

Checklist for Employers

The Challenge

Be a STEM employer actively supporting an increase in female participation in STEM education and careers in NI region

- Understand the business case – why should you do this?*
- Understand what your organisation can do to help and how to get started*

Make and disseminate the business case for diversity in your organisation

- Make the business case for diversity*
- Understand the barriers*
- Understand the solution*

How does your organisation compare to the national statistics on inclusion?

- Consider the composition of your own workforce*

Understand current legislation and practice

- Understand your obligations under the law*

Take Action

- Join the WISE NI Hub*
- Access the network and attend events*
- Access the resources and link with STEM organisations*

Showcase STEM Careers

Showcase STEM career opportunities and engage with schools and communities to encourage more girls to choose STEM careers?

- Identify your female STEM role models and support them to take action*
- Review your outreach approach*

Raise the visibility of your female STEM role models

- Include your role model profiles on your organisation's website*
- Include your role models on the NI My Skills, My Life platform*
- Train your role models*
- Support your role models*
- Invest in your role models*
- Plan where your role models can be seen and heard*

Work with schools / careers advisors / educators

- Identify which schools you want to work with*
- Establish effective communication*
- Prepare your offer in advance*
- Contact organisations that already work directly with schools*
- Be prepared*

Build and sustain schools' contacts

- Maintain communication with schools*

Build pathways to support girls' interest in STEM careers

- Build a pathway for those individuals that you engage with*
- Stay in touch with candidates*

Support teachers and careers professionals to understand the full range of careers

- Provide opportunities for teachers and careers professionals*

Make use of all engagement opportunities

- Consider other opportunities to reach out*
- Participate in and support STEM outreach activities over the whole year*

Build an Inclusive Employment Culture

Review your processes and measure change

- Benchmark*
- Action plan and target set*
- Gather and analyse data, celebrate your success*

Ensure this translates into an increase in girls and young women accessing STEM education and careers

- Maintain contact and provide support*
- Review marketing and promotional materials*
- Monitor selection and assessment processes*
- Review the workplace culture*
- Work with WISE and make use of the WISE Ten Steps programme*

Measure your success

- Regularly monitor and review your action plan*
- Record your outreach activities and feedback*
- Identify changes in your applications and recruitment figures*
- Identify changes in diversity within your workforce*
- And, celebrate and publish your success*

Take this forward and make organisational change

- Commit to working with WISE Campaign and being part of the solution*