



EMPATHIZE



- Women comprise only about 26% of the computing workforce in the United States, despite making up half of the overall workforce. (Source: National Center for Women & Information Technology)
- STEM Degrees: In the United States, women earn only about 35% of undergraduate degrees in STEM fields. (Source: National Science Foundation)
- STEM Leadership Positions: Only 21% of executive positions in tech companies are held by women, and women of color hold just 3% of these positions. (Source: McKinsey & Company)
- STEM Research: Women are underrepresented in academic research as well, with only about 30% of researchers worldwide being women. (Source: UNESCO)
- Tech Startups: Female-founded tech startups receive significantly less funding than their male counterparts. In 2020, all-female teams received only 2.3% of total venture capital funding. (Source: PitchBook)

DEFINE



- Women are often underrepresented in leadership positions and decision-making roles within STEM organizations and companies.
- Lack of safety in stem field, unwelcoming environment including gender discrimination, harassment contribute to this.
- Women are often underrepresented in STEM-related educational programs, which can begin as early as primary and secondary education.
- Balancing work with home will be a major difficult task with inflexible work time and traditional caregiving roles.

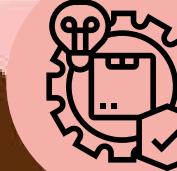
IDEATE



- Empowering Stories: Share success stories of women in STEM to inspire and motivate young girls.
- Mentorship Programs: Connect experienced women in STEM with aspiring individuals for guidance and support.
- Inclusive Education: Update curriculum materials to remove biases and include diverse perspectives in STEM.
- Girls' STEM Clubs: Create safe spaces for girls to explore STEM subjects together and foster empowerment.
- Company Diversity: Encourage companies to implement inclusive practices and recognize women's contributions in STEM.

GENDER EQUALITY IN STEM

PROTOTYPE



- Curriculum Review: Collaborate with educators to eliminate gender biases and integrate diverse perspectives into STEM curriculum materials.
- Teacher Workshops: Offer workshops to raise awareness of gender stereotypes and promote inclusive learning environments.
- Girls' STEM Clubs: Develop hands-on extracurricular clubs for girls to foster curiosity and confidence in STEM.
- Mentorship Network: Establish mentorship connections between women professionals and aspiring girls in STEM.
- Industry Collaboration: Partner with tech companies and institutions for inclusive hiring and internship programs.
- Community Engagement: Organize awareness campaigns, events, and discussions to challenge stereotypes and promote gender equality.

TEST



- Establish mentorship connections, track interactions, and evaluate mentee progress and satisfaction.
- Partner with a subset of companies, track inclusive practices' effects on workforce diversity.
- Run targeted campaigns and events, assess attitude shifts, and adjust strategies.
- Collaborate with advocacy groups on pilot policy initiatives, monitor effects, and adjust approaches.
- Develop metrics, track initial data, and refine reporting methods based on pilot outcomes.
- Implement program in selected settings, gather comprehensive feedback, refine components, and assess outcomes.