

Dear Colleagues,

This is the 2<sup>nd</sup> 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.

### The Women Stem-UP Training programme



The outcomes of the project offer university lecturers as well as female undergraduate students unique and contextualized tools, resources to stimulate and support lecturers to develop gender and intersectional sensitive education and training practices for STEM educational academic programmes. See examples and the training programme in the following link:  
[Training Programme – Women Stem-up](#)

### The Women Stem-UP Leadership Academy

The Women Stem-UP Leadership Academy collected important resources as videos and posters: 16 items for the STEM Careers, 18 for Leadership, and 21 for Academia.

<https://women-stem-up.eu/leadership-inspiration-academy-and-mentoring-program/>

There is still room for collecting more resources, by filling this form



<https://docs.google.com/forms/d/e/1FAIpQLSdp0WdNk04K07trntjf7WpghWBzLqsoYZOKnP5CnmpFhGhojQ/viewform>

Among the featured leaders, we mention Prof. Patricia Lago, an International known professor in Tech.

### The Women Stem-UP Mentoring Programme

To increase gender balance in the field, it is crucial to dedicate efforts to both recruit more women to and retain those already in STEM education or careers. Mentoring has been found to be a key success factor for marginalised groups within STEM. Particularly for women, it has been shown to function as a facilitator for entering and staying in STEM. As part of the Women STEM Up project, we created resources to help universities to run women-focused mentoring programmes. In addition, we designed a mentoring programme for 10 women students from each of the three partner universities. Each student is paired with a mentor, and the pairs are expected to meet for a minimum of three hours over three months, through February.

The goal of the mentoring program is to test the mentor training, the methodology, and above all ensure that the women mentees' sense of belonging, confidence, and interest in STEM careers is increased. We look forward to hearing the testimonials of the mentees at the end of the programme!

**“Having a good mentor early in your career can mean the difference between success and failure in any field.”**

**Nature 447, 791-797 (14 June 2007) | doi:10.1038/447791a**

[Learn more](#)

### Meeting in Brussels

In November, the Women STEM Up team met in Brussels for two days to discuss the project and run a 'Train the Trainers' session for university staff from the three partner universities. The training taught the 12 attendees, guidelines and best practices around running a mentoring program for women STEM university students. The training focused on various components of a mentoring program, including one-on-one vs group mentoring, online vs face-to-face mentoring, and how to set up the program for success, including clear communication on expectations and training your mentors. During the meeting, team members discussed their experiences, offered (and received) new information and, of course, led the interactive training.



The active interaction between the partners and the open dialog culture enables partners to take responsibility and develop results that enrich the project and all partners with new experiences and knowledge.

[Find out more](#)

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For more information about the Women STEM-UP, you can visit the website <https://women-stem-up.eu/> or follow the social media: <https://www.facebook.com/womenstemup/> or here: <https://www.linkedin.com/company/88461645/admin/feed/posts/>

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