WiTS Women in Technology & Science

Strategy

2021 - 2025
Our Mission

A voluntary, independent organisation advocating, acting and connecting for women to benefit society as full and vital participants in STEM
5 Year Goal

“To advance the retention of women throughout their STEM careers by researching, developing and sharing insights & best practice”
4 Strategic Objectives

- Research
- Advocating
- Informing
- Resourcing
# Objective 1: Research

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<th>METRICS</th>
<th>ACTIONS</th>
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| RESEARCH    | Q2 2023 | • Quarterly review of research progress  
 Generate data & evidence to better understand why women in Ireland drop out of STEM.  
 Aggregate data and identify key interventions and best practice to retain women in STEM | • Cultivate & establish partnerships / coalition of partners / stakeholders  
 • Access funding for research  
 • Commission research to establish why women drop out of STEM careers in Ireland  
 • Symposium or collaboration with stakeholders in the STEM community to share research, learn from them and develop a jointly agreed set of policy asks and recommended interventions  
 • Aggregate data re best practice in interventions that mitigate against the issue.  
 • Create Best practice/Interventions info-pack to share with organisations  
 • Share data re best practice with stakeholders in STEM community & update policy asks and recommended interventions |
|             |       | • Publication of research & # citations  
 • Document policy asks - Q2 2023  
 • Document recommended workplace interventions – Q4 2023  
 • # consultations / symposiums |
## Objective 2: Advocating

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| ADVOCATING  | YE 2025 | • Bi-annual review of advocacy & lobbying impact and outcomes  
• Advocacy Plan re Retention YE 2023  
• # policy input/consultations  
• WITS establishes relationship with Depts and agencies as an ‘expert’, called to develop and debate policy  
• Invited to participate in working groups as an ‘expert’ partner | • Based on policy calls document, work to positively influence policy and laws that impact on women in STEM  
• Research the landscape and establish contacts with 4 key government departments and associated agencies  
• Define & prioritise Advocacy metrics  
• Develop an advocacy plan based on policy asks pending outcome of Strategic Objective 1: Research  
• Develop and cultivate alliances & partnerships to collaborate in advocacy  
• Implement Advocacy Plan |
# Objective 3: Informing

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<tr>
<td>INFORMING</td>
<td>YE 2025</td>
<td>Bi-annual review of Informing plan</td>
<td>• Publicity campaign Y1-2 to flag this as an issue, that WITS is going to work on it, some current data, scope of WITS planned work (focus on Ireland)</td>
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|             |       | Dissemination Plan re Retention YE 2023 | • Identify and review who we want to inform  
|             |       | # companies piloting recommendations (in partnership with WITS) | o Focus on organisations, members, general public? |
|             |       | # media pieces in mainstream media | • Develop messaging and a dissemination plan based on recommended interventions pending outcome of Strategic Objective 1: Research |
|             |       | # social media posts | • Implement Dissemination Plan |
|             |       | # Testimonials / Case Studies | • Develop and cultivate alliances & partnerships to collaborate in dissemination |
|             |       | Adoption of best practice/interventions by organisations (based on requests for best practice/ intervention info-pack & follow-up ) | • Partner with organisations to pilot implementation of recommendations |
|             |       | | • Measure engagement across all comms channels wrt dissemination |

Disseminate data re: why women drop out and information regarding best practice to retain women in STEM
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| RESOURCING  | YE 2025 | • Effective, fully resourced sub-committees or working groups to manage:  
• Research  
• Policy  
• Events  
• Operations  
• Comms  
• Collaborations  
• Mix of Exec & Members on each  
• Report via Exec Member to Exec monthly meeting | • Develop a sub-committee model to manage and share workload on key functions.  
• Identify sub-committees required for key functions and Executive Committee member to support (convenor does not have to be an Exec Member)  
• Create working groups for other projects (less structured, more grassroots) with support from experienced exec or former exec members.  
• Set of remit and KPIs for sub-committees/workgroups - to be completed by Q3 2021  
• Ongoing reporting and review by sub-committees and workgroups to WITS members. |