



WESTEM

MATERIALI & RISORSE

Tavola dei Contenuti

1. Materiali sul Mentoring	1
a. Articoli con suggerimenti per le mentor	1
b. Competenze per il mentoring	2
c. Materiali e template per le sessioni di mentoring	3
2. Risorse sulle donne nelle STEM	5
3. Sfide e ostacoli per le donne nelle STEM	7
4. Fiducia nella carriera	10
5. Divario salariale di genere nelle STEM	11
6. Fattori culturali e sociali legati alle donne nelle STEM	13
7. Ispirazioni per le donne nelle STEM	14
8. Risorse per le Università	16
9. Network per le donne nelle STEM	17



Funded by
the European Union

1. Materiali sul mentoring

a. Articoli con suggerimenti per le mentor

Che cosa serve per essere una buona mentor? Sei in difficoltà nell'essere mentor per la prima volta? Qui troverai una serie di consigli utili per le mentor e TedTalks motivazionali sul mentoring.

Tipo di risorsa	Titolo	Link
Articolo	15 expert tips for first-time mentors	https://www.togetherplatform.com/blog/how-to-mentor-someone
Articolo	5 Useful Tips for A First Time Mentor	https://www.get.mentoringcomplete.com/blog/5-useful-tips-for-a-first-time-mentor
Articolo	5 Pieces of Advice on Being an Effective Mentor in STEM Fields	https://builtin.com/women-tech/5-advice-effective-stem-mentor
Articolo	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/
Articolo & videos	How to Build a Successful Mentor Relationship	https://www.togetherplatform.com/blog/how-to-build-a-successful-mentor-relationship
Articolo	Ingredients For a Successful Mentoring Relationship	https://girlsintech.org/ingredients-for-a-successful-mentoring-relationship/

b. Abilità per il mentoring

Alcune risorse utili che si concentrano sulle competenze per le mentor, come auto-test, check-list, argomenti da discutere e consigli sull'ascolto attivo.

Tipo di risorsa	Titolo	Link
Self-test	Mentoring Competency Assessment (MCA)	https://uwmadison.co1.qualtrics.com/jfe/form/SV_5jMT4fhemifK01n?Q_JFE=qdg
Articolo	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
Articolo	What Is Active Listening?	https://www.verywellmind.com/what-is-active-listening-3024343
Articolo da blog	8 Mentoring Topics to Discuss as Mentor or Mentee	https://www.indeed.com/career-advice/career-development/mentoring-topics

c. Materiali e template per le sessioni di mentoring

Alcuni modelli e toolkit da utilizzare durante le sessioni di mentoring.

Tipo di risorsa	Titolo	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>
Template e modelli	Mentoring program toolkit	<u>Mentoring program toolkit forms booklet.pdf</u>
Articolo da blog	Mentoring activities: 17 examples to try in your next meeting	<u>https://www.togetherplatform.com/blog/mentoring-activities-to-try</u>
Articolo da blog	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>
Pubblicazione	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>

Tipo di risorsa	Titolo	Link
Articolo da blog	11 Creative Mentorship Program Ideas & Tips in 2023	https://teambuilding.com/blog/mentorship-program-ideas
Articolo da blog	Interesting Mentoring Activities to Try with Your Mentees	https://trafft.com/mentoring-activities/
Articolo da blog	10 Key Mentoring Topics For a Great Experience	https://mentorcruise.com/blog/10-key-mentoring-topics-great-experience/

2. Risorse sulle donne nelle STEM

Come possiamo sostenere le donne in STEM e come l'aumento delle donne nelle STEM sarebbe un beneficio per la società nel suo complesso? Leggi le testimonianze di alcune donne nelle STEM e ispirati!

