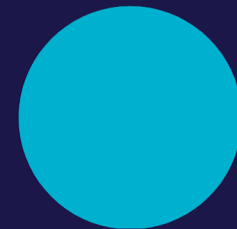


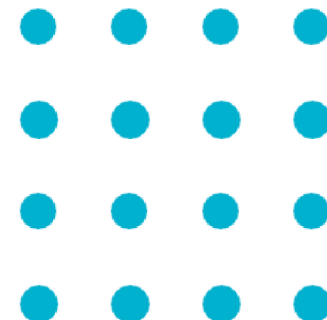
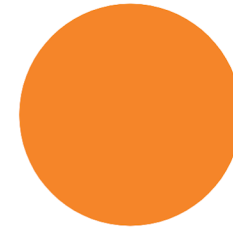
# WISE Membership, Products & Services Guide



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# Contents

Who is WISE?	1
Online Membership	2
Online Membership Benefits Explained	3
Active Membership	4
Active Membership Benefits Explained	5
Active Membership Rewards Scheme	6
Our Add-on Products & Services	7
What would your membership look like?	11
Our Members & Partners	12
Member Testimonials	13
Start Your Relationship with WISE	14





# 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 Ten Steps – this flagship tool is proven to attract, develop and retain women into STEM. Our work includes diagnostics and interventions, 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**

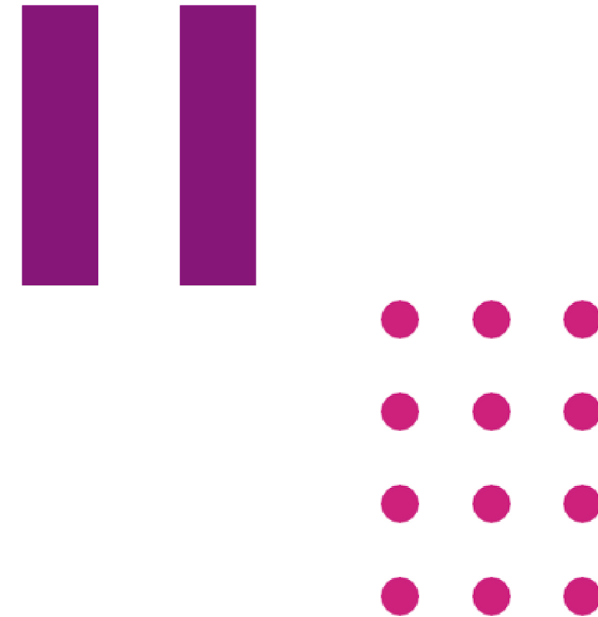
Enable and promote the participation, contribution and success of women in the UK STEM workforce.

## **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.

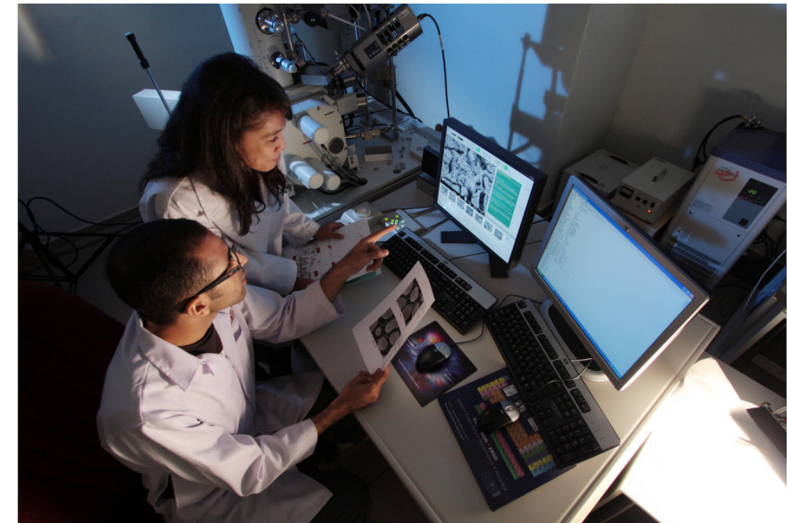


# Online Membership

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

- Brand association
- Access to exclusive online WISE events:
  - 6-member exclusive webinars & online events
  - 6+ open access webinars
  - Dedicated IWD & INWED virtual events
- WISE member dashboard, including:
  - Brand pack
  - Webinar video library
  - Case studies
- Dedicated monthly member newsletter
- WISE Young Professionals Board applications\*
- Dedicated member support:.\*
  - 1-hour onboarding call
  - 1-hour bi-annual progress reviews
- WISE EDI Diagnostic (scores only)\*
- 10% discount on Job Advert packages
- 10% discount on WISE Conference & Awards Ceremony ticket prices



