



# W-STEM Project Overview

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W-STEM Project Kick-off Meeting  
Research Institute for Educational Sciences (IUCE)  
University of Salamanca  
Salamanca, 25-27 March 2019



Co-funded by the  
Erasmus+ Programme  
of the European Union



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# Outline

1. Project information
2. Programme information
3. Project objectives
4. Project tasks overview
5. Project meetings



ENGAGING WOMEN  
INTO STEM

*Building the future of Latin America*

# 1. Project information

# Basic data

- Title
  - **Building the future of Latin America: engaging women into STEM**
- Acronym
  - **W-STEM**
- Funding
  - **European Union. ERASMUS + Capacity-building in Higher Education Call for proposals EAC/A05/2017**
- Reference
  - **598923-EPP-1-2018-1-ES-EPPKA2-CBHE-JP**
- Duration
  - **15/01/2019 to 14/01/2022**
- Budget
  - **862.268€**

# Consortium

- Coordinators
  - University of Salamanca – USAL (Spain)
  - Universidad del Norte – UNINORTE (Colombia)
- Consortium
  - Oulu University – OULU (Finland)
  - Politecnico di Torino – POLITO (Italy)
  - Technological University Dublin – TUD (Ireland)
  - Northern Regional College – NRC (UK)
  - Tecnológico de Monterrey – ITSM (Mexico)
  - Universidad de Guadalajara – UG (Mexico)
  - Universidad Técnica Federico Santa María – UTSM (Chile)
  - Pontificia Universidad Católica de Valparaíso – PUCV (Chile)
  - Universidad Tecnológica de Bolívar – UTB (Colombia)
  - Instituto Tecnológico de Costa Rica – ITCR (Costa Rica)
  - Universidad de Costa Rica – UCR (Costa Rica)
  - Universidad Técnica Particular de Loja – UTPL (Ecuador)
  - Universidad Técnica del Norte – UTN (Ecuador)
- Associate partner
  - UNESCO
- External evaluator
  - Columbus Association



# Official website and social media

- Website
  - <https://wstemproject.eu>
- Email
  - [wstemproject@gmail.com](mailto:wstemproject@gmail.com)
- Twitter
  - <https://twitter.com/WSTEMproject> @WSTEMProject
- Instagram
  - <https://Instagram.com/wstemproject>
- Facebook
  - <https://www.facebook.com/wstemproject>
- Youtube
  - [https://www.youtube.com/channel/UCS1EzRQqzi03AEYWSFMER\\_Q](https://www.youtube.com/channel/UCS1EzRQqzi03AEYWSFMER_Q)
- Official hashtag
  - #WSTEMproject





# Capacity Building in the field of Higher Education



Erasmus+

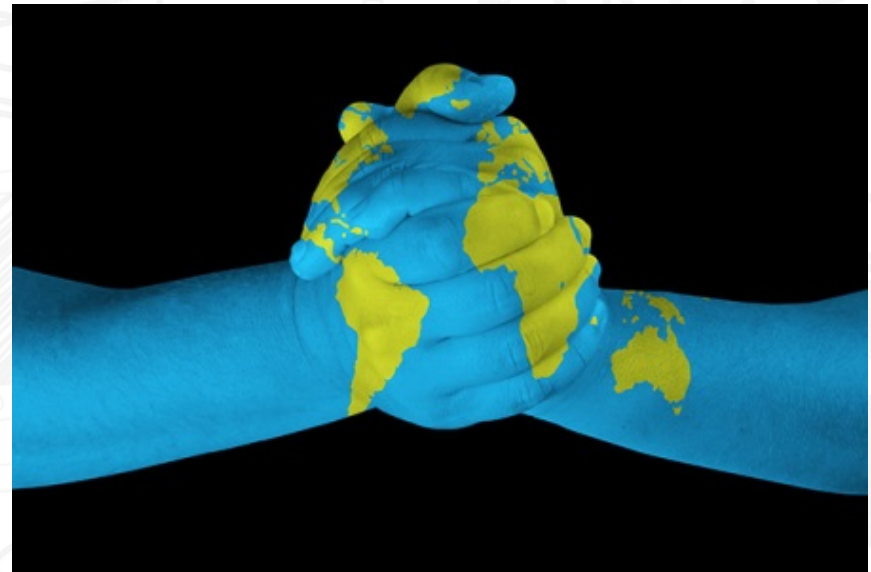
## 2. Programme information



# CBHE 2018 data

## 147 successful projects

- Involving **107 different countries**  
(76 Partner Countries vs 32 Programme Countries)
- They will work at
  - National level (61)
  - Regional level (69)
  - Cross-regional level (17)
- **44 (30%) are coordinated by Partner Country universities (+29% vs 2017)**
- Each project involve approx. **12 partners** in average (max. 24)





