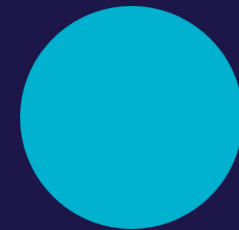
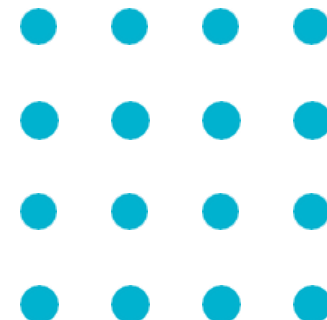
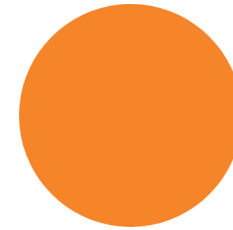


WISE membership, products and services guide



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Who is WISE?

WISE provides business-to-business (B2B) Equity, Diversity and Inclusion (EDI) products and services to deliver improved business performance through better gender balance in Science, Technology, Engineering and Maths (STEM) professions. Since WISE was founded, we have helped hundreds of companies in the UK grow the number of women in their STEM workforce.

Our team delivers standard and bespoke products and services that are aligned with the WISE Gender Equity Framework – this flagship tool is proven to attract, develop and retain women into STEM. Our work includes diagnostics, benchmarking, training, research and thought leadership.

We work closely with members to help them understand the business case for gender diversity, as well as improve the number of women in STEM across all levels of their organisation.

Our purpose

Enable and promote the participation, contribution and success of women in the UK STEM workforce.

Our vision

Partner of choice to achieve parity for women in STEM from classroom to boardroom.

Our mission

To support our partners to achieve gender parity and benefit from better productivity, innovation and business performance. These partnerships will strengthen STEM sectors by championing diversity of thought, background and life experience, thereby making STEM inclusive to all.



What is the Gender Equity Framework?

The WISE Gender Equity Framework was developed collaboratively with partners in industry, academia and EDI. The framework aims to help WISE member organisations achieve our purpose of increasing the participation, contribution and success of all women in science, technology, engineering and maths (STEM).

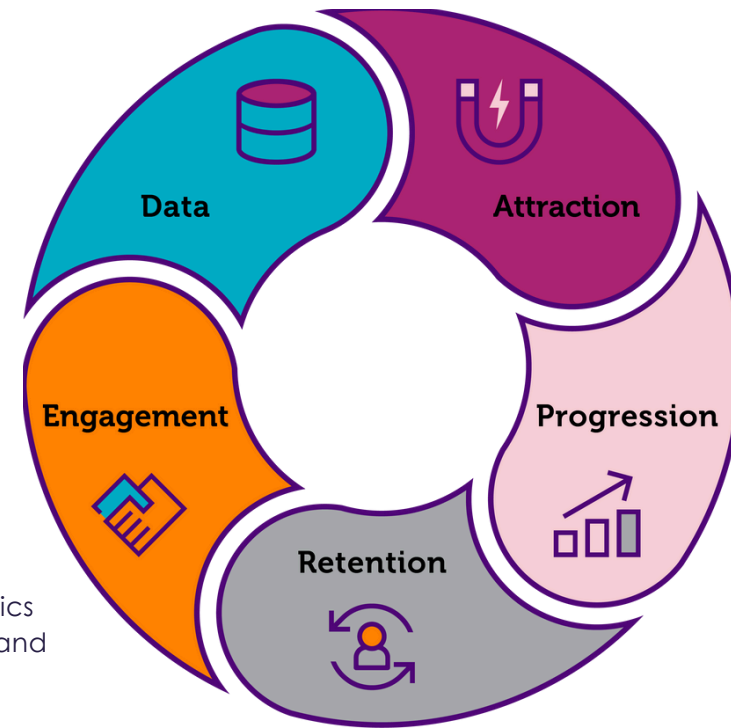
We can accomplish meaningful change by working together to remove gender bias, to increase the number of role models in the industry, and to level the playing field for women wanting to progress in STEM.