## Online Membership Fee: £1,499 +VAT per annum

New membership benefit for 2023\*

# Online Membership Benefits Explained

## WISE EDI Diagnostic

The diagnostic tool is a survey consisting of 50 questions, which assess an organisation's maturity against the Ten Steps framework. The diagnostic can be completed by an individual on behalf of the organisation (e.g. Head of EDI) or can be shared widely with employees to anonymously collect responses. Demographic questions can also be added to allow comparison of scores by gender, seniority, business function or any other comparator.

## Brand Association

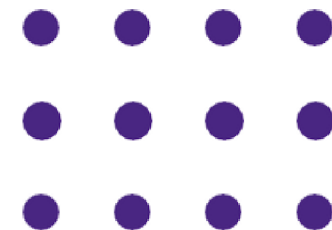
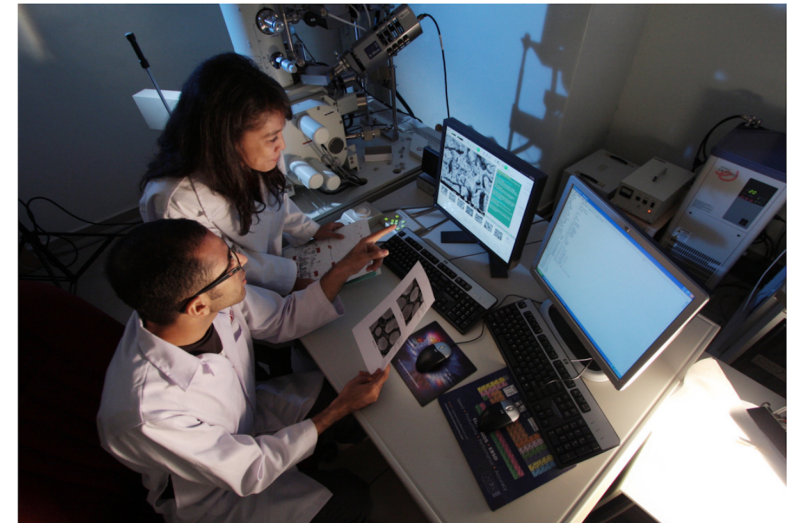
As a member of WISE, you will be given a dedicated profile page on our website, with the option to add some additional narrative. This not only acts as bio for your organisation but provides you with an opportunity to state specifically what EDI goals you are aiming to achieve and why you believe a WISE membership is important. By doing this, our members align their brand with WISE and clearly demonstrates to others that they are taking active steps within their organisation for greater gender parity. You can also use the WISE branding to showcase your commitment to women in STEM.

## 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. Hosted by our members and partners, they provide an opportunity for you to showcase your 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 ED&I. Active membership has a number of carefully selected benefits, that provide our members with the broadest range of resources and support.

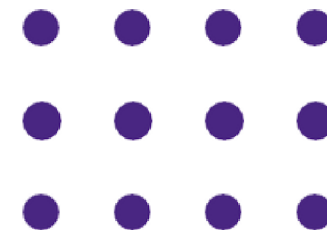
## What is included in an Active membership?

- Benefits included in Online, plus:
- Access to exclusive in-person WISE events:
  - 3 Knowledge Sharing Events
  - Measuring Progress Event
  - 2 CXO: Senior Leaders Roundtable
- Become a Ten Steps Signatory
- WISE EDI Diagnostic (scores & full report)
- Active Membership Rewards scheme\*
- Dedicated Relationship Manager, including:
  - 1-hour onboarding call
  - 1-hour quarterly progress reviews\*
- My Skills My Life branded profile
- 1-hour EDI Roadmap Development Session\*
- Additional 5% discount on Job Advert packages
- Additional 5% discount on WISE Conference & Awards Ceremony ticket prices
- Exclusive discounts on add-on product & services

