STEMM-CHANGE project resources

Tools

EDI Resource Bank

edi-resourcebank.co.uk

A digital archive containing examples of initiatives, resources and reports designed to support work in equality, diversity & inclusion.

Checklist: Recruiting a Diverse Technical Workforce

stemm-change.co.uk/resources/edi-checklist-for-recruiting-a-diverse-technical-workforce

This practical guide offers employers tips and good practice methods to consider when recruiting technical staff.

Reports

Equality, Diversity & Inclusion: A Technician Lens

stemm-change.co.uk/wp-content/uploads/2020/01/Equality-Diversity-Inclusion-A-Technician-Lens-Web.pdf

For the first time, this report identifies the EDI challenges facing the technical community in UK Higher Education and provides sector recommendations to advance EDI for all.

UK Technicians' Experiences During the Covid-19 Pandemic

stemm-change.co.uk/wp-content/uploads/2021/01/EDI-UK-Technicians-Experiences-during-Covid-19-Pandemic.pdf

Following on from the Technician Lens report, this research allowed an in-depth exploration of the EDI experiences of the technical community. The report highlights challenges faced in the pandemic and identifies best practice approaches across the sector.

Towards Diverse Workforces: Transforming the Language of Exclusion and Bias in Recruitment

stemm-change.co.uk/wp-content/uploads/2021/06/Transforming-the-Language-of-Exclusion-and-Bias-in-Recruitment-June-2021x.pdf

This report is based on linguistics and communications research, which analyses the impact of language used in recruitment materials and its impact on under-represented groups.

Resources

The STEMM-CHANGE Reverse Mentoring Approach

stemm-change.co.uk/home/reverse-mentoring/reverse-mentoring-resources

A short video and animation explaining the project's approach to reverse mentoring.

The STEMM-CHANGE Reverse Mentoring Revolution Event

stemm-change.co.uk/project-overview/the-reverse-mentoring-revolution-22-june-2021

Recordings of the event sessions, including keynote speakers and conversations with programme participants.

A Quick-Reference Guide: Transforming the Language of Exclusion and Bias in Recruitment

stemm-change.co.uk/project-overview/the-language-of-exclusion/recruitment

A useful one page guide to the communications toolkit published within our report. A resource to refer to when writing job adverts.

Podcast: Transforming the Language of Exclusion and Bias in Recruitment

stemm-change.co.uk/project-overview/the-language-of-exclusion/recruitment

Podcast in conversation with Professor Louise Mullany and Lucy Williams from STEMM-CHANGE, discussing the research and practical ways to improve the language in recruitment from an EDI perspective.

Animation: Transforming the Language of Exclusion and Bias in Recruitment

stemm-change.co.uk/project-overview/the-language-of-exclusion/recruitment

A short animation covering the key practical points to create positive change in recruitment processes for organisations.

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