



University of Nottingham

UK | CHINA | MALAYSIA



Engineering and Physical Sciences Research Council

STEMM-CHANGE: The Changemaker placement programme

Ensuring recognition and opportunity
for the technical community





What is the Changemaker placement programme?

STEMM-CHANGE has developed an innovative and bespoke 'Changemaker placement programme' built specifically for technical colleagues from underrepresented and minority groups.

The project will offer up to 30 placements each of 1-5 days in length (on a flexible basis) to technicians from across the STEMM-CHANGE consortium to enable them to shadow senior colleagues. Representative activities include observing colleagues in leadership positions, learning new skills, (both technical and transferable) and exposure to discussions on careers and opportunities in order to broaden horizons and demonstrate achievable career paths. Technical colleagues may shadow and link with other technical colleagues or those from other career paths in senior leadership positions from our project partners within higher education, industry and beyond.

In 2019, STEMM-CHANGE piloted a number of placements and we would now like to extend the opportunity to technical colleagues across the consortium. Applications are welcomed from those at any level and who are from an underrepresented and/or minority group. The project aims to create opportunities for all minority groups highlighted in the Equality Act 2010 and see a particular need to create spaces for the following consistently underrepresented groups within technical management and leadership teams:

- Female colleagues
- Disabled colleagues
- Black, Asian, and Minority Ethnic (BAME) colleagues
- Lesbian, Gay, Bisexual, and Transgender (LGBT+) colleagues

Changemaker placement case studies



Noemi Vadaszy
Teaching Support
Technician, School
of Medicine

Why did you apply for the programme?

I am quite new to my role and the only one in this job within the Division of Primary Care. Therefore I looked for other learning opportunities and the Changemaker Programme seemed like an ideal choice.

How did you benefit from your placement?

The programme allowed me to go to another university and meet technicians and academics there. I think it was not just about me learning skills but it was also about building a relationship between the two universities.

What advice would you give to others interested in applying?

Put a concise application together and when you are on placement don't be too worried about writing everything down. Try to pay attention to the practical things like how to deliver a session or how to calibrate equipment. Pay attention to the people because you will learn from them.



Sanjeev Taak
Cryogenics Technician,
School of Physics
and Astronomy

Why did you apply for the programme?

I applied so that I would have the opportunity to increase my connections within the cryogenic community to benefit my own personal knowledge and the School of Physics and Astronomy.

How did you benefit from your placement?

I had the opportunity to visit University of Warwick where I was introduced to a team that help to run University of Warwick's Helium liquefier. This meant that we could compare systems/processes to find out how we could improve each other's Helium plants.

What advice would you give to others interested in applying?

I would say you should definitely apply if you are interested in seeing how others carry out similar tasks and jobs to yours, are hoping to build up connections, increase your knowledge in a sector similar to yours and generally if you would like to visit a place you would have never been.

How to apply

Project partners

Placements are available at the University of Nottingham and across the consortium of project partners. Project partners include:



Call for applications

STEMM-CHANGE will consider two types of application:

1. From a technical colleague who knows the contact that they want to conduct the link-visits/placement with.
2. From a technical colleague or their manager who want their staff member to learn or experience a particular technique/skill but are unsure as to how to identify the placement. In this case, the STEMM-CHANGE team would seek to place the applicant with an appropriate host.

Funding covers travel, subsistence and accommodation to facilitate the placements/visits. Funds to cover additional caring costs incurred by participation in the programme are also available.

Application forms are available at stemm-change.co.uk/resources

Applications should be submitted to STEMM-CHANGE@nottingham.ac.uk by 5pm on the 2 March 2020.

STEMM-CHANGE is an EPSRC-funded project driving 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.

STEMM-CHANGE takes a team science approach and is unique in that it acknowledges the diversity of the roles of staff that contribute to the research effort. Technicians make vital contributions to universities and research institutes. Their expertise enables teaching, research, knowledge exchange and outreach activities. The STEMM-CHANGE project is highlighting and addressing the equality, diversity and inclusion challenges facing technicians alongside academic and research staff.

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 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 funding scheme to develop and evaluate innovative activities that complement the project
- support innovative mentoring and placement 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



University of
Nottingham

UK | CHINA | MALAYSIA

For general enquires, contact:

The STEMM-CHANGE team

 **STEMM-CHANGE@nottingham.ac.uk**

 **stemm-change.co.uk**

 **[@STEMM_CHANGE](https://twitter.com/STEMM_CHANGE)**

If you require this publication in an alternative format, please contact us:
t: +44 (0)115 951 4591
e: alternativeformats@nottingham.ac.uk

Printed January 2020.

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.

© The University of Nottingham 2019. All rights reserved.