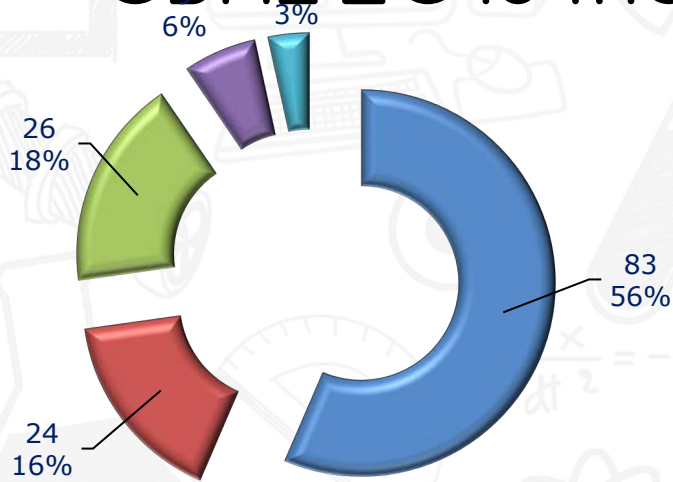
# CBHE 2018 data

**CBHE 2018:**

**1248 Organisations (1693 participations)  
involved in 147 Projects**



# CBHE 2018 thematic coverage



■ JP Curriculum development

■ JP Modernisation of HEIs governance and functioning of HEIs

■ JP Strengthening relations of HEIs between HEIs and the wider economic and social environment

■ SP Modernisation of governance, management and functioning of HEIs

■ SP Strengthening of relations between HEIs and the wider economic and social environment

