

# Reimagining a STEM Research Culture

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

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# Warwick-INWES Partnership

- ❑ 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**

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Georgia Kremmyda

## **Project Team**

Jenny Spiga

Stephanie Connah

## **Operations Team**

Sylvia Kegel

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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

Enhancing Research Culture

## Reimagining a STEM Research Culture

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



A collaborative project between the University of Warwick and the [International Network of Women Engineers and Scientists \(INWES\)](#).


How can we enhance representation in STEM research and innovation for women, disabled people and those from ethnic-minorities or socially-disadvantaged groups?

Would you like to contribute to a culture that supports the development of strong identities and academic mindsets to underrepresented groups in STEM research?

Take the opportunity to network with participants from academia, industry, governmental and non-governmental organisations.


Join us as a speaker or a participant in our [regional virtual workshops](#) and our [global concluding symposium](#).  
Go to our [events](#) pages for more information on how to register.

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 International Network of Women Engineers and Scientists

Global Concluding Symposium

20 July 2022



REGISTRATION NOW OPEN

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- [Americas](#)
- [Europe](#)
- [Middle East & North Africa](#)

[https://warwick.ac.uk/fac/sci/eng/research/enhancing\\_research\\_culture/](https://warwick.ac.uk/fac/sci/eng/research/enhancing_research_culture/)

# **Thank you very much everyone!!**

**Please take photos and share with the team  
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