How it works

The Gender Equity Framework consists of five pillars that encompass all aspects of workplace diversity and inclusion: data, attraction, progression, retention and engagement. Specific EDI topics are grouped together within these pillars, to represent an overall approach to EDI management and development for both corporate organisations and academic institutions.

The five pillars

The five pillars are representative of the employee journey and fundamental EDI touchpoints at both corporate and academic organisations. The areas that sit underneath the overarching pillars are comprehensive, logical and provide an easy to understand route to best practice in all areas of EDI.



Data

measure your progress towards gender equity



Attraction

inclusive recruitment of top talent



Progression

eliminate barriers and promote opportunity



Retention

nurturing individuals



Engagement

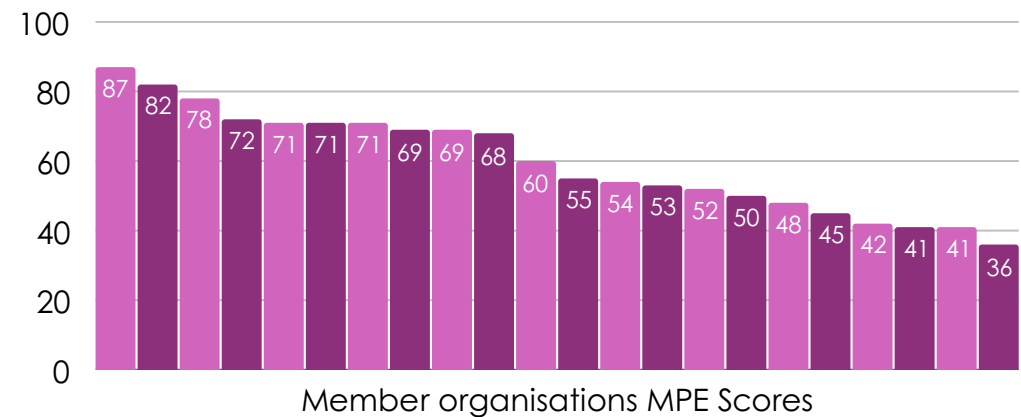
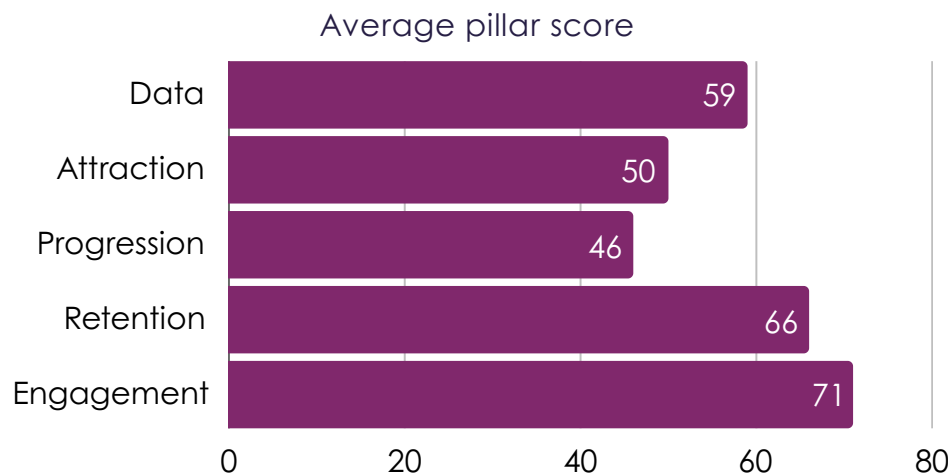
putting words into actions

Measuring the WISE impact

Each year WISE hosts its Measuring Progress Event (MPE). This event brings our members together to share their individual and collective Gender Equity diagnostic submissions for that year, and to see how they compare against the Gender Equity Framework.