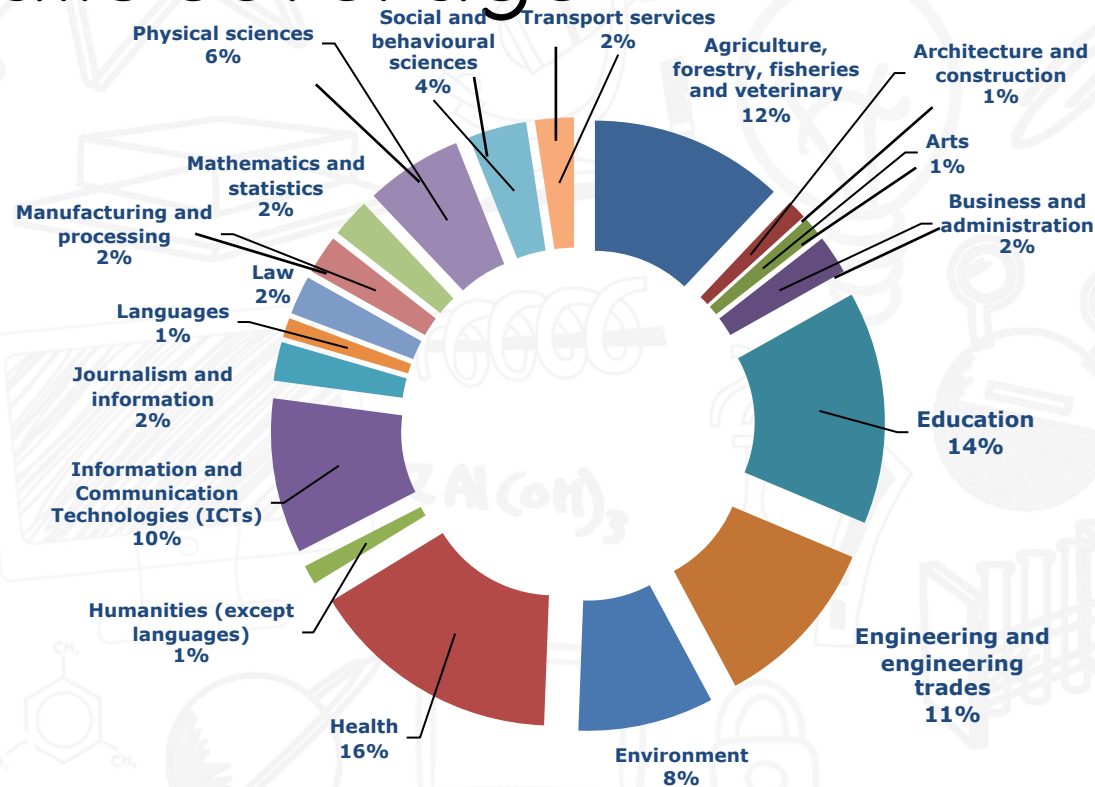




Photo by [Bradley Hook](https://www.pexels.com/photo/young-woman-wearing-vr-headset/) from [Pexels](https://www.pexels.com/photo/young-woman-wearing-vr-headset/)  
<https://goo.gl/VbUxCx>

# 3. Project objectives



# W-STEM objective

- W-STEM Project aims at improving strategies and mechanisms of **attraction, access and guidance** of Women in Latin-American STEM Higher Education programs
- This is aligned to the Erasmus + Capacity Building priority for improving management and operation of higher education, in terms of access to and democratization of Higher Education

# W-STEM main actions

- For achieving its main objective, W-STEM project will
  - Measure the gender equality in enrolment and retention rates in STEM programs
  - Implement Universities' policies, strategies and organizational mechanisms for improving attraction, access and guidance at undergraduate levels in STEM programs
  - Promote STEM studies vocation and choice in girls and young women in secondary schools as well as guidance in the first year of the STEM program
  - Develop an online training package for Higher Education Institutions to implement effective strategies to enhance attraction, access and guidance of Women in STEM programs



# W-STEM expected effect

- W-STEM aims to guarantee transforming the current situation in the partner HEIs
- The W-STEM strategy means that institutions will work with the proper departments and sections involved in solving this specific challenge, communicating efficiently with each other and acting together purposefully and effectively

# W-STEM targets

- Higher Education Institutions
- STEM programs
- Secondary schools
- Girls and young women



# Progress and impact indicators

Sustainable institutional changes for improving the access of Women in STEM programs

**HE Institutions**

Effective actions for implementing and enhancing Guidance/Mentoring process

Better opportunities for secondary students to access STEM programs.

**STEM Programs**

Improvement of Women enrolment rates at STEM programs

**Schools**

More proactive actions to enhance girls' interest towards STEM disciplines

**Girls and Young Women**

Better decisions based on the alignment of attitudes, skills and styles related to STEM disciplines/professions.

Effective school campaigns developed in cooperation with universities

Prospective candidates better informed and sensitized to make STEM career choices.

