

**Q1** Do you believe progress has been made towards achieving gender equality in the STEM workplace in Scotland since 2012? (Yes/no).

No

**Q2** If yes, what action(s) do you believe have had the greatest impact on improving gender equality in STEM in Scotland? (List maximum of 3).

**Q3** Where you do not believe progress has been made, or could be improved upon, what do you believe have been the key limiting factors? (List maximum of 3).

The attitude of Educators, Society and Media

**Q4** Which of the recommendations made in the 2012 *Tapping All Our Talents* report do you believe should be prioritised going forward? (List maximum of 3).

**Scottish Government should:** take the lead in committing itself to a national strategy for Scotland – an Action Plan – aimed at retaining and promoting women in STEM and led by a Cabinet Secretary;

**Businesses and industry should:** address the issue of job design and introduce quality part-time employment at all levels for men and women;

**Academies and learned and professional bodies should:** set standards that help to change the culture;

**Q5** What further recommendations (if any) would you make to policy-makers, educators or employers to tackle gender inequality in STEM in Scotland? (List maximum of 3).

**To ensure this issue is directed to the whole of society.** We are a society that relies on STEM and we need to ensure Girls are encouraged to participate in all fields and careers.

**The process has to be quicker:** too many reports, consultations and studies. Make decisions and get working on them.

**Greater focus on the media:** What girls are subjected to from different areas of modern media affects their perception of STEM

**Q6** What lessons do you believe have been learned from initiatives undertaken since 2012 to tackle gender inequality in the STEM workforce across the public, academic and/or industry sectors? Examples of good practice would be useful.

Lots of talk and more exposure around issues such as the Glass Ceiling, 50/50 Parliament, the Worlds Largest Lesson and Global Goals. Girls appear to be more aware of their rights and what should be happening in the world but they lack attitude and/or confidence to put change into practice.

**Q7** In 2018's economic, political and social context, what do you consider to be the key influencers (positive and negative) on gender equality in STEM in Scotland?

Rewards. What can be achieved from a career in STEM can be major influence on gender equality. Girls are commonly encouraged/ steered into the caring careers. They are often unaware of how much they can achieve/ gain from a STEM career. It's not appropriate to be seen to want to do well and get rewarded for their hard work. This has to change to focus Girls into careers that will give them better a future and even a way out of poverty.

**Q8** To what extent do you believe that the issue of gender inequality in STEM is being recognised as a priority and to what extent do you believe that rhetoric is being met with action?

There is a lot of talk but little action. Mainly due to other priorities, especially in education. Priorities that do not appear to be improving our society.

**Q9** What do you believe should be done to encourage more girls and young women to engage with STEM subjects in early years, primary and secondary education?

Positive Female Role Models to change perceptions. Involve them in exciting STEM activities by young. Use Female STEM Mentors to motivate girls into STEM. Make sure there is regular input relating to Females in STEM throughout their whole education.

**Q10** What innovative or impactful practice do you know of or believe should be taking place in universities and colleges to tackle issues of gender disparities in STEM subjects?

What do you think can be done to embed STEM gender equality thinking across universities and colleges?

I know many Female STEM Educators want to inspire and educate girls in STEM. Unfortunately our education system focuses on preparing Pupils and Students for exams. How about teaching them to enjoy learning and to want to learn. There are vast resources suitable for encouraging Girls into STEM but no time to explore and implement these.

Putting more money into time for teachers to researching materials from groups such as the STEM Learning Group, WISE and the RSE and giving them the opportunity to have ownership of their findings would stimulate and inspire them.

**Q11** In what ways do you believe industry can lead by example to tackle inequality within workplace culture?

Employ more Females in what are traditionally viewed as Male Roles. Promote more Female Role Models and be prepared to get involved with schools providing Mentors and work shadowing experiences.

**Q12** What do you believe are the most effective ways to challenge and change deep-rooted attitudes and institutional culture in order to improve gender equality in STEM?

Change the Materials promoted by the media. Ensure they show gender equality in their programs.

**Q13** How do you suggest culture change can be measured in a meaningful way?

Ask people. People of different ages, locations, backgrounds and experience. But make these people feel that their views matter. Use their views and give them feedback when you do.