In 2024 we introduced our new WISE Gender Equity Framework and its two supporting diagnostics. We focused on the results from the HR diagnostic, which looks at the EDI infrastructure within an organisation; for example, policies, processes and initiatives that are in place to support employees.

The average overall score was 60%, with a range of 36% to 87%. The average score was higher (62% compared to 54%) for those who previously engaged with our Ten Steps framework than those who submitted for the first time. This highlights that organisations who previously engaged with our framework are seeing the benefits and are performing more highly.



With the launch of the new Gender Equity Framework and its supporting diagnostic, WISE has seen a large growth in its ability to capture and monitor member specific data across a range of key areas of EDI.

This data driven approach will ensure we can support our members year-on-year, providing them with targeted products and services which align to the needs of their organisation and its employees.

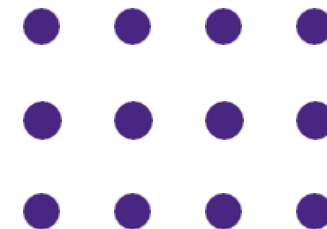
Online membership

This is our entry-level membership, which has been designed for those smaller organisations, or ones that already have a well-established internal EDI resource.

Online membership benefits

- Annual Gender Equity diagnostic benchmarking(scores only)
- Access to exclusive online WISE events:
 - 6-member exclusive webinars and online events (open to all your employees)
 - Access to IWD and INWED virtual events
- Exclusive member area access for all employees, including:
 - Member case studies
 - Employee toolkits and guides
 - Membership resources
 - Event reports
 - Brand and promotional toolkit
 - Webinar video library
- Dedicated member support:
 - 1-hour onboarding call
 - 1-hour bi-annual progress reviews
 - Monthly member newsletter
 - WISE Young Professionals Board applications
 - Brand association
 - 10% discount on job advert packages
 - 10% discount on WISE Conference and Awards ceremony ticket prices

Online membership fee: £1,499 +VAT per annum



Online membership benefits explained

Annual Gender Equity diagnostic benchmarking

The diagnostic tool is a survey consisting of more than 70 questions, which assess an organisation's maturity against the Gender Equity Framework. This is designed to be answered by an HR or EDI professional with full knowledge of policies and processes in place to support employees. It offers a comprehensive overview and gives a baseline data set that provides insight into where your organisation stands and what areas need to be improved.

WISE member area

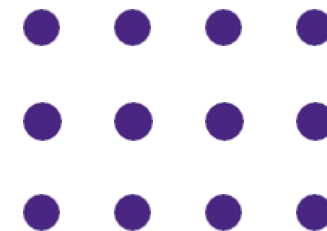
As a member of WISE, you will be given access to the Member Area of our website. Here you will find a wide range of member exclusive resources that are designed to support your organisation on its EDI journey. An extensive library of past event records, member case studies and event reports means that you'll never miss out on an opportunity to learn from our network of members. Our on-boarding pack and promotional toolkit will enable you to kick start your membership with us, enabling you to fully understand how WISE can work to benefit your organisation.

WISE Young Professionals Board applications

The WISE Young Professionals Board (WYPB) is made up of a diverse group of exceptional role models who work within a range of STEM fields. As a member of WISE, your employees will have the opportunity to apply for a position on the board. The WYPB's aim is to act as catalysts for cultural change, whilst providing professional development opportunities for its members, through the range of projects, activities and events they oversee.

Exclusive online WISE events

This programme of online events and webinars runs throughout the year. Providing our members and partners an opportunity to showcase their work within EDI, success stories and ideas on how others could apply them within their organisation. Covering a broad range of topics, these events are delivered online to ensure the maximum accessibility to those who want to boost their learnings and drive change.



Active membership

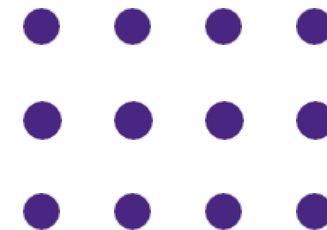
Named to reflect those members which have the highest level of involvement in EDI. Active membership has a number of carefully selected benefits, that provide our members with the broadest range of resources and support.