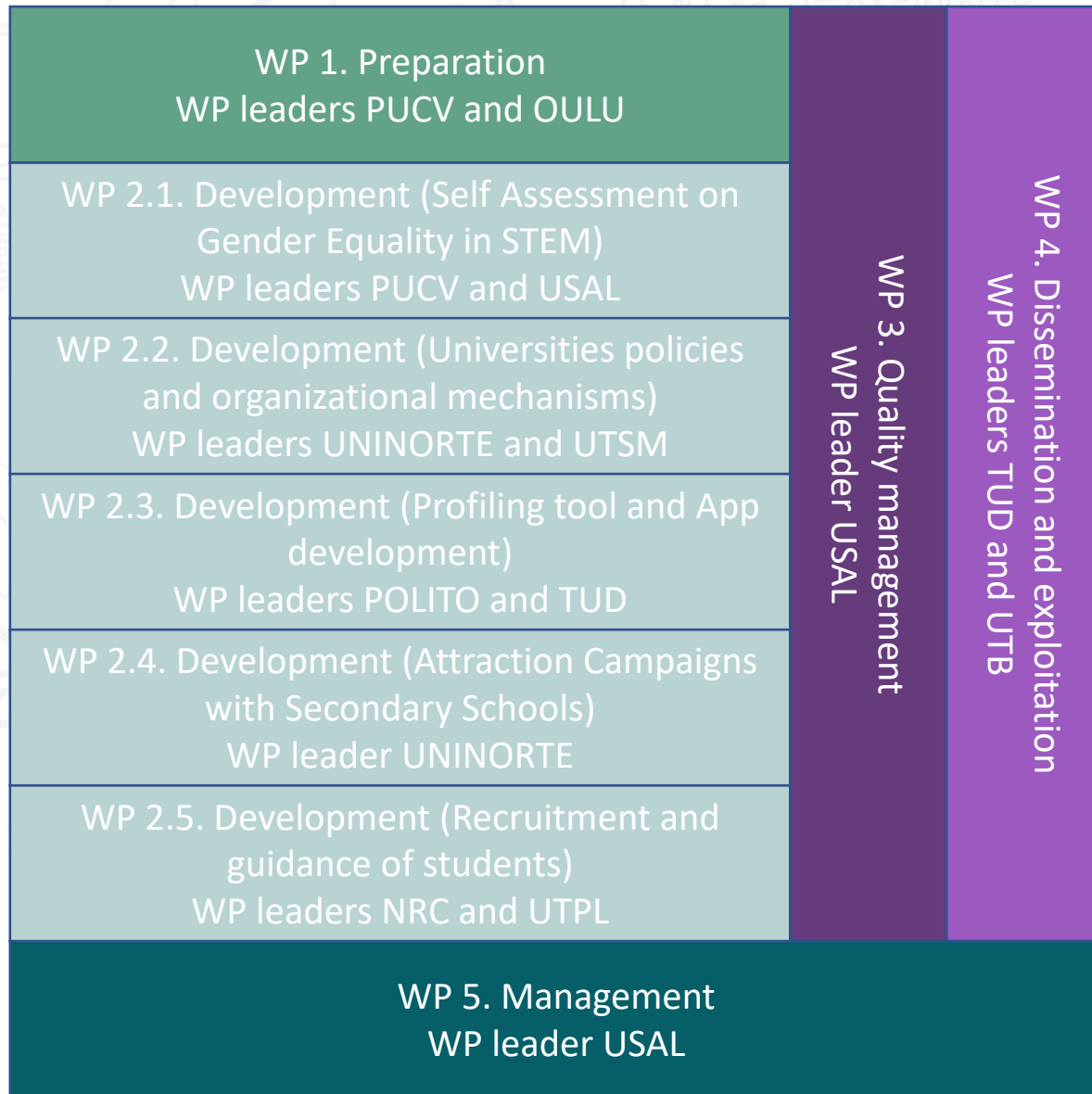




# 4. Project tasks overview



# Workpackages





# WP1. PREPARATION

- UNINORTE
  - Lead organization of A1.1
- OULU
  - Lead organization of A1.2
- All partners
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)

# WP 2.1. Development (Self Assessment on Gender Equality in STEM)

## A2.1.1 – Lead by USAL, UNINORTE || A2.1.2. – Lead by PUCV

- All partners
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self-assessment Tool and Analysis report (M6-10)

# WP 2.2. Development (Universities policies and organizational mechanisms)

## A2.2.1 – Lead by UTB || A2.2.2 – Lead by UTSM

- USAL, UNINORTE , OULU, POLITO, TUD, NRC, ITESM, UG, PUCV, UTB, ITCR, UCR, UTPL, UTN
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
- All partners
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)

# WP 2.3. Development (Profiling tool and App development)

- **A2.3.1. – Lead by POLITO, UCR || A2.3.2. – Lead by UTD, ITESM**
- **USAL, UNINORTE , OULU , POLITO, NRC, UG, UTSM, PUCV, UTB, ITCR, UCR, UTPL, UTN**
  - A2.3.1. Profiling tool development (M13-M16)
    - A2.3.1.1a Technical meeting at Torino (M13-M16)
    - A2.3.1.1b Technical meeting at San Jose (M13-M16)
- **All partners**
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
    - A2.3.2.1a Technical meeting at Dublin (M13-M16)
    - A2.3.2.1b Technical meeting at Monterrey (M13-M16)

# WP 2.4. Development (Attraction Campaigns with Secondary Schools)

## A2.4 – Lead by UNINORTE

- Latin American partners
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
- USAL, UNINORTE , OULU, ITESM, UG, UTSM, PUCV, UTB, ITCR, UCR, UTPL, UTN
  - A2.4.3. Performing attraction campaigns (M18- M21)



