FIRST BENCHMARKING ROUND

W-STEM Student Group

Universidad del Norte

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Description of the good practice

Axes to impact

- Attraction of women to STEM programs
- Retention and talent empowerment during STEM training

STEM programmes in Uninorte

- Geology
- Mathematics
- Architecture
- Systems Engineering
- Industrial Engineering
- Civil and Environmental Engineering
- Electronical Engineering
- Electrical Engineering
- Mechanical Engineering

Description

The W-STEM Uninorte Student Group (W-STEM USG) is a student community founded last summer as a mechanism of attraction and retention of young women in STEM fields. The main objectives of this group are:

- 1. create a physical channel of dissemination for W-STEM PROJECT
- 2. Attract young women to STEM careers
- 3. Provide relevant information about STEM careers to young girls in secondary schools
- 4. Sensitize the community about the importance of gender equity in STEM fields.

Stage of development

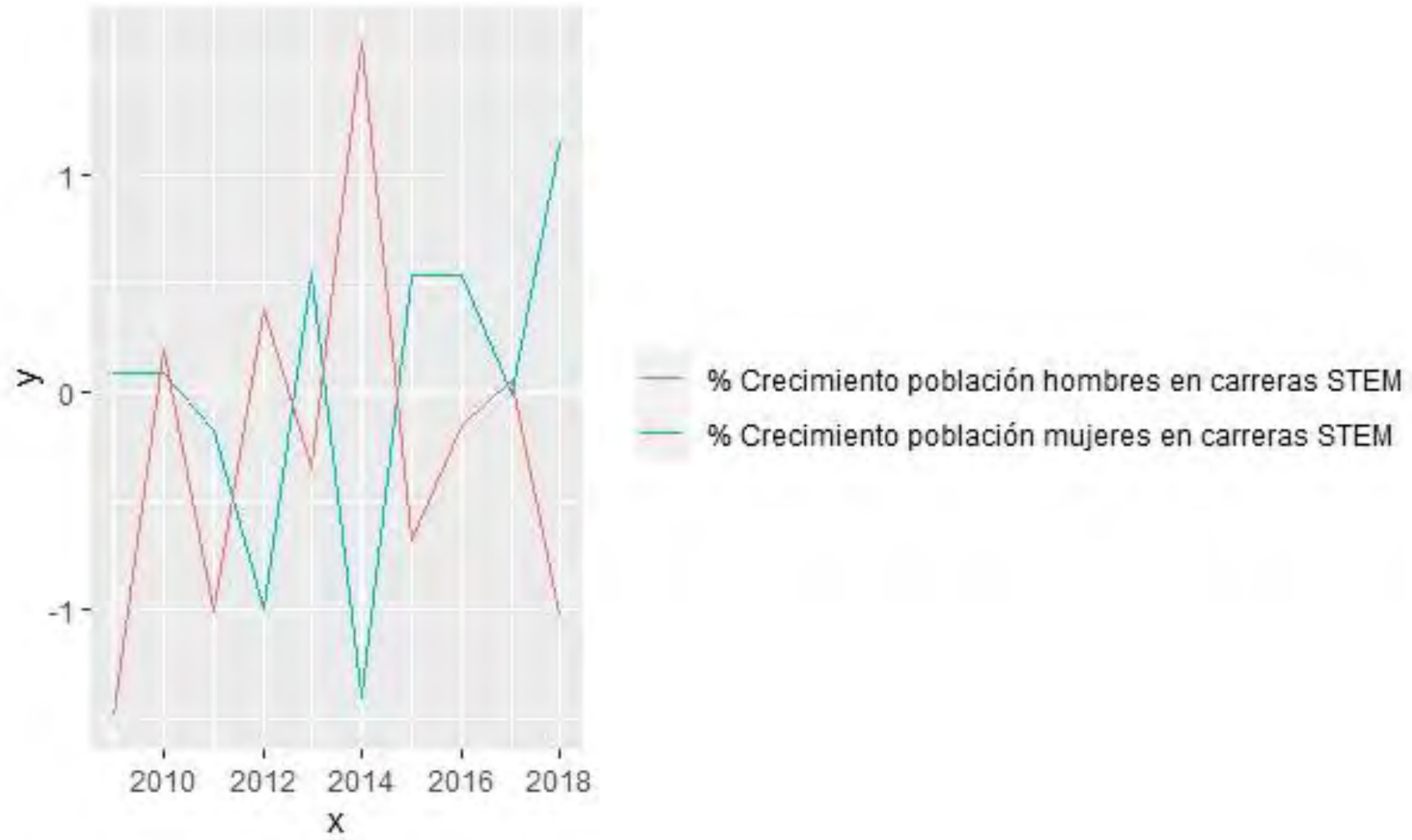
- Creation / design / planning
- Development / Application / Execution