Tipo	Titolo	Link
Articolo	6 Things Successful Women in STEM Have in Common	https://hbr.org/2018/04/6-things-successful-women-in-stem-have-in-common
Articolo	This is why we need woman in STEM, role models	https://www.vorsers.com/women-stem/#
Articolo/ Blog	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
Articolo	More women in STEM jobs would benefit all of society	http://www.nordiclaborjournal.org/nyheter/news-2021/article.2021-03-24.3182850771
Articolo	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/

Tipo	Titolo	Link
Articolo/ Blog	The Untold History of Women in Science and Technology -American women in history	https://obamawhitehouse.archives.gov/women-in-stem
Articolo	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/
Articolo	To all women in STEM: Join the journey	https://www.frederick.ac.cy/women-in-STEM/el/
Publicazione	ΤΟ ΧΑΣΜΑ ΜΕΤΑΞΥ ΤΩΝ ΦΥΛΩΝ ΣΤΗ Ν ΕΚΠΑΙΔΕΥΣΗ STEM	https://drive.google.com/file/d/1o-dZYIPpvEN_waF3yQ5tWMc9I8Tgikub/view?usp=share_link
Publicazione / Report	Solving the equation: The variables for Women's Success in Engineering and Computing	Solving-the-Equation-report-nsa.pdf
Progetto / Piattaforma Online	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. Sfide e ostacoli per le donne nelle STEM

Cosa significa uguaglianza di genere? Cosa significa essere una donna in un campo dominato dagli uomini e perché le donne sono ancora sotto-rappresentate nelle STEM? Leggi in merito agli ostacoli e alle sfide che le donne affrontano nelle carriere STEM.

Tipo di risorsa	Titolo	Link
Articolo	„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/
Articolo	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 AIKaabi	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

Tipo di risorsa	Titolo	Link
Articolo	3 Biggest Barriers for Women in STEM	https://www.bestcolleges.com/blog/barriers-for-women-in-stem/
Articolo	Why are women still underrepresented in STEM?	https://www.redlinegroup.com/insights/why-are-women-still-underrepresented-in-stem-13201615194
Articolo	The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics	https://www.aauw.org/resources/research/the-stem-gap/
Articolo	Why are there so few women in STEM?	https://www.wgu.edu/blog/why-are-there-so-few-women-in-stem1907.html#close
Articolo	Why so few	why-so-few-research.pdf
Articolo	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

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

4. Fiducia nella ca

Come possiamo generare empowerment per le donne rispetto al loro ruolo nelle STEM e rafforzarle nella loro carriera?

Tipo di risorsa	Titolo	Link
Articolo	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/QqSKBRCVkpM
Pubblicazione	7 Tips from Women in STEM at Interior	https://www.doi.gov/blog/7-tips-women-stem-interior
Articolo	How to Attract and Retain Women in STEM Careers	https://www.simplilearn.com/how-to-attract-and-retain-women-in-stem-careers-article
Pubblicazione	Ten simple rules for empowering women in STEM	https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1010731
Articolo	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. Divario salariale di genere nelle STEM

Quali sono le ragioni alla base del divario salariale di genere nelle STEM e come lo affrontiamo?

Tipo di risorsa	Titolo	Link
Articolo	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
Articolo	The Gender Pay Gap in STEM	https://www.stemwomen.com/the-gender-pay-gap-in-stem
Articolo	What's Behind the Pay Gap in STEM Jobs?	https://www.gsb.stanford.edu/insights/whats-behind-pay-gap-stem-jobs
Pubblicazione	The confidence gap predicts the gender pay gap among STEM graduates	https://www.pnas.org/doi/10.1073/pnas.2010269117
Articolo	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/
Pubblicazione	Explaining the Gender Wage Gap in STEM: Does Field Sex Composition Matter?	https://www.jstor.org/stable/10.7758/rsf.2016.2.4.07

Tipo di risorsa	Titolo	Link
Articolo	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
Pubblicazione	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
Ricerca	Il divario retributivo di genere nelle materie STEM	https://www.openpolis.it/esercizi/il-divario-di-genere-nelle-materie-stem/

6. Fattori sociali e culturali per le donne nelle STEM

In questa sezione troverete articoli e video su come diversi fattori sociali e culturali hanno un impatto sulle donne in STEM.

Tipo di risorsa	Titolo	Link
Articolo	Più istruite più occupate? Nelle STEM vale meno	https://www.ingenerere.it/news/piu-istruite-piu-occupate-nelle-stem-vale-meno
Articolo	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
Capitolo di libro	Social and cultural factors for women in STEM	Social+and+Cultural+Factors+for+Women+in+STEM+Chapter+Sampler.pdf
Pubblicazione	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. Ispirazioni per le donne nelle STEM

Lasciatevi ispirare dai modelli femminili nelle STEM e come spianano la strada per la prossima generazione di ragazze e donne nel settore.

