ENGENDERING future talent in STEM

10 October, B. Amsterdam

Program

10.30	Registration
11.00	**Welcome by Cocky Booij,** director VHTO National expert organisation on women/girls and science/technology
	What is the ENGENDERING STEM project?
	Introduction to the partners: Equate Scotland, City of Glasgow College, Miguel Altuna and VHTO
	Case Study The Netherlands: Metaglas by Heske Groenendaal
	Case Study Scotland: Kilpatrick Blane Services by Sarah Usher
13.00	LUNCH
	Case Study Basque Country: RPK by Cheng Lan
	Case Study Scotland: SmartSTEMs by Karen Murray and Olivia El-Attar
	Launch Digital Self-Assessment Toolkit
	Workshop round 1 + 2
	Unconscious bias | Positive Action | Engaging the next generation
16.00	BREAK
	Workshop round 3
	Plenary expert session. Heske Groenendaal (Metaglas, NL), Yvonne Hermkens (OTIB, NL), Fiona McNeill (Heriot Watt University, UK), Karen Murray (SmartSTEMs, UK),
17.30	DRINKS

Case studies

Metaglas
Metaglas is originally a family company established in 1975. The company is an innovative glass-metal construction company, which is specialized in slim façade elements and interior solutions for housing, buildings and the shipping industry. They design, construct and mount aluminium windows and doors, glass doors and constructions, secondary glazing and balcony glazing. Metaglas considers corporate social responsibility very important. They have connected their personal sustainability goals to the Sustainable Development Goals of the United National. In the following years they will focus in particular on quality education, decent work and economic growth, and climate action.

RPK
RPK was founded in Vitoria-Gasteiz in 1974 by 19 entrepreneurs and was to be the starting point for what is now a dynamic group of companies. The organizational model was the cooperative model which brought benefits such as reinvestment of dividends and employee commitment. Today the RPK group is making a qualitative leap with the opening of a Technology Centre in an aim to share innovation services and training with Group subsidiaries. Likewise, through joint ventures and takeovers RPK has positioned itself in other businesses outside its natural market which remains the Automotive sector.

Kilpatrick Blane Services
Established in 1997, Kilpatrick Blane Services specialises in electrics, manual and solar powered window controls for both smoke ventilation and natural ventilation to ensure life safety and improve air quality in a variety of properties. The company supplies, installs, commissions, maintains and repairs systems throughout Scotland and Northern England. They also offer service and repairs to other types of safety systems such as emergency lighting, door entry, door controls and dry risers.

SmartSTEMs
SmartSTEMs is the glue between Tertiary Education, Industry and Schools. We exist to provide equity of opportunity to young people into STEM (Science Technology Engineering and Mathematics) with particular focus on the gender gap. Our model is SCALABLE and REPLICABLE and DELIVERED through our intertwined initiatives of HUB events and OUTREACH. HUB Events are held in tertiary education establishments, by territory, where we convene industry and schools to apply the SmartSTEMs glue and get the good people of Scotland connected and collaborating to best effect. OUTREACH is delivered in Schools & Clubs affording ongoing equitable access to STEM activities locally.

Experts

Heske Groenendaal
After gaining a BA in Chemical Engineering and a Masters in Economics, I developed myself in industrial marketing. In 1999 my husband and I took over Metaglas from my father. Social involvement is important to me, which is why Metaglas is offering (young) disabled people, long-term unemployed, women returners, students and school leavers a platform to get the best out of themselves by giving them a job, education or traineeship. To support female entrepreneurship, I am on the advisory board of Sisterhood in Business. I have served as a city councillor in Tiel. Currently I am a commissioner at the Rabobank West Betuwe and supervisor at ROCRivor.

Yvonne Hermkens
After working for many years in a social cultural environment with young people (with special attention for teenage girls) I made the switch to OTIB. OTIB is the organization for the technical branch, where employees and companies can find help with developing (technical and soft) skills and innovative activities. Within my work I support companies and individuals with activities on diversity and inclusiveness, with a particular emphasis on the position of girls and women in the technical branch. For me it's important that there is place for every individual in our branch despite (cultural) background, gender, (dis)abilities and age.

Fiona McNeill
Fiona McNeill is an Associate Professor of Computer Science at Heriot-Watt University. Her research focusses on data management and integration of heterogenous data sources, particularly in the context of facilitating decision making during crises. She is also extensively engaged in gender equality in STEM. Among other activities, she chairs the women@CS networking group at Heriot-Watt university, is a board member for the Royal Society of Edinburgh / Young Academy of Scotland Tapping all our Talents review and does outreach around gender issues in STEM. She is also engaged in STEM education, particularly computing in schools, representing the British Computer Society on the RSE's Learned Societies Group on STEM education in Scotland and running STEM outreach programmes.

Karen Murray
Karen Murray is a part-time Programme Manager at SmartSTEMs and part-time Events and Marketing Manager at Seric Systems - a Cyber Security and Infrastructure Company. Karen has worked for Seric Systems for the past eight years where she worked hard to create an initiative alongside her colleagues at Seric Systems to give back to the community in the form of Corporate Social Responsibility. The initiative started by hosting an event to inspire young pupils into science, technology, engineering and mathematics. The first event she hosted was a huge success and the initiative then grew into its own entity - SmartSTEMs (a local Scottish charity) where she is now the part-time programme manager.

Workshops

1. Unconscious Bias Taster Session (Kirstie Farmer)
Unconscious bias, also known as implicit bias, is the biases that we are unaware of and that happen outside of our control. Unconscious bias has been shown to impact the outcomes for minority gender groups such as women in STEM fields. In this short workshop we will:
- Introduce the concept of unconscious bias
- Explore what happens in the brain when we make unconscious judgements
- What this means in the workplace
- What can be done to mitigate it in decision-making processes.

2. Practical steps to attract women to the sector (Sayana Coulson)
Is language gendered? Does language impact the recruitment and retention of women in STEM sectors? This short workshop explores how the practices and policies implemented by companies are shaped and influenced by language.
This will include:
- Discussing how employers can improve their use of language to create more positive and equal environments
- Identifying practices and policies that increase employer's chances to attract more women to their sector

3. How to engage the next generation? (Maartje Willemijn Smits)
Anticipating on the increasing the skills and employment gap also requires to invest in getting young people, in particular girls, interested in STEM. This involved breaking genderstereotypes and getting them in touch with STEM. As an SME you can contribute to engaging the youth in multiple ways. In this workshop three companies pitch their ideas upon how to do this. What can SMEs do to engage future generations into STEM, and their company in specific?