# WP 2.5. Development (Recruitment and guidance of students)

## A2.5.1. - Lead by NRC || A2.5.2. – Lead by UG || A2.5.3 – Lead by UTPL

- All partners
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)

# WP3. Quality Management

- USAL
  - Lead organization of A3
- All partners
  - A3.1. Quality management plan definition (M4- M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10- 34)
  - A3.4. Final evaluation (M32-M36)

# WP4. Dissemination and exploitation

- USAL
  - Lead organization of A4.2
- TUD, UTB
  - Lead organization of A4.1 and A4.3
- UTSM, PUCV
  - Lead organization A4.4
- All partners
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35) Lead organization of A4.2

# WP5. Management

- **USAL**
  - Host institution of A5.1
  - Lead organization of A5
- **UNINORTE**
  - Host institution of A5.2
  - Lead organization of A5.5
- **UTB**
  - Host institution of A5.2
- **UG**
  - Host institution of A5.3
- **UTSM, PUCV**
  - Host institution of A5.4
- **POLITO, UCR**
  - Host institution of A2.3.1.1
- **TUD, ITESM**
  - Host institution of A2.3.2.1
- **All partners**
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management / and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - A2.3.1.1, A2.3.1.2. Technical meetings (around M13-M16)

# Workplan – Year 1

Activities		Total duration (number of weeks)	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
Ref.nr/ Sub-ref nr	Title													
A.1.1	University Team Building	8	X	X										
A.1.2	Survey Design and Self-Assessment Guidelines	16		X	X	X	X							
A2.1.1.	Process Mapping of Attraction, Access and Guidance	12					X	X	X					
A2.1.2.	Application of Self- Assesment Tool and Analysis report	20						X	X	X	X	X		
A2.2.1.	International Leadership Summer-Camp	12											X	X
A2.2.2.	Benchmarking rounds on strategies and mechanisms	1											X	
A3.1.	Quality management plan definition	12				X	X	X						
A3.2.	Initial evaluation.	12								X	X	X		
A3.3.	Monitoring and Mid-term Evaluation	12										X	X	X
A4.1.	Dissemination & Exploitation plan definition.	16	X	X	X	X								
A4.2.	Website and Open repository of effective tools	48	X	X	X	X	X	X	X	X	X	X	X	X
A5.7.	Management plan definition	12	X	X	X									
A5.1.	Kick-off meeting	4		X										
A5.2.	Project meeting #1	1											X	
A5.5.	Daily management / and periodical videoconferences	48	X	X	X	X	X	X	X	X	X	X	X	X
A5.6	Financial management	48	X	X	X	X	X	X	X	X	X	X	X	X



# Workplan – Year 2

Activities		Total duration (number of weeks)	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
Ref.nr/ Sub-ref nr	Title													
A2.2.1.	International Leadership Summer-Camp	4	X											
A2.2.2.	Benchmarking rounds on strategies and mechanisms	1												X
A2.3.1.	Profiling tool development.	16	X	X	X	X								
A2.3.2.	Women in STEM stories - Mobile App development	16	X	X	X	X								
A2.4.1	Schools confirmation	4				X								
A2.4.2.	Selecting prospective female students	12				X	X	X						
A2.4.3.	Performing attraction campaigns.	16						X	X	X	X			
A2.5.1.	Tracking the process to the recruitment	4												X
A2.5.2.	Sharing results on Attraction Campaigns to Recruitment.	4												X
A2.5.3.	Guidance and Mentorship STEM Network	4												X
A3.3.	Monitoring and Mid-term Evaluation	48	X	X	X	X	X	X	X	X	X	X	X	X
A4.2.	Website and Open repository of effective tools	48	X	X	X	X	X	X	X	X	X	X	X	X
A5.3.	Project meeting #2	1												X
A5.5.	Daily management / and periodical videoconferences	48	X	X	X	X	X	X	X	X	X	X	X	X
A5.6	Financial management	48	X	X	X	X	X	X	X	X	X	X	X	X

