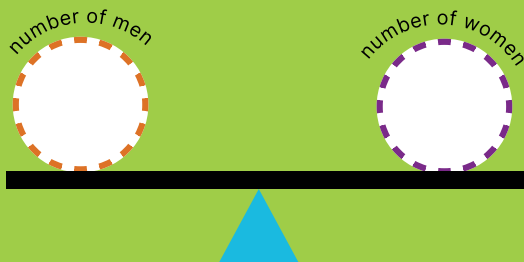# Gender Imbalance in STEM

Your Support Network 2

Looking at your network, tally up the amounts of men and women there are.

number of men

number of women

Answer the following questions individually, then discuss as a group.

Is there a gender imbalance? If so, why do you think that is?
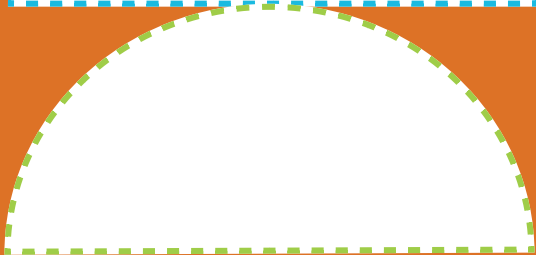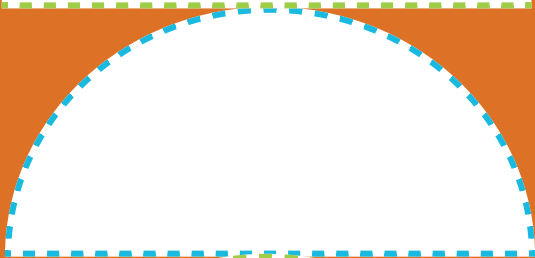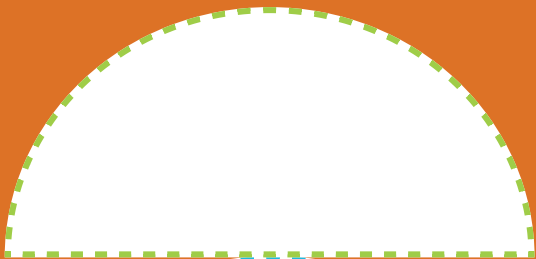
How can we benefit from gender diversity within our networks?

Women in Male-Dominated Fields

Write down some challenges you might face as a woman in a male-dominated field. **Discuss as a group.**

Women in STEM

Grab the 'Women in STEM' deck included with your workshop. Hand out the cards at random and have each recipient read their card aloud to the group.

Women in history often go unrecognized, fuelling a cycle of gender imbalance. That's why it's important to highlight them when we can!

Women in STEM

Women in STEM

Gender Behaviour: A Case Study

One Harvard study found that men tend to apply to jobs when they meet 60% of requirements, but women tend to apply only if they meet 100% of them.
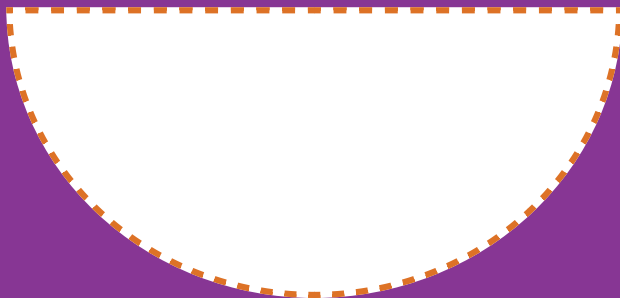
Men
60% Requirements Met
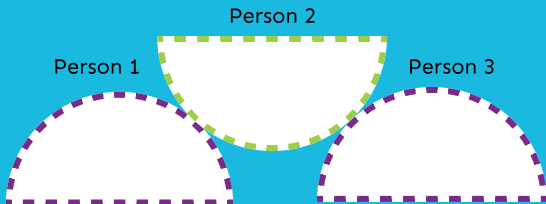

Women
100% Requirements Met

Why do you think this is? **Write down your answers and discuss as a group.**

Gender Representation

Think about famous pioneers or entrepreneurs in STEM. List the first 3 that come to mind.
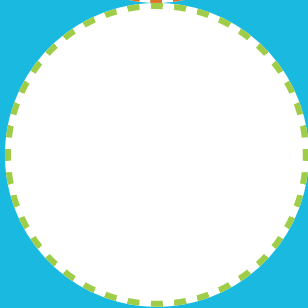
Person 2

Person 1

Person 3

Answer the following questions individually, then discuss as a group.

