seminars, work groups, workshops, online

learning; (4) Demand for female role models; (5) Differences between female and male teachers on how to give feedback to students.

From the outputs of the surveys, we have adapted a check lists to be used to review course materials, literature and exercises. Students ask for: (1) More female literature; (2) Historical overview of STEM areas and highly contributions to the area from both women and men. Teachers ask for: (1) Tutored seminars with faculty colleagues to become aware of which questions to ask, which indicators to look for, and how to be more inclusive.

Presentation of Women Stem Up prototype and WomenENCourage Conference, Trondheim

The first draft of the prototype was presented at the **10th ACM Celebration of Women in Computing: womENCourage™ 2023**, which hosted by the Norwegian University of Science and Technology in Trondheim, Norway, 20-22 September, 2023.

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Project meeting in Trondheim

The progress of the project and the next steps discussed during the second meeting that took place in Trondheim.

Women Stem-UP prototype

The Women Stem-UP prototype will be a training program for equipping STEM university lecturers with knowledge, skills, and tools for creating an inclusive learning environment and supporting their female students to consider STEM as a viable career option. It will include the following modules: Module 1: Introduction; Module 2: Gender balance through language; Module 3: Gender balance into practice; Module 4: Gender equitable and inclusive teaching material; Module 5: STEM as viable career option.

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