



WESTEM

MATERIALS & RESOURCES

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1. Materials about mentoring

a. Articles with tips for mentors

What takes to be a good mentor? Are you nervous about being a mentor for the first time? Here you'll find a variety of useful tips for mentors as well as inspiring TedTalks about mentoring.

Type of resource	Title	Link
Article	15 expert tips for first-time mentors	https://www.togetherplatform.com/blog/how-to-mentor-someone
Article	5 Useful Tips for A First Time Mentor	https://www.get.mentoringcomplete.com/blog/5-useful-tips-for-a-first-time-mentor
Article	5 Pieces of Advice on Being an Effective Mentor in STEM Fields	https://builtin.com/women-tech/5-advice-effective-stem-mentor
Article	Ten tips for mentors	https://www.science.org/content/article/top-10-tips-mentors
Video	10 best TedTalks on mentoring	https://www.growthmentor.com/blog/ted-talks-on-mentorship/
Article & videos	How to Build a Successful Mentor Relationship	https://www.togetherplatform.com/blog/how-to-build-a-successful-mentor-relationship
Article	Ingredients For a Successful Mentoring Relationship	https://girlsintech.org/ingredients-for-a-successful-mentoring-relationship/

b. Skills for mentoring

Some useful resources that focus on skills for mentors, such as self-tests, checklists, topics to discuss and advice on active listening.

Type of resource	Title	Link
Self-test	Mentoring Competency Assessment (MCA)	https://uwmadison.co1.qualtrics.com/jfe/form/SV_5jMT4fhemifK01n?Q_JFE=qdg
Article	Mentoring checklist: Tips for making the most of each session - A list of actions mentors should take before, during, and after each meeting or mentoring session.	https://www.togetherplatform.com/blog/mentoring-checklist
Article	What Is Active Listening?	https://www.verywellmind.com/what-is-active-listening-3024343
Blog article	8 Mentoring Topics to Discuss as Mentor or Mentee	https://www.indeed.com/career-advice/career-development/mentoring-topics

c. Material & templates for the mentoring sessions:

Some templates and toolkits to use during the mentoring sessions.

Type of resource	Title	Link
Template	L.E.A.D. Mentor/Mentee Discussion Templates & Activities	<u>mentor_mentee_discussion_templates_activities.pdf</u>
Template	5 Mentoring session agenda templates	<u>(Masterlist) Mentoring session agenda templates.pdf</u>
Template	Mentoring plan template	<u>MentoringPlanTemplate.docx</u>
Templates and forms	Mentoring program toolkit	<u>Mentoring program toolkit forms booklet.pdf</u>
Blog article	Mentoring activities: 17 examples to try in your next meeting	<u>https://www.togetherplatform.com/blog/mentoring-activities-to-try</u>
Blog article	Mentorship program ideas: 20+ mentorship activities that unlock new perspectives and encourage impactful discussion	<u>https://www.togetherplatform.com/blog/15-mentorship-program-ideas</u>
Publication	75 THINGS TO DO WITH YOUR MENTEES: Practical and Effective development ideas you can try.	<u>https://my.lerner.udel.edu/wp-content/uploads/75-Things-To-Do-With-Your-Mentees.pdf</u>

Type of resource	Title	Link
Blog article	11 Creative Mentorship Program Ideas & Tips in 2023	https://teambuilding.com/blog/mentorship-program-ideas
Blog article	Interesting Mentoring Activities to Try with Your Mentees	https://trafft.com/mentoring-activities/
Blog article	10 Key Mentoring Topics For a Great Experience	https://mentorcruise.com/blog/10-key-mentoring-topics-great-experience/

2. Resources about Women in STEM

How can we support women in STEM and how would more women in STEM benefit society in its whole? Read about women in STEM and get inspired!