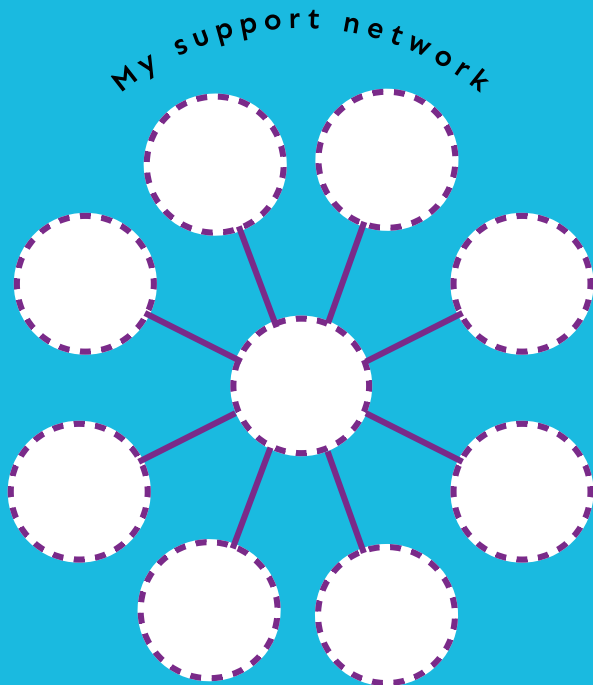Was it easier to think of men or women known in STEM?

What kind of impact do you think gender representation has on the field?

Your Support Network 1

Write the names of **as many people as you can think of** in your support system that you can go to for help in your field of study. This could be a mentor, peer, professor, etc.

My support network

Allyship Practice: Scenario 1

Imagine you overhear two of your peers, a male and female student in conversation about a project. **Write a response you could say to them both. Discuss your answers as a group.**

Female peer

Hey, do you want to be partners for our next project?

Male peer

Sorry, but I'd feel more comfortable working with another guy.

You

How comfortable would you be speaking out? What if you were the opposite gender?

Allyship Practice: Scenario 2

Imagine you overhear two of your male colleagues talking about a women's event. **Write a response you could say to them both. Discuss your answers as a group.**

Male colleague 1

> Did you hear about this tech fair? It's catered specifically towards women.

Male colleague 2

> That's unfair. Why are they getting this special treatment?

You

>

How comfortable would you be speaking out? What if you were the opposite gender?

Allyship Practice: Scenario 3

Imagine you overhear two women talking about their interest in engineering. **Write a response you could say to them both. Discuss your answers as a group.**

Woman 1

I want to get into engineering, but I heard it's all men.

Woman 2

Me too! I'm afraid I won't fit in with their interests or hobbies and get left out.

You

How comfortable would you be speaking out? What if you were the opposite gender?

Allyship Practice: Scenario 4

Imagine you overhear a male and female friend talking about computer science. **Write a response you could say to them both. Discuss your answers as a group.**

Female friend

In so many of my classes, I'm the only woman! I notice it everytime.

Male friend

Well it can't be helped. Girls just aren't as interested in coding.

You

How comfortable would you be speaking out? What if you were the opposite gender?

Allyship Scenario: Key Takeaway

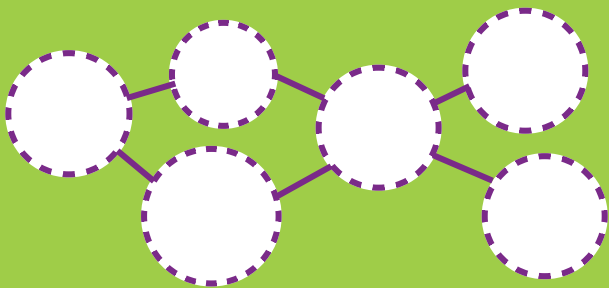During these scenarios, you may have been skeptical that they actually happen.

But in fact, these were all actual conversations experienced by women!

This exercise serves as an important reminder:

If you hear something, say something!

Making Connections

Write down some of your hobbies or interests below.

Now, amongst your group, find someone:

1. With similar interests. Discuss some research ideas relating to your shared answers!

2. With interests different than yours. Talk to each other about your hobbies and why you enjoy them!
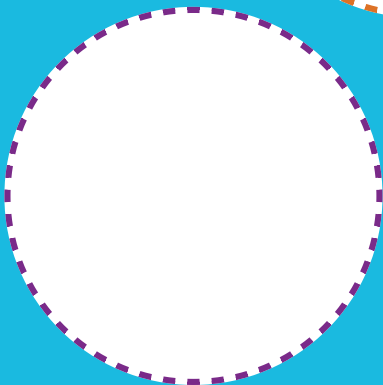
Workshop Wrap-up

The main purpose of this workshop was to unpack preconceptions in STEM when it comes to gender. **Answer the following questions individually, then discuss as a group.**

What did you learn in this workshop? Anything that surprised you?
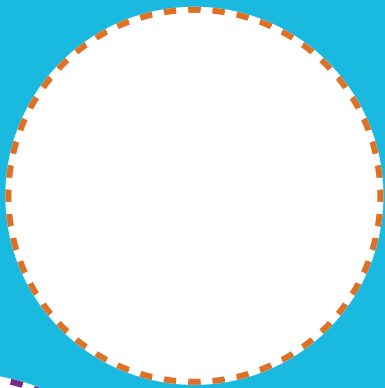
How will you take what you've learned today and use it in the future?

How can we promote [VALUE] when [LOCATION]?