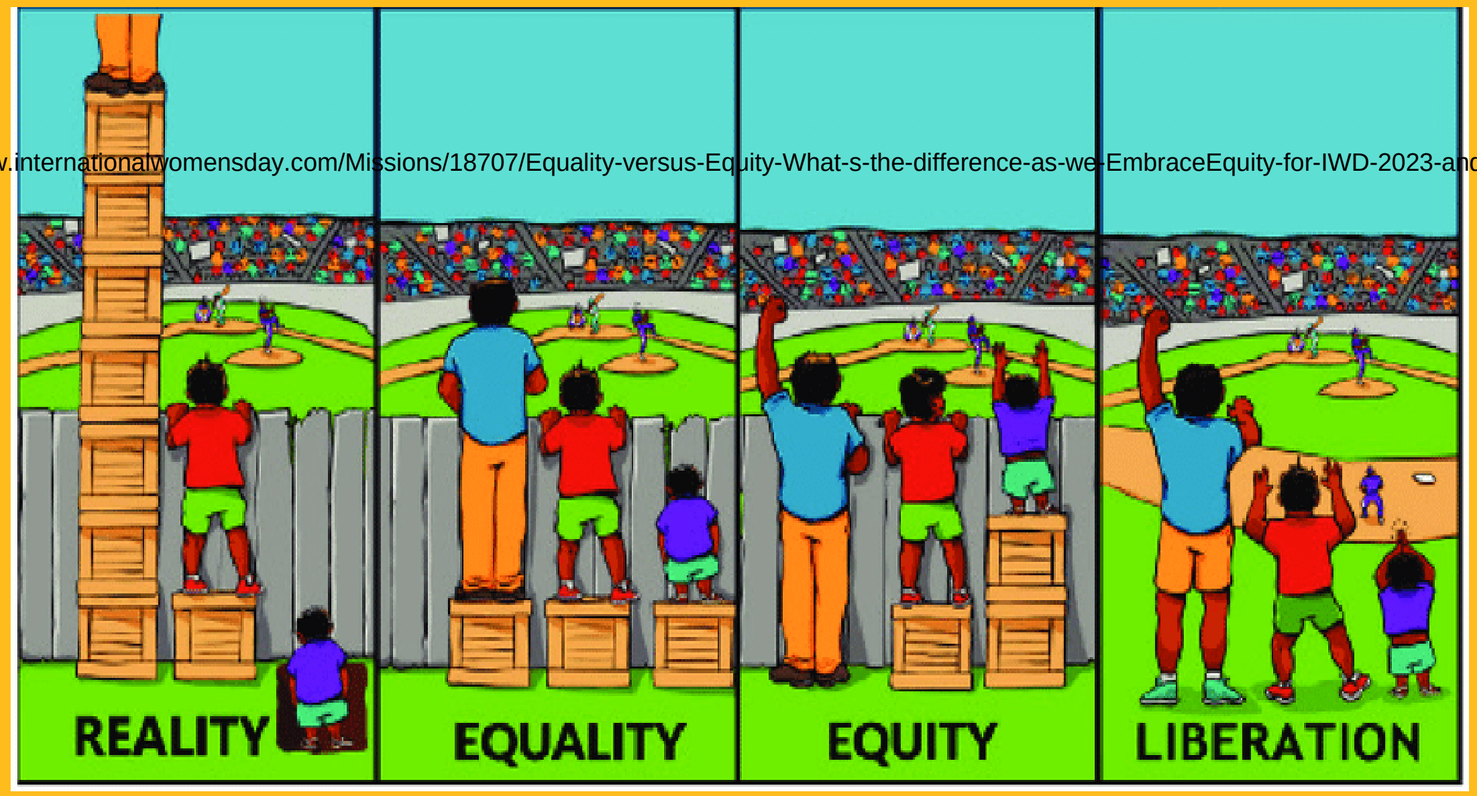
Access, EDI

Glenda Bonifacio

https://www.internationalwomensday.com/Missions/18707/Equality-versus-Equity-What-s-the-difference-as-we-EmbraceEquity-for-IWD-2023-and-beyond



Global Picture

Globally women make up just **30% of researchers**

in Science, Technology and Innovation

2017, https://bangkok.unesco.org/content/10-facts-about-girls-and-women-stem-asia

Gender gaps in
STEM education

increase in higher education.
Female students represent only
35% of all students enrolled in
STEM-related fields of
study in higher education globally.