Type	Title	Link
Article	6 Things Successful Women in STEM Have in Common	https://hbr.org/2018/04/6-things-successful-women-in-stem-have-in-common
Article	This is why we need woman in STEM, role models	https://www.vorsers.com/women-stem/#
Blog/article	We need more girls and women in science. What are three ways in which we can support them?	https://blogs.worldbank.org/education/we-need-more-girls-and-women-science-what-are-three-ways-which-we-can-support-them
Article	More women in STEM jobs would benefit all of society	http://www.nordiclaborjournal.org/nyheter/news-2021/article.2021-03-24.3182850771
Article	Countries with Less Gender Equity Have More Women in STEM--Huh?	https://blogs.scientificamerican.com/voices/countries-with-less-gender-equity-have-more-women-in-stem-huh/

Type	Title	Link
Blog/article	The Untold History of Women in Science and Technology -American women in history	https://obamawhitehouse.archives.gov/women-in-stem
Article	Έρευνα: Η συμμετοχή των γυναικών στα επαγγέλματα STEM (In English: Research: Women's participation in STEM occupations)	https://stories.thriveglobal.gr/ereyna-i-symmetochi-ton-gynaikon-sta-epaggelmata-stem/
Article	To all women in STEM: Join the journey	https://www.frederick.ac.cy/women-in-STEM/el/
Publication	ΤΟ ΧΑΣΜΑ ΜΕΤΑΞΥ ΤΩΝ ΦΥΛΩΝ ΣΤΗ Ν ΕΚΠΑΙΔΕΥΣΗ STEM	https://drive.google.com/file/d/1o-dZYIPpvEN_waF3yQ5tWMc9I8Tgikub/view?usp=share_link
Publication/report	Solving the equation: The variables for Women's Success in Engineering and Computing	Solving-the-Equation-report-nsa.pdf
Project/online platform	The FemSTEM Coaching – Online coaching with the aim to support women pursuing careers in STEM industries or wanting to return to STEM.	https://femstem.eu/e-coaching-programme/

3. Challenges & Obstacles for Women in STEM

What is the gender-equality paradox, what is it like to be a woman in a male-dominated field and why are women still underrepresented in STEM? Read about the obstacles and challenges women in STEM face.

Type of resource	Title	Link
Article	„Seid selbstbewusst!“ – Wie sich mehr junge Frauen für MINT-Berufe gewinnen lassen	https://www.iab-forum.de/seid-selbstbewusst-wie-sich-mehr-junge-frauen-fuer-mint-berufe-gewinnen-lassen/
Article	Wie Frauen der Spaß an MINT-Fächern verdorben wird	https://www.spektrum.de/kolumne/frauen-wuerden-mint-faechern-nutzen-aber-sexismus-und-rollenklischees-halten-sie-ab/1668960
Youtube video	What it takes to be a Woman in STEM Fatima AlKaabi	https://youtu.be/waD95VUbWC0
Youtube video	Female Engineers Share Experiences In A Male-Dominated Field	https://youtu.be/WBdNfOJ5vMY
Youtube video	Why do so many women leave their careers in STEM? Prasha Dutra TEDxWilsonPark	https://youtu.be/kA08vfoZAJY
Youtube video	The 'gender-equality paradox' in STEM fields – BBC Newsnight	https://youtu.be/tn3yqmiwKAK

Type of resource	Title	Link
Article	3 Biggest Barriers for Women in STEM	https://www.bestcolleges.com/blog/barriers-for-women-in-stem/
Article	Why are women still underrepresented in STEM?	https://www.redlinegroup.com/insights/why-are-women-still-underrepresented-in-stem-13201615194
Article	The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics	https://www.aauw.org/resources/research/the-stem-gap/
Article	Why are there so few women in STEM?	https://www.wgu.edu/blog/why-are-there-so-few-women-in-stem1907.html#close
Article	Why so few	why-so-few-research.pdf
Article	The Variables for Women's Success in Engineering and Computing Solving the equation Christianne Corbett, M.A., AAUW Senior Researcher Catherine Hill, Ph.D., AAUW Vice President of Research	https://www.aauw.org/app/uploads/2020/03/Solving-the-Equation-report-nsa.pdf

Type of resource	Title	Link
Article	Cracking the code: girls' and women's education in science, technology, engineering and mathematics (STEM)	https://unesdoc.unesco.org/ark:/48223/pf0000253479
Article	Stop Telling Women They Have Imposter Syndrome	https://hbr.org/2021/02/stop-telling-women-they-have-imposter-syndrome
Article	Imposter syndrome	https://www.thegist.edu.au/students/careers-in-stem/imposter-syndrome/

4. Career confidence

How can we empower women in their STEM-role and strengthen them in their career?

