



Supporting Institutions in the Development of Gender Action Plans

Equate Scotland has an excellent record in championing, recruiting, supporting and retaining women in STEM over the past decade. We have worked with a wide range of universities, colleges, STEM employers and policy makers to implement initiatives focused on engaging women in the sector and reducing occupational segregation by positively changing work cultures.

We welcome the Gender Action Plan (GAP) and have worked with the Scottish Funding Council and the Higher Education Academy on the dissemination of the new plan. We have also created a specific training and consultancy offering to support universities and colleges in developing their GAPs.

We strongly believe the GAP can be successful in achieving parity in further and higher education. However we understand that this will not be achieved without adequate support to institutions and institution-wide buy in. Therefore, we have developed this briefing to enable those leading on GAPs to understand the services, support and expertise Equate Scotland has to offer.

What we can do:

Equate Scotland provides two areas of support for institutions. **Training** can be delivered to leadership teams, managers, HR and marketing staff and lecturer and support staff to enable the development of a gender equality culture. This includes making policy documents an active, positive part of the work environment. Secondly, we provide **specialist consultancy** on GAP development, reviewing activities currently in place and providing experience on what initiatives for women in STEM may be most appropriate and impactful for your institution.

Building on Current Strategies

Much work is already underway within colleges and universities to tackle gender inequality. Equate Scotland has provided tailored, well-evaluated consultancy and support to many institutions across Scotland. Whilst current strategies, such as the Athena Swan process in universities and legal frameworks more widely, can provide the springboard for GAP development, we believe it is critical that the development and implementation of Gender Action Plans is viewed as a complementary process. Equate Scotland can assist by providing experience and context on how to build on current gender in STEM activities and wider gender equality practices (where relevant) and develop a GAP that will deliver the necessary outcomes for institutions and the Scottish Funding Council.

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Our Training Offer

- **Unconscious Bias Training**

Unconscious bias is the biases that we are unaware of and that happen outside of our control. Unconscious bias has been shown to impact the outcomes for minority gender groups such as women in STEM fields. In our highly-evaluated training we include the concept of unconscious bias, how our brains work, what this means in the workplace (with a specific GAP focus) and what can be done to mitigate it in decision-making processes.

- **Flexible Working**

In our 2016 report, *Rising to the Challenge*, 67% of respondents wanted flexible working options as standard practice in all companies. However, while research shows that more senior posts are now becoming open to flexible working, flexible and part-time options are often still confined to lower paid roles. We've developed a 2-hour interactive workshop to help participants understand the structural barriers to flexible working and how unconscious bias can affect decisions around working patterns. The workshop allows participants to consider the issues in the context of their own school or department.

- **Equality, Diversity and Inclusiveness for Managers**

The role of manager is critical in bringing paper-based policy to life within the organisation. In this course, managers will be introduced to the context of women in STEM, gain an understanding of what Equality, Diversity and Inclusiveness (ED&I) mean for an organisation and consider their role in creating a culture that values diversity and embraces inclusion. Managers will leave with a clear idea of the importance of their role in ED&I and with an individual action list that they can implement within their team.

- **Inclusive Leadership**

We know a committed leadership can transform an organisation, school or department, enabling it to develop and implement its GAP. Our bespoke training assists management teams and organisational leaders to consider their own business case for gender diversity. We will also work with them on their leadership approach, considering what constitutes really effective leadership, including reviewing their own leadership through the lens of inclusivity. Participants explore the implications of inaction and consider strategically how they might effect change.

- **Positive Action – How We Use Language**

Though STEM recruitment, marketing and promotional materials can appear neutral, they are often inadvertently geared towards men. Equate Scotland provides tailored specialist training and support on using inclusive language in various documents, such as course descriptions, websites and aptitude tests. Consideration should also be given to language within course materials.

- **Setting Up and Supporting Women's Networks**

Women's networks can be positive both for the organisation and the women involved, supporting Equality, Diversity and Inclusion (ED&I) as well as wider business strategy. When establishing a network it is key to think about its purpose and get the support and buy-in from the beginning. In this workshop we take you through what you need to hit the ground running and sustain your network into the future.

- **Confident Diversity – Gender in the Classroom**

In this workshop, aimed at teaching staff, we will explore whether STEM classrooms are gender neutral. The workshop considers how the language used within course materials impacts the students' experience. Participants will consider how gender is framed within their classroom and how they factor gender into their own teaching practice. Participants will also explore how ED&I can be embedded within the STEM curriculum utilising the Confident Diversity Model. The Confident Diversity Model draws a direct link between the ED&I and the employability agenda and prepares students for the diverse world of work ahead.

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- **Being a STEM and gender role model:**

STEM role models are often used as a way to enthuse others about education and career prospects across science, engineering, technology and the built environment. However it is important that role models are provided with training and support to make this method of outreach impactful. We provide half-day training sessions for role models (whether students or staff) which focus on presentation and public speaking, discussing gender inequality and best practice in engaging non-traditional audiences in STEM.

Our Consultancy Work:

To identify what support you require from Equate Scotland, we would recommend you ask the following questions of your institution. Where you already have the answers, we can provide development work aligned to that; where you do not have the answers, our consultancy can support identification of the answers and evidence base for your

Do you have a problem with gender?

- Lets start with your data - We can support a diagnostic analysis to identify the issues.

How do we get leadership buy in for gender activities?

- As with all change activities leadership is key. Equate can help your leadership team identify your organisation's business case and the importance of inclusive leadership to organisation success.

We know we want to change our gender balance - what do we do now?

- We can provide capacity building within your organisation on unconscious bias, the managers; role in this work support with developing networks and gender analysis of marketing and recruitment materials.

We have policies in place, how do we create change on the ground?

- Managers within your business play a key role in implementing not just the letter of policy, but also the spirit. We can work with managers to assist them with their key role they in making the equality and diversity change programme happen.

How do we monitor and evaluate our gender activities?

- Thinking about the impact of your initiative at the beginning is key to success. You need to know that any interventions positively impact both your people and your bottom line. Equate has practical experience and expertise in helping you review your gender activities, highlighting opportunities to embed impact measurement.

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How our support maps against the five areas of work of the Scottish Funding Council Gender Action Plan Report.

Infrastructure

Capacity building through training (for leaders, managers and decision makers)

Free legal advice through HBJ Gately

Support with **monitoring and evaluation** of women in STEM activities and demonstrating impact

Influencing the Influencers

Capacity building for lecturers and careers advisors: embedding gender into student support and the classroom

Confident Diversity: training and development for engineering students

Raising Awareness and Aspirations

Role model training

Review of gender and STEM activities to identify and learn from best practice within your institution

Encouraging Applications

Support to develop activities to engage women, girls and students, including school events and work-based learning opportunities

Optimise the language and design of materials such as websites, job/course adverts, case studies and aptitude tests

Supporting Success

Interconnect networks across universities and colleges

Careerwise work placements

Mentoring for modern apprentices

Confident Diversity: training and development for engineering students

What Next?



We are happy to chat through how we can support your GAP. to start these discussions and any potential costs that may be involved, contact Allison Johnstone, Training and Development Manager on a.johnstone@napier.ac.uk or 0131 455 5130

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