What is included in an Active membership?

- Benefits included in Online, plus:
- Custom Gender Equity diagnostic report
- Access to exclusive in-person WISE events:
 - 3 Knowledge Sharing Events
 - Measuring Progress Event
 - CXO: Senior Leaders Roundtable
- Become a WISE Signatory
- Active Membership Rewards scheme
- My Skills My Life branded profile
- Dedicated customer engagement manager, including:
 - 1-hour onboarding call
 - 1-hour quarterly progress reviews
- 1-hour EDI roadmap development session
- Additional 5% discount on Job Advert packages
- Additional 5% discount on WISE Conference and Awards ceremony ticket prices
- Exclusive discounts on add-on product and services

In addition to these benefits, active members get access to our full range of 'add-on products and services'. Using the Gender Equity diagnostic, WISE will be able to help you diagnose which 'Add-ons' are best suited to your organisation, resulting in a unique EDI programme for you to utilise.

Active membership fee: £6,000 +VAT per annum



Active membership benefits explained

My Skills My Life branded profile

This unique outreach and careers resource aims to inspire the next generation of STEM. An interactive tool designed for those aged 11-19 to facilitate connections with over 1,000 role models actively engaged in STEM fields. By establishing a branded company profile, My Skills My Life becomes a valuable asset supporting your organisation's outreach and other corporate social responsibility initiatives.

Exclusive in-person WISE events

Consisting of our Knowledge Sharing Events (KSEs), which provide insights and top tips on creating cultural change. Our annual Measuring Progress Event (MPE), offering a benchmarking exercise designed to compare your organisation to our WISE Signatories. The CXO: Roundtable events focus on senior leaders, giving them an opportunity to hear how WISE members have successfully deployed different strategies to address their own challenges. These events afford excellent networking and developmental opportunities to those in attendance, as well as, speaking and hosting opportunities for members.

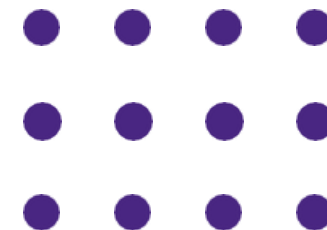
EDI roadmap development session

This 1-hour session focuses on understanding your organisation's biggest challenges for greater gender parity in STEM, outlining what you would like to achieve with your membership with us. WISE will support you in creating relevant KPIs for each of your targets, so we can measure impact and demonstrate clear results.

Additional session: £750

Dedicated customer engagement manager

At WISE, we believe organisations want more than just a membership, they want to forge relationships. Our customer engagement managers are here to make that possible, by being your main point of contact for guidance and support. Upon joining, you will be assigned to one of our committed customer engagement managers, who will aid you during the onboarding process and ensure your membership is being fully utilised, through quarterly progress check-ins and roadmap reviews.



Active membership reward scheme

Exclusive benefits await active members through our membership tiering system, which is specifically designed to reflect the level of engagement organisations have with WISE.

Our membership tiering system consists of three levels: Core, Premium, and Strategic. Calculated based on the total value of your membership (including membership fee and add-ons) for the upcoming year. This tiering system allows your organisation to progress through the different levels, showcasing the advancements made.

Each tier has its own spending threshold that must be met to unlock the associated rewards. The specific details of these rewards and thresholds are provided below.



Active membership

Active Core

Threshold to unlock: £10,000

Reward: 5% discount on next year membership fee

Active Premium

Threshold to unlock: £15,000

Rewards: 10% discount on next year's membership fee

8-hours extra of Relationship Manager time per year

Active Strategic

Threshold to unlock: £25,000

Rewards: 15% discount on next year's membership fee

12-hours extra of Relationship Manager time per year

Add-on products and services

WISE provides a range of bespoke and standardised products and services to help organisations improve their gender balance. These include the following:

The Gender Equity workshop

The workshop involves completed both our Gender Equity HR and Employee diagnostic prior to the workshop to assess your organisation's maturity against the framework; the workshop itself then includes a review of the diagnostic results and action planning focused on key areas of improvement.