# Workplan – Year 3

Activities		Total duration (number of weeks)	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
Ref.nr/ Sub-ref nr	Title													
A2.2.2.	Benchmarking rounds on strategies and mechanisms	4											X	
A2.5.1.	Tracking the process to the recruitment	16	X	X	X	X								
A2.5.3.	Guidance and Mentorship STEM Network	16	X	X	X	X								
A3.4.	Final evaluation.	20								X	X	X	X	X
A4.2.	Website and Open repository of effective tools	48	X	X	X	X	X	X	X	X	X	X	X	X
A4.3.	On-line training modules for Non-Partner HEIs.	48	X	X	X	X	X	X	X	X	X	X	X	X
A4.4.	Final conference	4											X	
A5.4.	Project meeting #3	1											X	
A5.5.	Daily management / and periodical videoconferences	48	X	X	X	X	X	X	X	X	X	X	X	X
A5.6	Financial management	48	X	X	X	X	X	X	X	X	X	X	X	X

# Outputs and outcomes

- WP1. Preparation

- D.1 University Teams Smart Composition
- D.1.1. Survey tool for measuring STEM gender equality in HEI
- D.1.2 Self-assessment guidelines for STEM survey tool

# Outputs and outcomes

- WP2. Development

- D.2.1.1 Process Maps per HEIs
- D.2.1.2 Analysis Report on the situation of gender equality in STEM programs
- D2.2.1 Action Plan per HEIs
- D2.2.2 Regional Report on Building Bridges between Public Policy and Institutional initiatives, for improving Young Women participation in STEM
- D.2.2.3 Good practices guidelines on strategies and mechanisms at HE level
- D.2.3.1. Profiling tool
- D.2.3.2. Mobile App
- D.2.4.1 List of Schools
- D.2.4.2 List of prospective students
- D.2.4.3. Pictures, videos, and evidence of campaigns
- D.2.5.1 Selection of best practices to be included in the guidelines
- D.2.5.2 Posters on campaigns results
- D.2.5.3 Mentorship Initiatives report

# Outputs and outcomes

- WP3. Quality and monitoring
  - D.3.1 Quality Management Plan
  - D.3.2 Report on indicators initial stage
  - D.3.3 Mid term qualitative report
  - D.3.4 Final qualitative report



# Outputs and outcomes

- WP4. Dissemination and Exploitation
  - D.4.1 Dissemination & Exploitation Plan
  - D.4.2 Project website and Open community in Zenodo repository
  - D.4.3 Training Modules
  - D.4.4 Final conference minutes

# Outputs and outcomes

- WP5. Management

- D.2.3.1.1 Technical meeting #1 minutes
- D.2.3.1.2 Technical meeting #2 minutes
- D.5.1 Kick off minutes
- D.5.2. Meeting #1 minutes
- D.5.3 Meeting #2 minutes
- D.5.4 Meeting #3 minutes
- D.5.6. Internal documents
- D.5.7 Financial records and reports
- D.5.8 Project Management Plan

# USAL tasks

- WP1

- A1.1. University Team Building (M1-M2)
- A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)

- WP2

- A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
- A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
- A2.2.1. International Leadership Summer-Camp (M11-M13)
- A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
- A2.3.1. Profiling tool development (M13-M16)
- A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
- A2.5.1. Tracking the process to the recruitment (M21-M24)
- A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
- A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
- Lead organisation of A2.1.1

# USAL tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
  - Lead organization of A3
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
  - Lead organization of A4.2
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A5.1
  - Lead organisation of A5

# UNINORTE tasks

- WP1

- A1.1. University Team Building (M1-M2)
- A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- Lead organization of A1.1

- WP2

- Process Mapping of Attraction, Access and Guidance (M5-M7)
- A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
- A2.2.1. International Leadership Summer-Camp (M11-M13)
- A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
- A2.3.1. Profiling tool development (M13-M16)
- A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
- A2.4.1. Schools confirmation (M16)
- A2.4.2. Selecting prospective female students (M16-M18)
- A2.4.3. Performing attraction campaigns (M18-M21)
- A2.5.1. Tracking the process to the recruitment (M21-M24)
- A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
- A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
- Lead organization of A2.2.1
- Lead organisation of A2.4



# UNINORTE tasks

- WP3

- A3.1. Quality management plan definition (M4-M6)
- A3.2. Initial evaluation (M8-M10)
- A3.3. Monitoring and Mid-term Evaluation (M10-34)
- A3.4. Final evaluation (M32-M36)

