***UHI STEM Femmes* Remit**

**Introduction and background**

In 2019-20 UHI created 8x *STEM Femmes* champions positions to encourage and support women in STEM (science; tech; engineering; maths). The champions helped us create a *STEM Femmes* role that offers development opportunities, accreditation, training, the chance to inspire women into STEM courses/ professions, to meet like-minded people, network and to earn a bit of extra money. The team won the EQUATE Scotland Student-Institution Partnership 2020 for their work and plans.

This year UHI have created 4 new positions to work alongside our 4 senior *STEM Femmes* positions, and are recruiting now! New *STEM Femmes* will each ‘buddy-up’ with a senior *STEM Femme* to undertake tasks and project work, putting skills into practice, increasing confidence and engagement among women STEM students, staff, school pupils and professionals.

*UHI STEM Femmes* will work alongside our Staff STEM Champions and UHI STEM Hub to help lead the way supporting women in under-represented positions.

**What do *STEM Femmes* get in return for participating?**

* Professional accreditation, recognised UK-wide
* Mentoring opportunities
* Training (eg. confidence and assertiveness; unconscious bias; equality & diversity)
* Networking and social opportunities
* The opportunity to change the landscape for women in STEM
* £100 project budget
* £100 thank-you payment
* Experience of how UHI works, including marketing, comms, student engagement, governance, class reps and more.

**What will the *STEM Femmes* team look like?**

**UHI-EQUATE Senior *STEM Femmes***

We currently have 4 *Senior STEM Femmes* retained from 2019-20, whose role is largely the same as *STEM Femmes’* (below), with some additional responsibilities around mentoring new *STEM Femmes.*

Senior *STEM Femmes* work alongside EQUATE Scotland to help UHI meet our equality outcomes, and counteract systemic barriers to women in STEM.

New *STEM Femmes* will have the opportunity to stay on for a second year as Senior *STEM Femmes*.

***UHI STEM Femmes***

The role covers 6 areas of activity as illustrated overleaf, taking-into-account:

* Consultation with 2019-20 *STEM Femmes*
* EQUATE Scotland learning outcomes and principles
* UHI’s strategic priorities, including Equality Outcomes, Regional Outcome Agreement (ROA), Research Excellence Framework (REF) and Athena SWAN.

**STEM Femmes Role**

Some tasks involve one-off activities, eg. attending or organising events/ open days, where other tasks are ongoing, eg. blogging or projects. Many tasks can be undertaken as a team, and others can be approached alone.

Some tasks are ‘core tasks’ which are required of everybody. Others are ‘elective tasks’ where champions have more freedom to set their own goals and objectives.

**Core tasks**

**Point of contact:** Champions will have a photo, bio and ‘contact me’ field on UHI webpage, displaying the college that they go to and the course they study. This will allow students to contact the most relevant person for their enquiry: champions can then signpost through staff champions.

**School Visits and Open Days:** Champions will represent the UHI partnership at either schools; open days; UCAS events; community science events, working with UHI STEM Hub and marketing.

**Role Modelling:** Public speaking; featuring in promotional / marketing material (eg. website; prospectuses) and/or encouraging other women in STEM to do the same (students & staff)

**Promoting:** promote events and initiatives

**Elective Tasks**

**Monthly Blog:** Each Champion will write a or 2-monthly blog or article on a topic of their choice, relating to women in STEM. This can be. on an area of interest; a write-up of an event; a piece of research; an inspirational person/ people; an interview. Role models do not have to be women.

**Projects :** Champions are each required to undertake a project throughout the year. This could be an area they find important/ interesting, or could be something that one of our industry champions would like input from us on. Some egs. of current projects are displayed overleaf.

**STEM Femmes 2020-21 Projects**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Champion** | **Subject Area** | **Academic Partner (AP)** | **Level** | **Leading on** |
| **Bryony Beck** | **Environmental Science** | Lews Castle College UHI (Distance Learning) | MSc | **Online Distance Learning Social Module-** designing an online hangout space for ODL STEM students to socialise separately from course staff, in line with on-campus students |
| **Chloe Rodgers** | **Health (Immunology)** | UHI Executive Office (Health) | PhD | **Inspirational Women in STEM photographic series-** candid, relatable portraits of women role models, with miniature bios.  We will publish this online, and aim to tour a regional exhibition, subject to sponsorship |
| **Kirstie Miller** | **Computing** | Perth College UHI | BSc | **Social media-** engaging with other employers, educators and innovators to create a ‘buzz’ around women in STEM in the Highlands and Islands |
| **Ramona Petrig** | **Marine Science** | Scottish Association Marine Science (SAMS) UHI | BSc | **Surveys-** aimed at women in STEM:  students, staff and industry, collecting qualitative data on career barriers and solutions. Creating engagement with potential staff and industry champions |

**Events**

We hope for each college to host an event, subject to Covid restrictions relaxing. Where possible, champions are encouraged to team-up. We will look to ensure events are accessible online for distance learning students, and those across the university partnership wishing to participate.

The 2019-20 *STEM Femmes* presented at UHI’s International Women’s Day celebration (2020) and ran an online discussion on placements and career opportunities. Other events were shelved due to Covid.

One example of a planned event is a week-long wind energy tournament (May 2021) where UHI and Strathclyde will compete in an innovative engineering project, judged by industry experts, innovators  and academics.

Other examples could be eg. themed days with students and staff, or events with partners such as Scottish Aquaculture, Cairngorms National Park Association and Lantra.

**Success Measures:** Qualitative and quantitative data will be collected throughout the projects, and periodically reviewed to measure success, inform methods and further actions, and make cases to maintain and expand STEM Femmes funding for 2021-22.

Conclusions will be reported, and actions set in UHI’s Public Sector Equality outcomes reporting in April 2021.

**Applications**: students can apply online at at <https://uhi.onlinesurveys.ac.uk/test-uhi-stem-femmes-application-form>