Active members only : £4,995

Bespoke research project

WISE conducts independent and commissioned research. Subjects are informed by market themes or member issues, and data collection and subsequent analysis is done in-house. Recent projects have included research in collaboration with Amazon on Women Innovators and Exploring Pathways Into Tech Careers, which examined alternative routes into the technology workforce.

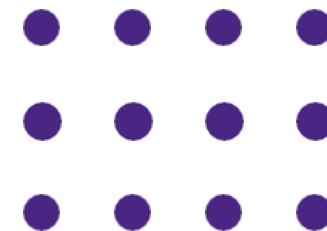
Active members only : POA

Introduction to Diversity and Inclusion

WISE's Introduction to Diversity and Inclusion Training is designed to be the perfect starting point for employees and organisations embarking on their EDI journey. The session is focused on introducing participants to key concepts and terms within EDI, presenting the strong business case for diversity, and helping participants start to think about being inclusive themselves.

Active members: £1,195 / Non-members and Online members: £1,495

Please be advised that all prices listed are exclusive of VAT.



Inclusive recruitment workshop

WISE's Inclusive Recruitment workshop aims to provide an informative and interactive session to help organisations improve the diversity of their talent pool and subsequent successful applicants. The session is designed to provide the understanding and tools required to reach, engage with and support diverse applicants across the whole recruitment cycle.

Active members: £1,595 / Non-members and Online members: £1,995

My Skills My Life training

My Skills My Life is a ground-breaking resource that shows girls that people just like them are happy and successful working in science, technology or engineering. By delivering My Skills My Life, your organisation can engage directly with the next generation of STEM talent. WISE offer training in the My Skills My Life approach, allowing this tool to be delivered as part of your organisation's outreach work.

Active members: £2,500 / Non-members and Online members: £2,995

Series of bespoke employee webinars

The 3 sessions, each an hour in length, can be delivered to higher audience numbers than our Training and Workshop sessions. Focusing on any topic within EDI; WISE will work with your organisation to develop content that's going to have the biggest impact, whether they are identified internally or via the Gender Equity diagnostic.

Active members: £3,195 / Non-members and Online members: £3,995

Allyship: becoming consciously inclusive training

This session is for organisations and employees taking the next step on their inclusivity journey, moving from an awareness and appreciation of EDI to taking an active role in developing an inclusive culture and workplace environment. This workshop will educate everyone from new entrants to business leaders on what it means to be an ally in the workplace, and how they can set themselves on a path to becoming one.

Active members: £1,195 / Non-members and Online members: £1,495

Please be advised that all prices listed are exclusive of VAT.



Unconscious bias training

Designed to introduce participants to the concept of unconscious bias, looking at the theory underpinning our biases and the different types of bias that we are subject to. By using evidence-based research and guidance, which is followed up with discussions and activities to consolidate learning. Our aim to enable participants to recognise their own biases and start to mitigate against them.

Active members: £1,195 / Non-members and Online members: £1,495

Reverse mentoring workshop and training

Reverse Mentoring is great way to educate your senior leaders, it is for this reason WISE has developed a comprehensive two-module offering to support organisations who want to implement a reverse mentoring programme. Via these two modules, WISE aims to ensure a holistic and well-supported implementation strategy to reverse mentoring. This approach acknowledges the importance of both organisational preparedness, and the individual readiness of the mentors and mentees. Depending on your organisations experience with reverse mentoring, these modules can be purchased separately or as part of a bundle.