Type of resource	Title	Link
Article	8 Karriere-Tipps für Frauen im MINT-Bereich	https://www.absolventa.de/karriereguide/berufseinstieg/frauen-in-mint
Youtube video	How to Engage More Girls in STEM	https://youtu.be/QqSKBRCVvPM
Publication	7 Tips from Women in STEM at Interior	https://www.doi.gov/blog/7-tips-women-stem-interior
Article	How to Attract and Retain Women in STEM Careers	https://www.simplilearn.com/how-to-attract-and-retain-women-in-stem-careers-article
Publication	Ten simple rules for empowering women in STEM	https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1010731
Article	How can we promote gender equality in STEM	https://gearingroles.eu/international-day-of-women-and-girls-in-science-how-can-we-promote-gender-equality-in-stem/

5. STEM gender wage gap

What are some of the reasons behind the gender wage gap in STEM and how do we tackle it?

Type of resource	Title	Link
Article	Gender-Gap in MINT-Berufen – Woher kommt sie und wie lässt sie sich schließen?	https://goodjobs.eu/blog/article/gender-gap-in-mint-berufen-woher-kommt-sie-und-wie-lasst-sie-sich-schliessen
Article	The Gender Pay Gap in STEM	https://www.stemwomen.com/the-gender-pay-gap-in-stem
Article	What's Behind the Pay Gap in STEM Jobs?	https://www.gsb.stanford.edu/insights/whats-behind-pay-gap-stem-jobs
Publication	The confidence gap predicts the gender pay gap among STEM graduates	https://www.pnas.org/doi/10.1073/pnas.2010269117
Article	STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity	https://www.pewresearch.org/science/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/
Publication	Explaining the Gender Wage Gap in STEM: Does Field Sex Composition Matter?	https://www.jstor.org/stable/10.7758/rsf.2016.2.4.07

Type of resource	Title	Link
Article	The STEM leaders have spoken: It's time we acknowledge and tackle the gender pay gap	https://www.cooperlomaz.co.uk/blog/view/214/stem-gender-pay-gap
Publication	Τα οικονομικά οφέλη της ισότητας των φύλων στην Ευρωπαϊκή Ένωση: Πώς η ισότητα των φύλων στις σπουδές STEM οδηγεί σε οικονομική ανάπτυξη	https://eige.europa.eu/sites/default/files/documents/ta_oikonomika_ofelitis_isotitas_ton_fylon_stin_eyropaiki_enosi_pos_i_isotita_ton_fylon_stis_spydes_stem_odigei_se_oikonomiki_anaptyxi.pdf
Research	Il divario retributivo di genere nelle materie STEM	https://www.openpolis.it/esercizi/il-divario-di-genere-nelle-materie-stem/

6. Social and cultural factors for women in STEM

In this section you'll find articles and videos about how different social and cultural factors have an impact on women in STEM.

Type of resource	Title	Link
Article	Più istruite più occupate? Nelle STEM vale meno	https://www.ingenerere.it/news/piu-istruite-piu-occupate-nelle-stem-vale-meno
Article	Warum sind Frauen in technischen Studienfächern unterrepräsentiert?	https://www.welt.de/debatte/kommentare/article237775029/MINT-Berufe-Warum-sind-Frauen-in-technischen-Studienfaechern-unterrepraesentiert.html
Video	Warum Frauen es in MINT-Fächern schwer haben	https://www.zdf.de/nachrichten/panorama/mint-faecher-studentinnen-mathematik-informatik-naturwissenschaften-100.html
Video	Warum wir mehr Frauen in der Technik brauchen	https://www.youtube.com/watch?v=Wa_3ftcbf-I
Book chapter	Social and cultural factors for women in STEM	Social+and+Cultural+Factors+for+Women+in+STEM+Chapter+Sampler.pdf
Publication	Barriere sociali e di genere alla formazione e all'educazione STEM	https://www.savethechildren.it/cosa-facciamo/pubblicazioni/barriere-sociali-e-di-genere-alla-formazione-educazione-stem

7. Inspirations for women in STEM

Let's get inspired by female role models in STEM and how they pave the way for the next generation of girls and women in the field.