Results

Results

- Recruitment of over 100 member students
- Over 200 followers on our [Instagram page]
- Connections with existing robotics, programming, and data analysis seedbeds
- First session of the robotics and programming seedbed
- State of the art of role models and information concerning the gender gap in STEM fields.

How we came up with this idea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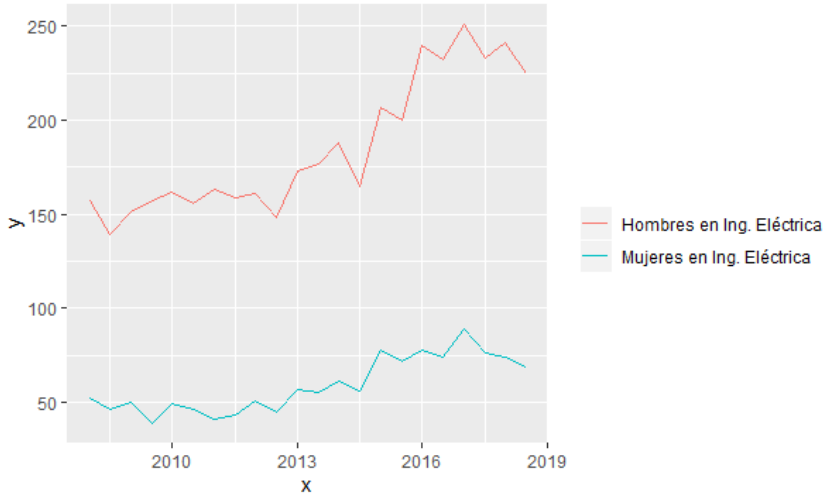
% Crecimiento población hombres en carreras STEM
% Crecimiento población mujeres en carreras STEM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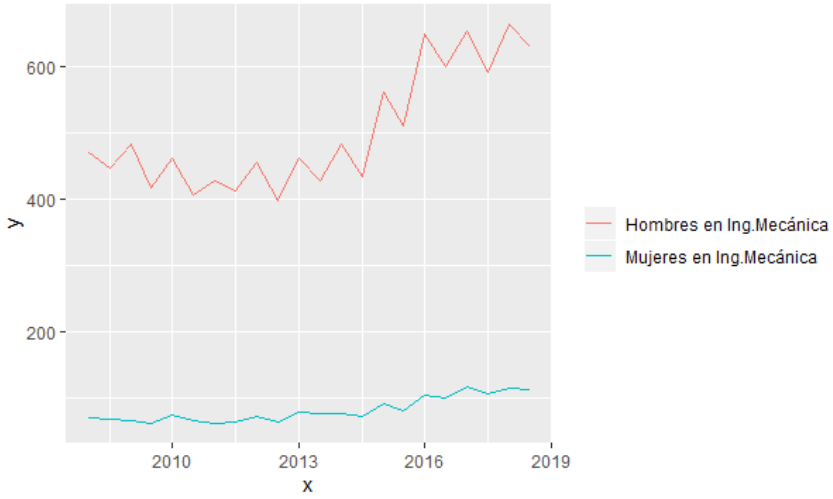
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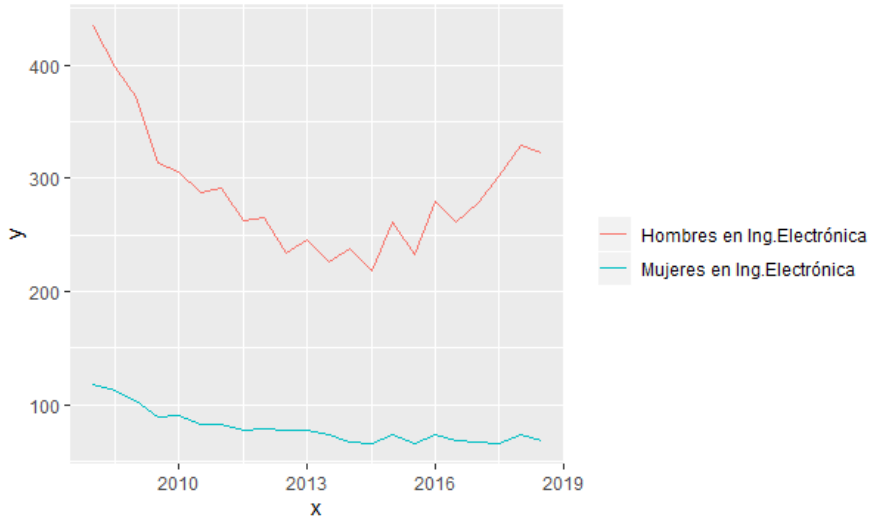
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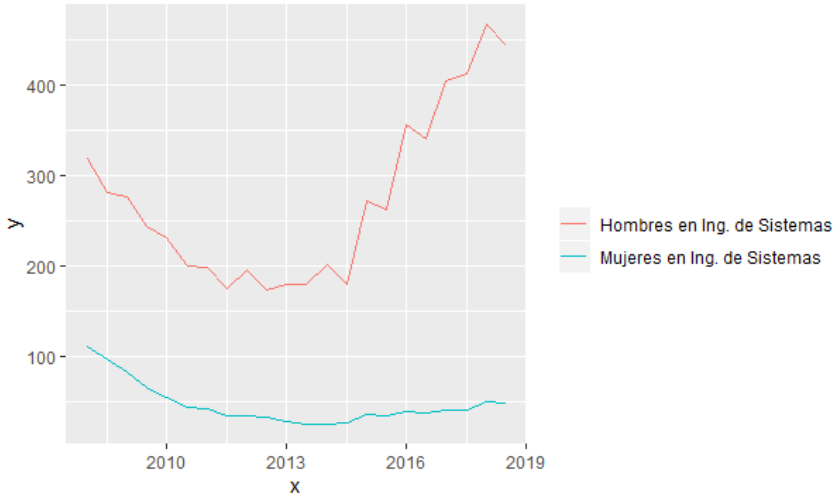
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Hombres en Ing. de Sistemas
Mujeres en Ing. de Sistemas

Implementation and sustainability

Indicator	How to measure	Goal
Number of assistants	Total number of assistants	40
Number of assistants (STEM women in senior positions)	number of stem women in senior positions/number of assistants	5-10%
Number of assistants (female college students)	number of female college students/number of assistants	20%
Number of assistants (female school students)	number of female school students/number of assistants	50%
Number of assistants (other)	number of assistants (other)/number of assistants	20%
Satisfaction level	number of satisfied assistants/number of assistants	80%
Impact on the career path decision	Number of female school students who would consider studying a STEM career after the activity/number of female school students	60-70%

- Recruitment of college students in order to secure the sustainability of the student group.
- Development of activities that allow to visibilize local role models in order to motivate college girls and minimize desertion rates.
- Networking with other student groups of national and international universities.
- Making relationships with key actors in the processes of attraction and guidance (admissions office, CREE, etc).

Success and failure

- The motivation of students within the student group.
- Planification, organization, and promotion of activities.
- Interest and motivation of STEM women in senior positions
- Institutional support
- Resources (budget and facilities)

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

Wstem

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