

1. No, from my experience I do not believe there has been any progress towards achieving gender equality in STEM in the workplace in 2012
2. N/A
3. Limiting factors –
  - a. the conscious / unconscious action of recruiting those who you know, or are like you. Mainly male (usually all male) recruitment panels interviewing the very few female applicants they do get
  - b. The poor support for women taking a career break – talking a good game but not making returning to work simple, or financially easy. A leaky in the leaky pipeline as returning is not always easy
  - c. A lack of support to promote women through the management structure so they leave, and perhaps leave STEM. The figures in the gender pay gap regarding women in the highest percentile are highlighting this.
4. 3 top recommendations that should be prioritised from the TAOT 2012 report :-

**90 Gender Pay Gap:** The Scottish Government should reaffirm its commitment to closing the gender pay gap by the introduction of statutory pay audits, and a requirement on public bodies and agencies to demonstrate their plans and actions for closing the gender pay gap within an agreed timescale.

**136 Raising awareness:** Women’s organisations should support female STEM graduates and help raise organisational awareness, and the awareness of both women and men, of cultural differences and attitudes that discriminate against female progression within the workplace; and what can be done to effect positive change.

**105 Equality Audits:** An Equality Audit (including pay) should be done to provide a baseline for action, and a senior management champion should be appointed to support gender equality. This champion should ensure that data are collected and monitored so that the impact of initiatives can be assessed.

5. From the response that has been seen recently from the Gender Pay Audit, it’s clear that the threat of a fine and public humiliation seems to motive industry. I can’t see true progress being made until similar consequences are enforced on Scottish employers. I think we should use the high profile discussions to the GPG and jump on and maintain the degree of inspection and analysis into Women in STEM, both from Scottish and UK Governments. And, while beyond the scope of this report, women can only continue to work and progress if younger girls are encouraged into the fields, so women must all take a responsibility, either through formal industrial sponsorship or through visiting schools on an individual basis through the STEM Ambassador scheme.

6. I'm afraid I can see no real change from my own employers or their peers within Scotland. However, just carrying out and collating the results from the TAOT 2012 report acted as an excellent prod towards the questions they should be asking themselves and what they could be doing.
7. Key influencers – female role models, children cannot be what they cannot see, so we need women role models at all level showing girls it is entirely normal to enjoy and be good at maths and sciences and to be in a job that they enjoy. Public inspection of what is going on, such as the GPG. Social media is a really useful social influence, usually positively. Whether it is the Let Toys Be Toys campaign, or all the STEM accounts tweeting positive messages, all these can make an impact.
8. I feel like gender equality is talked about a lot at all levels (Scottish and UK Government, industry and academia, but I see very little action in my own experience.
9. As mentioned before, girls need to see role models at every level so they know it's normal to enjoy maths and not to be shamed of being good at it, that engineering and sciences are normal and enjoyable. We all need to take responsibility for correcting the skew in society that says girls should not be working in STEM, that they can't do difficult sums or handle dirty engineering. We all need to be volunteering at a personal level to go and talk to schools and clubs and Rainbows, Brownies and Guides. We need to be encouraging our companies to engage, proactively, with their local neighbourhood schools and organisations, invite them in to see what working in STEM really looks like and why it is something they can do.
10. N/A
11. To stop being scared of worrying men with change, to embrace diversity, to be aware of where they are lacking and be open about it. Industry needs to spend some serious time (involving women, not their all male boards and senior managers) to think about all their processes and where women can fall between the gaps, or get turned away, identify the problems and create working groups to address the problems. I'm not convinced that they feel the need to change so they don't. Perhaps the lack of engineers might be the only motivating aspect we have which might create change.
12. Shine a light on them, like the GPG. Get the media interested, get the public discussing it, get parents thinking about their daughters prospects and how many women they seen in senior positions.

13. An equality audit, creating a metric so change can be assessed.