In addition to these benefits, active members get access to our 'add-on products and services'. Using the Ten Steps Diagnostic Tool, 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

New membership benefit for 2023\*



# 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 Ten Steps 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.

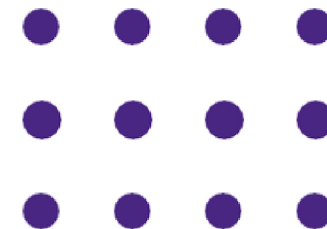
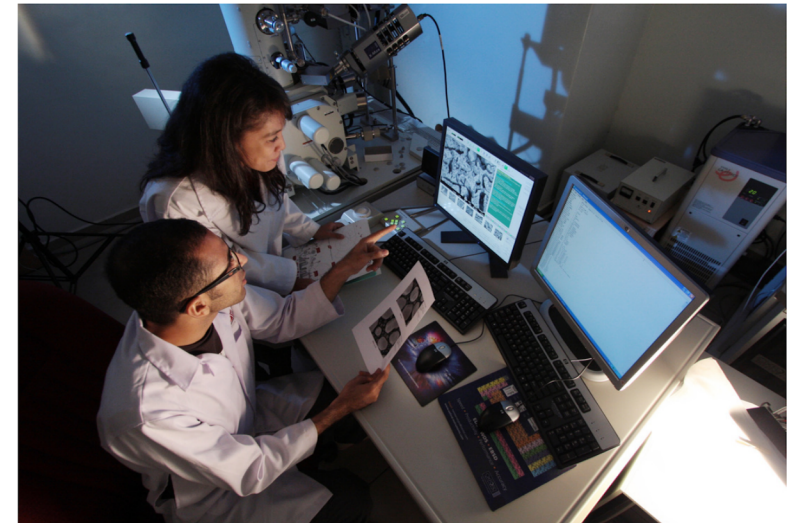
## EDI Roadmap Development Session

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 Relationship Manager

At WISE, we believe organisations want more than just a membership, they want to forge relationships. Our Relationship 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 Relationship 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 & Services

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

## Ten Steps Workshop

The workshop involves undertaking a Ten Steps 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.

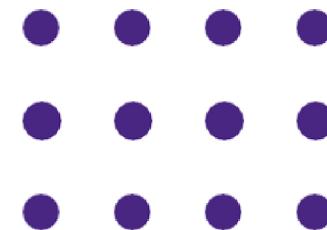
**Active members only : POA**

## Introduction to Diversity & Inclusion

WISE's Introduction to Diversity & 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 & Online Members: £1,495**

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
- Mentoring and reverse mentoring programmes
- Talent management & 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 & Online Members: £195/hour**

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 & 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. We are offering 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 & 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 Ten Steps Diagnostic.

**Active Members: £3,195 / Non-members & 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 & Online Members: £1,495**

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:

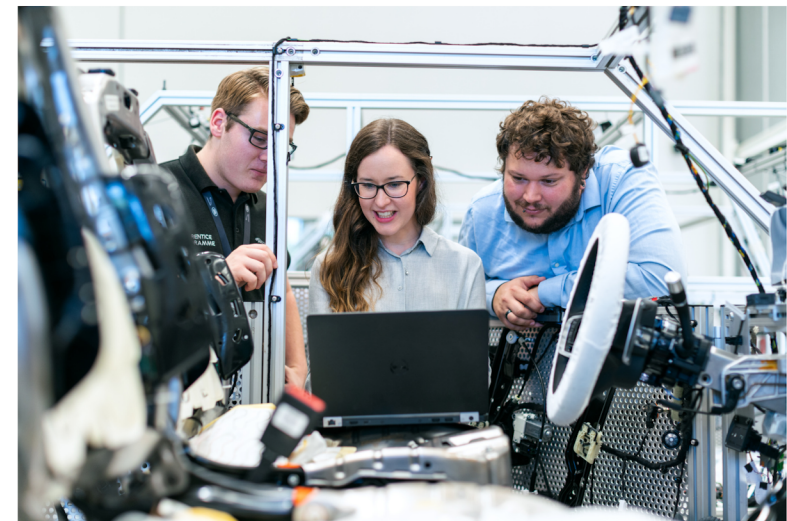
One Job Advert	Six Job Adverts	Twelve Job Adverts <small>POPULAR</small>	Twenty-Four Job Adverts	Unlimited Job Adverts
Active Members £255	Active Members £1,450	Active Members £2,750	Active Members £5,200	Active Members £10,625
Online Members £270	Online Members £1,550	Online Members £2,925	Online Members £5,500	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	Link to your website
Non-Members £300	Non-Members £1,725	Non-Members £3,250	Non-Members £6,125	Non-Members £12,500

