

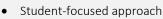
Advancing Women in STEM Courses Strategy

Vision: CEITE is a leader for gender equality and diversity in STEM courses

Mission: Demonstrate a strong commitment and support for gender equality in STEM courses through a strategic approach for increasing participation and retention.

Goals	Initiative
Encourage student participation and inclusiveness across all STEM Courses, particularly engineering and IT	 Celebrate and showcase women making a difference in STEM at CDU, both students and staff Facilitate resources to showcase opportunities and value of women in STEM work roles Advocate for more gender equality in STEM academic teaching staff to role model and foster gender equality Work with other CDU areas and schools to inspire girls to choose STEM careers and to study at CDU
Provide professional development and support for female students in STEM courses	 Provide professional development events for staff and students aimed at encouraging Women in STEM courses Establish a CDU Network for female students in STEM Grow links and opportunities for female students with STEM industries
Make CDU services and resources for female students in STEM courses visible	 Create a specific website with information and linked resources Promote and share information across available communication channels Include topics as part of the network for female students in STEM Provide professional development and information sharing to academics/ lecturers/support staff so they are aware and can further support students
Support flexible learning approaches to enable students to meet study, work and personal commitments	 Create remote physics kits that can be used for the practical component of first year Concept of Physics unit – pilot program Use the first kits as a protype for development of plans for other STEM kits Explore opportunities for flexible assessment STEM courses Explore and promote scholarship opportunities available for students in STEM

Principles:



- Inclusive of existing CDU services and networks
- Listening to the needs of stakeholders
- CEITE sponsored, and support by CDU Executive
- Aligned to CDU values and existing policy

Women in STEM at CDU profiles showcased on CEITE website for STEM

Set of videos to showcase STEM roles and opportunities available on CDU >website for STEM

Work with CDU services on initiatives to support student in STEM courses

Recommendations from stakeholder needs analysis and research shared with other areas working with schools

- Meetings and actions for future project with schools to encourage participation in STEM courses and careers.
- Professional development events held and incorporated feedback from participants
- Network for CDU Women in STEM established.
- Industry included in PD events

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- Increase in work experience and collaboration opportunities through STEM network activities.
- Improved retention in first year units

Completion of customised personal learning plans by students

Website for Women in STEM in CDU Courses strategy created within CEITE

Social media posts and statistics from various CDU channels showing communication and success

- Meeting minutes and communications
- Professional development/ resources for teaching and support staff.

Physics kits piloted with remote students in Semester 2, 2021

- N Improved engagement and outcomes for remote students and students needing flexible learning options.
- Plans for other kits developed for implementation in 2022
- Enhanced flexibility within STEM units