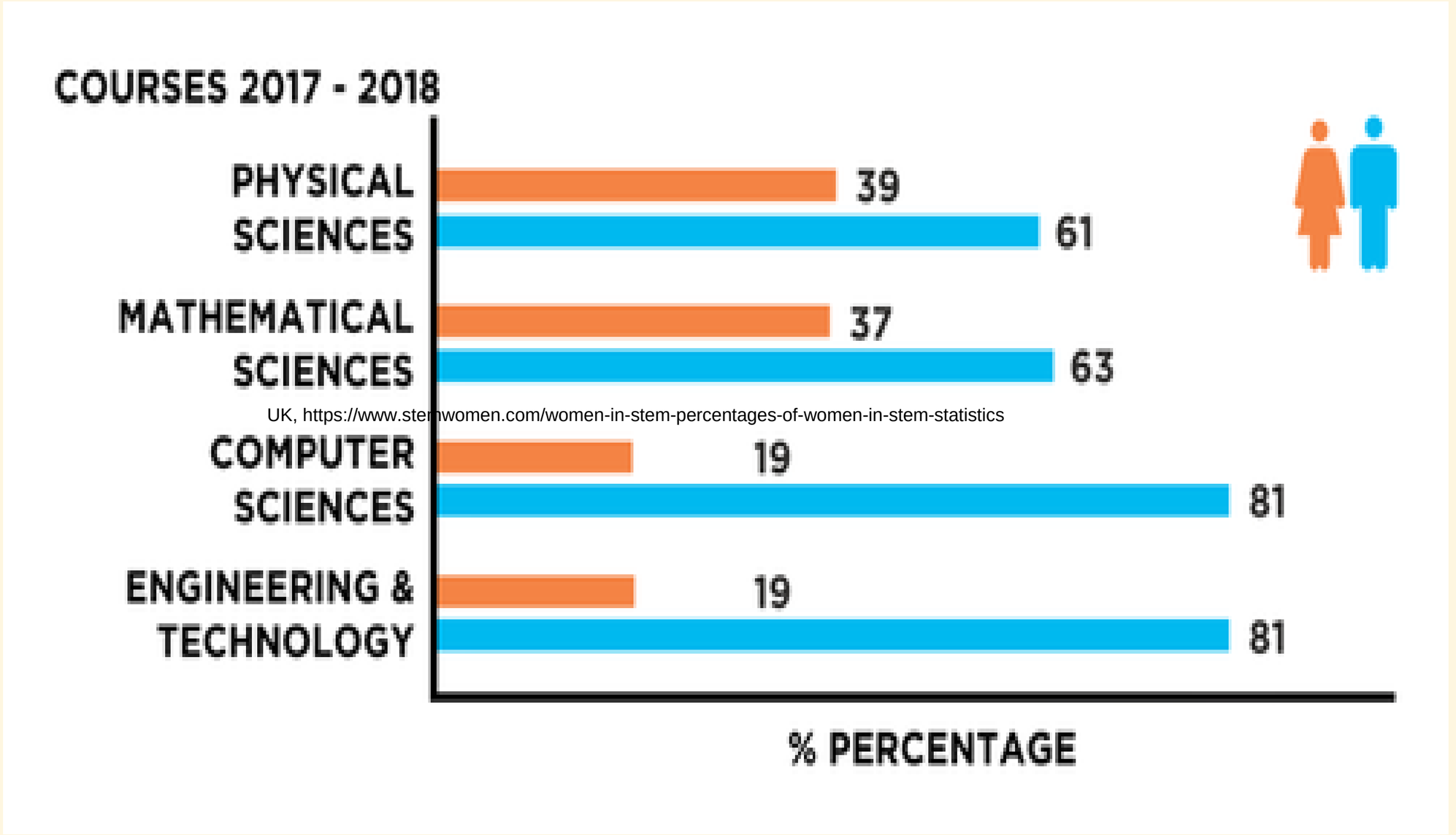
https://unevoc.unesco.org/home/Gender_STEM_Workshop

Source: Cracking the Code: Girls' and Women's Education in Science, Technology, Engineering and Mathematics (STEM), UNESCO 2017

By 2020, 98% of STEM related jobs will require ICT skills creating

1 million vacant posts because of a lack of skilled personnel.

Source: 2019 Global Education Monitoring Report, UNES



UK, https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics

Intersectional Gender Bias in STEM

- Social
- Cultural
- Socialization
- Social constructs

- Institutional
- Practices
- Mentorship
- Systemic discrimination

Making Equity Works

ACCESS

- Barriers
- Promotion

TEACHING

- Role modelling
- Inclusive Knowledge

RESEARCH

- Design
- Project Team
- Support

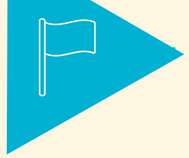
GENDER EQUALITY

- Cuts across all sustainable development goals

Personal and Collective

VALUES

EQUITY AND SOCIAL JUSTICE

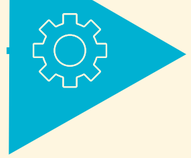


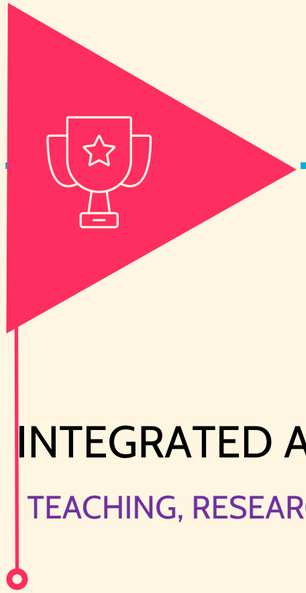
GIVE VOICE

MINDFUL OF WHO IS ABSENT

CONSISTENCY

PERSONAL IS POLITICAL





INTEGRATED APPROACH

TEACHING, RESEARCH, SERVICE

ENVISION a future of inclusive excellence

DIVERSITY, INCLUSION, BELONGING

HUMAN RIGHTS

SYSTEMIC CHANGE

TRANSFORMATIVE

QUESTIONS?

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