- WP4

- A4.1. Dissemination & Exploitation plan definition (M4)
- A4.2. Website and Open repository of effective tools (M1-M36)
- A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
- A4.4. Final conference (M35)

- WP5

- A5.1. Kick-off meeting (M2)
- A5.2. Project meeting #1 (M11)
- A5.3. Project meeting #2 (M24)
- A5.4. Project meeting #3 (M35)
- A5.5. Daily management and periodical videoconferences (M1-M36)
- A5.6. Financial management (M1-M36)
- A5.7. Management plan definition (M1-M3)
- Host institution of A5.2
- Lead organisation of A5.5

# OULU tasks

- WP1

- A1.1. University Team Building (M1-M2)
- A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- Lead organization of A1.2

- WP2

- A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
- A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
- A2.2.1. International Leadership Summer-Camp (M11-M13)
- A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
- A2.3.1. Profiling tool development (M13-M16) A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
- A2.5.1. Tracking the process to the recruitment (M21-M24)
- A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
- A2.5.3. Guidance and Mentorship STEM Network (M24-M28)

# OULU tasks

- WP3

- A3.1. Quality management plan definition (M4-M6)
- A3.2. Initial evaluation (M8-M10)
- A3.3. Monitoring and Mid-term Evaluation (M10-34)
- A3.4. Final evaluation (M32-M36)

- WP4

- A4.1. Dissemination & Exploitation plan definition (M4)
- A4.2. Website and Open repository of effective tools (M1-M36)
- A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
- A4.4. Final conference (M35)

- WP5

- A5.1. Kick-off meeting (M2)
- A5.2. Project meeting #1 (M11)
- A5.3. Project meeting #2 (M24)
- A5.4. Project meeting #3 (M35)
- A5.5. Daily management and periodical videoconferences (M1-M36)
- A5.6. Financial management (M1-M36)
- A5.7. Management plan definition (M1-M3)

# POLITO tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation A2.3.1

# POLITO tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A2.3.1.1a



# TUD tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation A2.3.2

# TUD tasks

- WP3

- A3.1. Quality management plan definition (M4-M6)
- A3.2. Initial evaluation (M8-M10)
- A3.3. Monitoring and Mid-term Evaluation (M10-34)
- A3.4. Final evaluation (M32-M36)

- WP4

- A4.1. Dissemination & Exploitation plan definition (M4)
- A4.2. Website and Open repository of effective tools (M1-M36)
- A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
- A4.4. Final conference (M35)
- Lead organisation of A4.1. and A4.3

- WP5

- A5.1. Kick-off meeting (M2)
- A5.2. Project meeting #1 (M11)
- A5.3. Project meeting #2 (M24)
- A5.4. Project meeting #3 (M35)
- A5.5. Daily management / and periodical videoconferences (M1-M36)
- A5.6. Financial management (M1-M36)
- A5.7. Management plan definition (M1-M3)
- Host institution of A2.3.2.1a

# NRC tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A.2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation of A2.5.1

# NRC tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management / and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)

# ITESM tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation A2.3.2



# ITESM tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management / and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A2.3.2.1b

# UG tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead Organization of A2.5.2

# UG tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A5.3

# UTSM tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation of A2.2.2

# UTSM tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A5.4



# PUCV tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation of A2.1.2

# PUCV tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A5.4

# UTB tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16) A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation of A2.2.1

# UTB tasks

- WP3

- A3.1. Quality management plan definition (M4-M6)
- A3.2. Initial evaluation (M8-M10)
- A3.3. Monitoring and Mid-term Evaluation (M10-34)
- A3.4. Final evaluation (M32-M36)

- WP4

- A4.1. Dissemination & Exploitation plan definition (M4)
- A4.2. Website and Open repository of effective tools (M1-M36)
- A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
- A4.4. Final conference (M35)
- Lead organisation of A4.1 and A4.3

- WP5

- A5.1. Kick-off meeting (M2)
- A5.2. Project meeting #1 (M11)
- A5.3. Project meeting #2 (M24)
- A5.4. Project meeting #3 (M35)
- A5.5. Daily management and periodical videoconferences (M1-M36)
- A5.6. Financial management (M1-M36)
- A5.7. Management plan definition (M1-M3)
- Host institution of A5.2