Bundle pricing: Active members: £4,000 / Non-members and Online members: £5,000

Reverse mentoring module one: how to create and manage an effective programme

Running an effective Reverse Mentoring programme takes time, knowledge, and support for it to be successful. That is why our first module focuses on covering the end-to-end process of developing and delivering a Reverse Mentoring programme. This ensures that, no matter how experienced or inexperienced your organisation is with Reverse Mentoring, WISE can support you through each step and help you demonstrate the impact it's had on your organisation.

Active members: £1,995 / Non-members and Online members: £2,495

Reverse mentoring module two: mentor and mentee training

For many Reverse Mentoring participants, this will be their first time experiencing such a role reversal. For this reason, WISE offers a Mentor and Mentee Training session. Its aim is to educate both the mentors and mentees on the specifics of your reverse mentoring programme, as well as what their role requires of them. Facilitated via a combination of icebreaker activities, insightful frameworks and models which they can use throughout their journey.

Active Members: £2,500 / Non-members and Online Members: £2,995

Please be advised that all prices listed are exclusive of VAT.



Bespoke consultancy services

WISE recognises that no two members are the same, we understand a business's EDI maturity and challenges are often unique to themselves. Because of this, we offer bespoke consultancy services which are determined and driven by what your organisation needs, via a collaborative and informed expert approach.

If you believe you have a specific requirement or challenge which is not covered under our more standardised offerings, we will work with you to create something. Such as, but not limited to:

- Data monitoring
- Job description reviews
- EDI policy reviews
- EDI strategy reviews
- HR process reviews
- Supporting mentoring and reverse mentoring programmes
- Talent management and succession planning
- Leadership programmes
- Flexible working and reasonable adjustments upskilling
- Performance management process review
- Cultural Analysis Tool (CAT)

We have a talented team of experts which hold a wealth of knowledge and experience, they are here to support you by acting as a guiding light across the EDI landscape.

Active members: £150/hour / Non-members and Online members: £195/hour

Please be advised that all prices listed are exclusive of VAT.



WISE jobs board

A key element of inclusive recruitment is job advert placement. To broaden your talent pool you need to reach the right audience and the WISE Jobs Board will help you do just this! Your vacancy will be advertised to thousands of women in STEM, as well as educators, advisers, women's groups, professional bodies and engaged contacts in universities and colleges.



Visited by over 12,500 STEM candidates each month



More than 13,000 Job adverts viewed each month



We have over 600 employers registered on the platform

Packages:

