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EPSRC

Engineering and Physical Sciences
Research Council

STEMM- CHANGE:

Uncovering barriers to
inclusion and transforming
institutional culture



STEMM-CHANGE is an EPSRC-funded project to drive a positive change in culture and practices in equality, diversity and inclusion (EDI) across Science, Technology, Engineering, Mathematics and Medicine (STEMM).

The STEMM-CHANGE programme has several linked projects that will enable a step change in approaches to promoting equality, diversity and inclusion in the workplace. It is led by a multi-disciplinary team at the University of Nottingham in collaboration with Diversity by Design who are experts in providing diversity solutions to strategic questions.

STEMM-CHANGE is led and supported by a multi-disciplinary team at the University of Nottingham:



Professor Sam Kingman
Pro-Vice-Chancellor
Faculty of Engineering



Dr Karen Salt
School of Cultures,
Languages and
Area Studies



Professor Marion Walker
School of Medicine

STEMM-CHANGE consists of the following activities in which the team and project partners will:

- Conduct new research into barriers to inclusion in STEMM disciplines and develop guidelines to remove them
- Research, develop and evaluate new tools to be made available for promoting diversity in recruitment practices
- Produce guidelines and best practice for the production of a safer, abuse-free environment for those participating in public engagement
- Curate and house an interactive national database, sharing best practice in equality, diversity and inclusion
- Initiate a grant scheme to fund innovative activities that complement the project
- Support innovative mentoring schemes for people from under-represented groups that will: (i) open up career development opportunities, and (ii) develop widespread mutual understanding of the challenges and opportunities presented by a diverse workforce



Dr Clare Burrage
School of Physics
& Astronomy



Professor Louise Mullany
School of English



Kelly Vere
Director of
Technical Skills
and Strategy



Professor Ed Wilding
School of Psychology and
STEMM-CHANGE
Programme
Director

STEMM-CHANGE has three linked strands:



Research: Two projects designed to identify, understand and challenge systematic barriers to inclusion. In the first of these, Louise Mullany and Clare Burrage will use corpus linguistic approaches to uncover biases in language use that can impact negatively on recruitment, promotion, career progression and on scientists engaging with the public, particularly in online spaces. In the second project Karen Salt will develop an interrogable national on-line resource of EDI tools, initiatives and policies, thereby enabling researchers to make informed decisions about their EDI agendas and identify potential partners and/or advisors pursuing similar activities.

New Tools: The development of novel electronic support packages that will (i) provide an interactive challenge to users wishing to develop and implement their diversity strategies, and (ii) enable a genuinely diversity-led approach to recruitment. This work will be led by Sam Kingman and Marion Walker, working closely with external partners Diversity by Design. STEMM-CHANGE will work closely with project partners to develop these tools in order to evaluate their effectiveness in different contexts.

Generating and sharing new understanding: The project will develop a theoretically motivated reverse mentoring scheme that will be tested among colleagues at the University of Nottingham and project partners. STEMM-CHANGE will also develop and implement an innovative mentorship and upskilling programme specifically for technical staff led by Kelly Vere, with a view to providing career development opportunities for under-represented groups as well as fostering mutual understanding of the challenges imbalances in the workforce introduce.

How to get involved:

The STEMM-CHANGE team are actively seeking to work with colleagues on all projects across the programme. The programme will also be advertising pump-priming funding opportunities for projects that can complement planned activities. To register your interest please get in touch with the Programme Director, Professor Ed Wilding (edward.wilding@nottingham.ac.uk).

The project is supported by a wide range of project partners from academia and industry. Working in collaboration, the project will share resources, innovate ideas and develop new knowledge. Current partners are:



DIVERSITY BY DESIGN | Diversity solutions to strategic questions



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For general enquires, contact:

The STEMM-CHANGE team



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nottingham.ac.uk/edi/stemm-change.aspx



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The University of Nottingham has made every effort to ensure that the information in this brochure was accurate when published. Please note, however, that the nature of this content means that it is subject to change, therefore consider it to be guiding rather than definitive.

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