# ITCR tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)



# ITCR tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)

# UCR tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead Organisation A2.3.1

# UCR tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)
  - Host institution of A2.3.1.1b

# UTPL tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)
  - Lead organisation of A2.5.3

# UTPL tasks

- WP3

- A3.1. Quality management plan definition (M4-M6)
- A3.2. Initial evaluation (M8-M10)
- A3.3. Monitoring and Mid-term Evaluation (M10-34)
- A3.4. Final evaluation (M32-M36)

- WP4

- A4.1. Dissemination & Exploitation plan definition (M4)
- A4.2. Website and Open repository of effective tools (M1-M36)
- A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
- A4.4. Final conference (M35)

- WP5

- A5.1. Kick-off meeting (M2)
- A5.2. Project meeting #1 (M11)
- A5.3. Project meeting #2 (M24)
- A5.4. Project meeting #3 (M35)
- A5.5. Daily management and periodical videoconferences (M1-M36)
- A5.6. Financial management (M1-M36)
- A5.7. Management plan definition (M1-M3)



# UTN tasks

- WP1
  - A1.1. University Team Building (M1-M2)
  - A1.2. Survey Design and Self-Assessment Guidelines (M2-M5)
- WP2
  - A2.1.1. Process Mapping of Attraction, Access and Guidance (M5-M7)
  - A2.1.2. Application of Self- Assessment Tool and Analysis report (M6-10)
  - A2.2.1. International Leadership Summer-Camp (M11-M13)
  - A2.2.2. Benchmarking rounds on strategies and mechanisms (M11; M24; M35)
  - A2.3.1. Profiling tool development (M13-M16)
  - A2.3.2. Women in STEM stories - Mobile App development (M13-M16)
  - A2.4.1. Schools confirmation (M16)
  - A2.4.2. Selecting prospective female students (M16-M18)
  - A2.4.3. Performing attraction campaigns (M18-M21)
  - A2.5.1. Tracking the process to the recruitment (M21-M24)
  - A2.5.2. Sharing results on Attraction Campaigns to Recruitment (M24)
  - A2.5.3. Guidance and Mentorship STEM Network (M24-M28)

# UTN tasks

- WP3
  - A3.1. Quality management plan definition (M4-M6)
  - A3.2. Initial evaluation (M8-M10)
  - A3.3. Monitoring and Mid-term Evaluation (M10-34)
  - A3.4. Final evaluation (M32-M36)
- WP4
  - A4.1. Dissemination & Exploitation plan definition (M4)
  - A4.2. Website and Open repository of effective tools (M1-M36)
  - A4.3. On-line training modules for Non-Partner HEIs (M25-M36)
  - A4.4. Final conference (M35)
- WP5
  - A5.1. Kick-off meeting (M2)
  - A5.2. Project meeting #1 (M11)
  - A5.3. Project meeting #2 (M24)
  - A5.4. Project meeting #3 (M35)
  - A5.5. Daily management and periodical videoconferences (M1-M36)
  - A5.6. Financial management (M1-M36)
  - A5.7. Management plan definition (M1-M3)



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# 5. Project meetings



# Main face-to-face meetings

- Kick off meeting, Salamanca (Spain) – 25-27 March 2019
- First meeting, Barranquilla-Cartagena de Indias (Colombia) – M11 (tentative November 2019) – related to the International Leadership Summer-Camp
- Second meeting, Guadalajara (Mexico) – M24 (tentative November 2020)
- Third meeting, Valparaiso (Chile) – M35 (tentative November 2021) – related to the Final Project Conference on STEM and gender issues



# Technical meetings

- Four one-day technical meetings, each one running in parallel in Europe and Latin America
  - Two technical meetings will be held one in Europe in Torino (Italy) and one in San José (Costa Rica) – around M13 to M16 – related to the profiling tool development
  - Two technical meetings will be held one in Europe in Dublin (Ireland) and one in Monterrey (Mexico) - around M13 to M16 – related to the mobile app



# Disclaimer

W-STEM (Building the future of Latin America: engaging women into STEM) is a project funded under European Union ERASMUS + Capacity-building in Higher Education Programme (598923-EPP-1-2018-1-ES-EPPKA2-CBHE-JP)

**The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein**

Co-funded by the  
Erasmus+ Programme  
of the European Union



