

#### Reimagining a STEM Research Culture

Lessons Learnt from 20 years of Evolution for Inclusive Representation in Science and Engineering

Professor Georgia Kremmyda
University of Warwick, VP (Conferences) INWES









- ☐ Member of INWES since 2017
- ☐ Represented in INWES Board since 2020
- ☐ Host of ICWES18 in 2021 (first virtual ICWES)
- ☐ Partnered to deliver this project

  Funded by the Warwick "Enhancing Research Culture Fund" led by

  Georgia Kremmyda, VP Conferences of INWES and Professor of

  Engineering, The University of Warwick.







## **About the Project**

#### Title:

Reimagining a STEM Research Culture: Lessons Learnt from 20 years of Evolution for Inclusive Representative in Science and Engineering

**Duration:** 1 February – 31 July 2022

Funding body: University of Warwick internal funding



### **About the Project cont.**

This project embraces the experiences and expertise of members in the International Network of Women Engineers and Scientists (INWES).

The project aligns to the UK Government's recently published R&D People & Culture Strategy. In particular the project activities support:

Improving access to and participation in research, including postgraduate research study, for people from currently underrepresented groups.



### **Project Aim**

#### What:

Consolidate intrinsic experiences, mindsets, attitudes and insights that feed into a reimagined culture for enhancing access to and participation in STEM research and innovation.

#### How:

By extrapolating, analysing and discussing policies, initiatives, projects and interventions delivered across the world in the last 20 years (2002-2022) for equitable and inclusive access and participation in STEM academia and industry.



## **Project Objectives**

- ☐ Highlight underrepresentation in STEM for women, disabled people and those from ethnic-minorities or socially-disadvantaged groups;
- ☐ Identify STEM-specific barriers and challenges for inclusive representation;
- □ Contribute to a culture that supports the development of strong identities and academic mindsets to underrepresented groups in STEM research.



### **Project Events**

- ☐ Kick-off
- ☐ Concluding Symposium (today)

Concluding symposium to demonstrate outcomes and celebrate the 20<sup>th</sup> anniversary of the founding of INWES

- ☐ **Ten webinars** (2 events x region) in the regions (March June 2022):
  - Asia & Pacific,
  - Africa,
  - Middle East & North Africa,
  - Europe
  - America

The webinars mobilised the five INWES networks in the respective regions with participation from academia, industry, governmental and non-governmental organisations.



### **Project Events cont.**

The content of the webinars was as follows:

**Webinar 1** was in the form of a dialogue workshop to introduce the project, discuss the current status, barriers and opportunities for equitable and inclusive representation of STEM research and innovation in the region.

**Webinar 2** was a knowledge sharing workshop on evolutions of policies, projects, initiatives etc. in the last 20 years in the region.



# Many thanks to:

**Executive Team** 

Jung Sun Kim

Georgia Kremmyda

**Project Team** 

Jenny Spiga

Stephanie Connah

**Operations Team** 

Sylvia Kegel

Belen Garcia

Nadia Ghazzali

Sarah Peers

Nelly Hagan



# Many thanks to:

#### **Regional Network Chairs/Leads**

APNN Chair: Ariunbolor Purvee, Lead: Khin Sandar Tun

ARN Chair: Rufina Dabo, Lead: Vicky Kondi

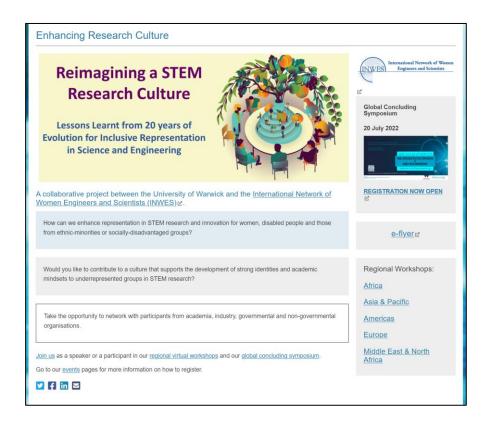
Europe Chair: Sylvia Kegel

MENA Chair: Nadia Soussi, Lead: Najla Triki

America: Sylvia Ortega Azurduy



#### Find out more



https://warwick.ac.uk/fac/sci/eng/research/enhancing\_research\_culture/



# Thank you very much everyone!!

Please take photos and share with the team Connah, Stephanie <Stephanie.Connah@warwick.ac.uk>