

Creating Early Intervention Strategies to Engage and Support Women of All Ages in STEM



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- Strategies to reduce the impact of maternity on career progression for female academics in STEM
- Key tips to address and overcome systemic barriers to equal participation for women in Higher Education
- Tools to encourage an inclusive environment for STEM mothers in Higher Education
- Showcasing initiatives to enable women in STEM to continue their research and career development during and after maternity leave



Q – How much work in the home (chores, admin, shopping, cleaning, childcare) do women do compared to men?

Twice as much

Source: 2018 Global BCG Diversity Study

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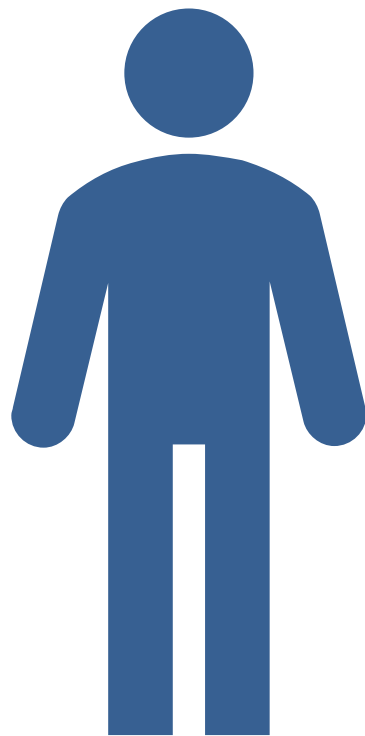
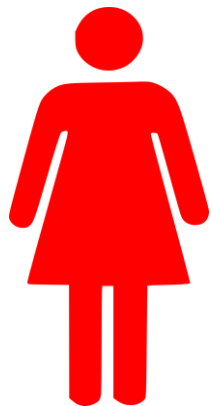
Q – How much bigger does the gender pay gap become when women hit their 40s?

4 times

Source: 2021 Office of National Statistics

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Q – How much more likely are working dads to be promoted than working mums?



“This is the first time I’ve come up against the glass ceiling”

“How do other people manage to be a mum and do science? Is it just me that can’t cope?”

“All the hard work and qualifications have been wasted”

“Now I’m a mum, I feel like everything I’ve been told about how women can succeed in STEM is a lie”

Inclusive Culture – Benefits

- Participation
- Productivity
- Inclusive and diverse
- Wellbeing
- Career Progression

Inclusive Strategies

- Policies and Processes
- Checking our assumptions – “one size doesn’t fit all”
- Maternity cover
- Contracts extended
- Re-orientation
- Support: networks, buddying, mentoring, coaching
- Childcare