Tipo di risorsa	Titolo	Link
Videos	Inspiring female Role models	http://nowmooc.eu/index.php/inspiring-female-role-models/
Video ritratto	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
Articolo	Καινοτόμα υλικά για την ενέργεια του μέλλοντος	https://greekwomeninstem.com/gr/new-materials-for-the-future-of-energy/
Articolo	Τ-λεμφοκύτταρα, οι μαχητές του καρκίνου... από την ακαδημία στη βιομηχανία!	https://greekwomeninstem.com/gr/t-cells-the-cancer-fighters-from-academia-to-industry/
Articolo/Blog	Greek Women in STEM: Γυναίκες που αξίζει να γνωρίζεις	https://ampa.lifo.gr/gunaiques/greek-women-in-stem-gynaikes-poy-axizei-na-gnorizeis/

Τipo di risorsa	Titolo	Link
Articolo/Blog	<p>«Η Φυσικοχημεία Δεν Είναι για Γυναίκες» - Ελληνίδες που Διαπρέπουν στο Εξωτερικό Μιλούν για τον Κλάδο των STEM</p>	<p>https://www.vice.com/el/article/v7eaxy/h-fysikoxhmeia-den-einai-gia-gynaikes-ellhnides-poy-diaprepoyn-sto-e3wteriko-miloy-n-gia-ton-klado-twn-stem</p>
Videos	<p>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.</p>	<p>https://www.ted.com/playlists/723/how_to_nurture_brilliant_women_in_stem</p>
Video	<p>About the similarities between female sharks and women in STEM -- and why the two should get more time in the spotlight. Biologist Melissa Marquez</p>	<p>https://www.ted.com/talks/melissa_marquez_what_sharks_taught_me_about_being_a_scientist</p>
Video	<p>History and future of women in STEM. Natalia Holt</p>	<p>https://www.ted.com/talks/nathalia_holt_the_history_and_future_of_women_in_stem</p>
Articolo	<p>Joan Murrell Owens and her Button Corals Inspiring stem black women</p>	<p>https://ocean.si.edu/human-connections/careers/joan-murrell-owens-and-her-button-corals</p>

8. Risorse per le università

Per includere e accogliere più ragazze e donne nelle STEM, anche le università devono fare uno sforzo. Ecco alcuni materiali, risorse e strumenti come ad esempio l'autovalutazione per gli insegnanti nel campo STEM.

Tipo di risorsa	Titolo	Link
Strumento	W-STEM Self-assessment Matrix Strumento per analizzare, quantitativamente, lo stato attuale di ciascuna università per quanto riguarda gli indicatori di accesso, attrazione, guida e conservazione delle donne nei programmi STEM. Lo strumento è basato sulla matrice di indicatori SAGA disponibile nel kit di strumenti SAGA dell'UNESCO.	https://zenodo.org/record/3594822#.YhIWq4rP2UI
Strumento	SELF-ASSESSMENT TOOL for teachers working on STEM topics Questo strumento è un modo per rilevare i punti di forza e di debolezza come insegnante, quando si lavora su argomenti STEM in classe o in altri ambienti di apprendimento (come Fablabs o Makerspaces).	https://www.teachstem.eu/teachers-educators/
Strumento	Teaching materials relevant for women in STEM Come rendere il tuo insegnamento più equo nelle pratiche quotidiane? In questa pagina, cerca strumenti concreti che puoi sperimentare nella tua classe.	https://browse.fairnessinitiative.eu/?teachingActivities=Teaching

9. Network per le donne nelle STEM

Qui potete trovare una serie di reti per le donne in STEM.

Tipo di risorsa	Titolo	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/
Network professionale / educativo	Network for female engineers within leadership, digitalization and technology with 1-20 years' work experience	https://www.cogig.se/
Network professionale / educativo	Google's Women Techmakers program provides visibility, community, and resources for women in technology	https://developers.google.com/womentechmakers
Network educativo	Digital & Tech Education for migrants and marginalized local women	https://www.redi-school.org/
Network professionale / educativo	Women in Tech Network in Finland	https://womenintech.fi/