Type of resource	Title	Link
Videos	Inspiring female Role models	http://nowmooc.eu/index.php/inspiring-female-role-models/
Video portrait	Wie ihre innovative App den Gerüstbau digitalisiert hat. Erfinderin Jeanette Spanier.	https://www.innovative-frauen.de/videoportraits/jeanette-spanier-geruestbau-app
Youtube video	Women in STEM 2023	https://youtu.be/PbyKKD7mvpA
Youtube video	Women in science who changed the world	https://youtu.be/W53Ks824GTA
Article	Καινοτόμα υλικά για την ενέργεια του μέλλοντος	https://greekwomeninstem.com/gr/new-materials-for-the-future-of-energy/
Article	T-λεμφοκύτταρα, οι μαχητές του καρκίνου... από την ακαδημία στη βιομηχανία!	https://greekwomeninstem.com/gr/t-cells-the-cancer-fighters-from-academia-to-industry/
Blog/article	Greek Women in STEM: Γυναίκες που αξίζει να γνωρίζεις	https://ampa.lifo.gr/gunaiques/greek-women-in-stem-gynaiques-poy-axizei-na-gnorizeis/

Type of resource	Title	Link
Blog/article	«Η Φυσικοχημεία Δεν Είναι για Γυναίκες» - Ελληνίδες που Διαπρέπουν στο Εξωτερικό Μιλούν για τον Κλάδο των STEM	https://www.vice.com/el/article/v7eaxy/h-fysikoxhmeia-den-einai-gia-gynaikes-ellhnides-poy-diaprepoyn-sto-e3wteriko-miloun-gia-ton-klado-twn-stem
Videos	Inspiring talks from women who have pushed the boundaries in their field and are paving the way for the next generation of girls to earn their place in traditionally male-dominated professions.	https://www.ted.com/playlists/723/how_to_nurture_brilliant_women_in_stem
Video	About the similarities between female sharks and women in STEM -- and why the two should get more time in the spotlight. Biologist Melissa Marquez	https://www.ted.com/talks/melissa_marquez_what_sharks_taught_me_about_being_a_scientist
Video	History and future of women in STEM. Natalia Holt	https://www.ted.com/talks/nathalia_holt_the_history_and_future_of_women_in_stem
Article	Joan Murrell Owens and her Button Corals Inspiring stem black women	https://ocean.si.edu/human-connections/careers/joan-murrell-owens-and-her-button-corals

8. Resources for universities

To include and welcome more girls and women into STEM, universities must also make an effort. Here are some materials, resources and tools such as self-assessments for teachers in the STEM field.

Type of resource	Title	Link
Tool	<p>W-STEM Self-assessment Matrix</p> <p>Instrument to analyze, quantitatively, the current state of each a university regarding indicators of access, attraction, guidance and retention of women in STEM programs. The instrument is based on the SAGA Indicator Matrix available in the SAGA Toolkit by UNESCO.</p>	<p>https://zenodo.org/record/3594822#.YhIWq4rP2UI</p>
Tool	<p>SELF-ASSESSMENT TOOL for teachers working on STEM topics</p> <p>This tool is a way to detect your strengths and weaknesses as a teacher, when working on STEM topics in the classroom or other learning environments (such as Fablabs or Makerspaces).</p>	<p>https://www.teachstem.eu/teachers-educators/</p>
Tool	<p>Teaching materials relevant for women in STEM</p> <p>How to make your teaching fairer in everyday practices? On this page, search for concrete tools you can experiment in your classroom.</p>	<p>https://browse.fairnessteaching-project.eu/?teachingActivities=Teaching_</p>

9. Networks for women in STEM

Here you can find a number of networks for women in STEM.

Type of resource	Title	Link
Advocacy Network	Society of Woman Engineers (advocacy)	https://swe.org/
Advocacy Network	Advocay - Association of female engineers	https://girlswhocode.com
Advocacy Network	AWIS - Association for women in science	https://www.awis.org/
Job/education/network	Network for female engineers within leadership, digitalization and technology with 1-20 years' work experience	https://www.cogig.se/
Job/education/network	Google's Women Techmakers program provides visibility, community, and resources for women in technology	https://developers.google.com/womentechmakers
Education/network	Digital & Tech Education for migrants and marginalized local women	https://www.redi-school.org/
Job/education/network	Women in Tech Network in Finland	https://womenintech.fi/