## 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.

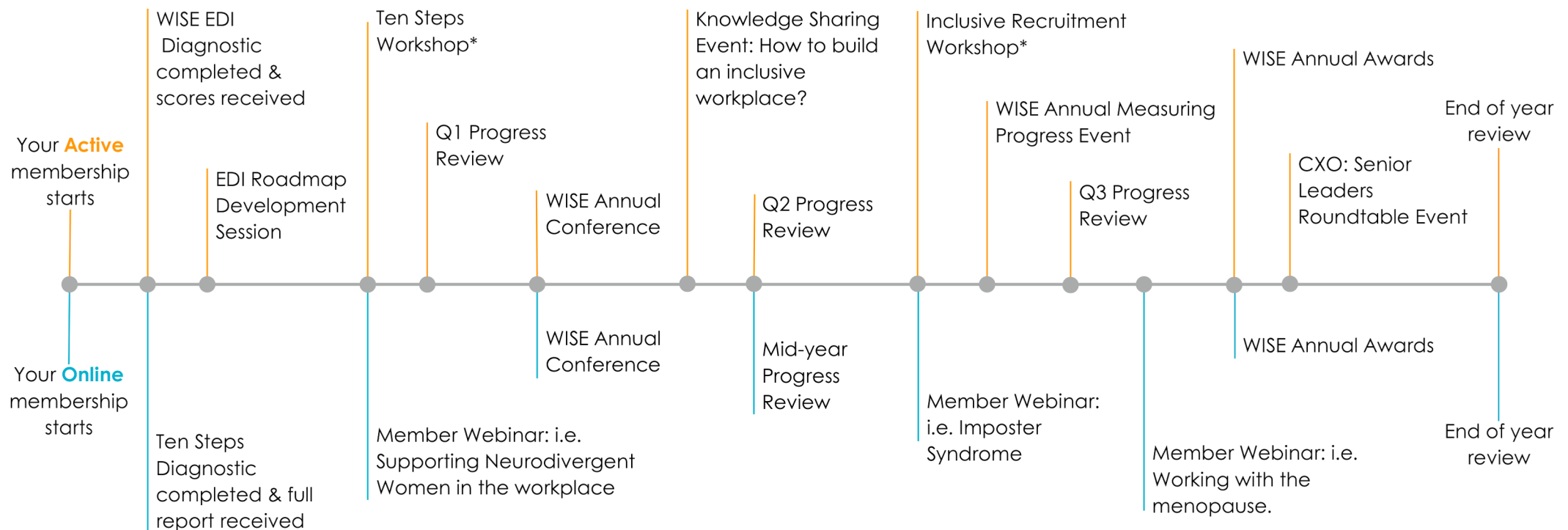
**Active Members: £1,195 / Non-members & Online Members: £1,495**

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.

# Our Members & Partners

We currently work with over 200 member organisations to help grow the number of women in STEM. They include blue chip companies, public sector organisations, and SMEs.

We partner with specialists in the EDI, women in STEM, and STEM recruitment and education space including the Institute of Coding, The ERA Foundation, STEM Learning, The British Computing Society (BCS), The Royal Academy of Engineering (RAE); and the Universities and Colleges Admissions Service (UCAS). These collaborations help us to extend our influence across business and civil society.

## WISE Members & Partners



[View More](#)





# 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 is 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

"Science and engineering is essential to our work at PA – from pioneering projects building medical devices through to using AI to accelerate energy transition. Our partnership with WISE is helping us attract the best, most diverse STEM talent; ensuring we continue to deliver the most ingenious solutions for our clients."



**PA**

**Jenny Lewis**  
Data Science Partner,  
PA Consulting



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# Your WISE Journey Starts Here

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

Email: [enquires@wisecampaign.org.uk](mailto:enquires@wisecampaign.org.uk)  
or call: 0345 527 0889



Get in touch







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