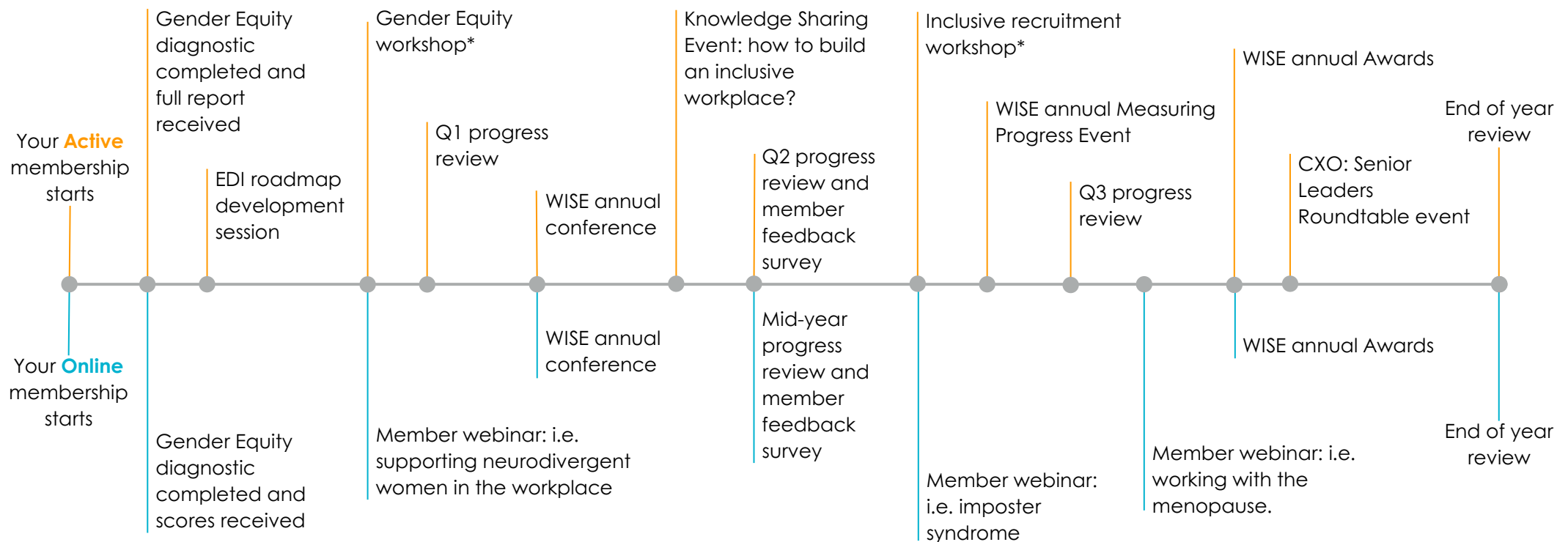
One Job Advert	Six Job Adverts	Twelve Job Adverts <small>POPULAR</small>	Twenty-Four Job Adverts	Unlimited Job Adverts
Active Members £255	Active Members £1,453.50	Active Members £2,754	Active Members £5,202	Active Members £10,625
Online Members £270	Online Members £1,539	Online Members £2,916	Online Members £5,508	Online Members £11,250
30 Day Advert	Valid for 365 Days	Valid for 365 Days	Valid for 365 Days	Valid for 365 Days
Company Logo	Company Logo	Company Logo	Company Logo	Company Logo
Link to your website	Link to your website	Link to your website	Link to your website	Automated Feed
Non-Members £300	Non-Members £1,710	Non-Members £3,240	Non-Members £6,120	Non-Members £12,500

Please be advised that all prices listed are exclusive of VAT.



What would your membership look like?

Below is a hypothetical timeline that illustrates what a WISE membership could be like for your organisation over the course of a year.



*Purchasable add-on product or service.

Member testimonials

"At GRAHAM we looked to create a more diverse workforce to build resilience in the business in terms of skills capacity. We started with gender diversity and became signatories of the WISE Ten Steps Framework. The WISE Ten Steps in an easy to use, self-assessment tool that will help change the gender diversity of your business – assuming you act on its findings. GRAHAM has been using the WISE Ten Steps approach for nearly five years and can demonstrate year-on-year improvement. This is a marathon, not a sprint – and the reward is a better business!"



GRAHAM

Emer Murnaghan
WISE Ambassador and
Innovation Director,
GRAHAM Civil

"Amazon is a company of builders who use varying backgrounds, ideas and points of view to invent on behalf of customers. We want to help inspire the next generation to reach their potential, so are proud to support WISE's efforts to promote careers in STEM to young women."



amazon.com

Alison Barlow
EU Head of Diversity,
Amazon

"AWE were proud to sponsor the 2024 WISE conference on the topic of Leadership, highlighting the importance of both diversity within Leadership, and the vital role that leaders play with fostering an inclusive culture. We were thrilled to share updates from our own journey, while learning from the great practice happening elsewhere in the industry. The key themes from the conference on the importance of underpinning data, and supporting women at all stages of their career resonate with efforts we are already undertaking and inspired us to take the lessons from the conference to make further improvements. AWE have partnered with WISE for many years, recognising our shared goals to improve the participation and the experience for women and girls in STEM, and would recommend partnering with WISE to other organisations looking for support on their individual ED&I journey."



AWE
NUCLEAR SECURITY TECHNOLOGIES

Representative of AWE

Your WISE journey starts here

For more information on our Membership or any other products and services please visit our website or contact us.

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Get in touch

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