



Transforming Aviation Higher Education

Building capability, diversity and positivity through culture



Agenda

- Phenomenon
- Issues
- Barriers
- Initiatives
- Enablers

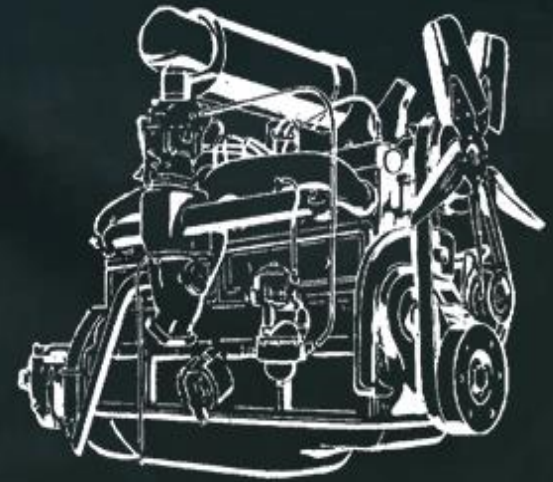


S **♀** **STEM**

STEM



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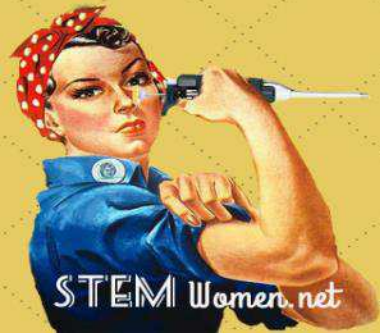


Not only is there a
'leaky pipeline'

in STEM

the
plumbing
itself is

BROKEN



The "leaky pipeline"

The inquiry has heard about a "leaky pipeline" in Scotland, particularly in STEM (Science, Technology, Engineering and Maths). STEM is an area with higher paying jobs and increasing opportunities, so plugging this "leaky pipeline" is an essential part of reducing the gender pay gap.

Below are some of the factors witnesses have told us cause "leaks" throughout the pipeline.



Early Years and Primary School

By primary school, the idea of "girls' jobs" and "boys' jobs" are already established. Gendered school curriculum can impact on both boys' and girls' future choices.



Secondary School and University

Girls and boys study STEM subjects at equal levels in school. But 73% of women who graduate with STEM degrees leave the industry, citing "casual sexism" and a lack of female role models.



Workforce

Women enter the STEM workforce at similar positions and pay to men. However, women tend to receive fewer promotions, leading to fewer women in senior positions. This helps create a negative environment for female workers.



Returning to Work

Many women choose to return to work on reduced hours, but a lack of flexible and part-time opportunities is limiting. Women can experience a drop in confidence from time not in work, particularly in fast-changing sectors. Ongoing care responsibilities can affect women throughout their careers.



The Motherhood Penalty

Workplace pregnancy and maternity discrimination is still widely reported, including cases of redundancy and dismissal. Skilled female workers take a permanent 4% pay cut for each year not in work.





7 Types of Bias

1. Prove it again
2. Tightrope
3. Maternal Wall
4. Tug of War
5. Isolation
6. Self-Selection
7. Confirmation



Engage

Grades K - 9

Recruit

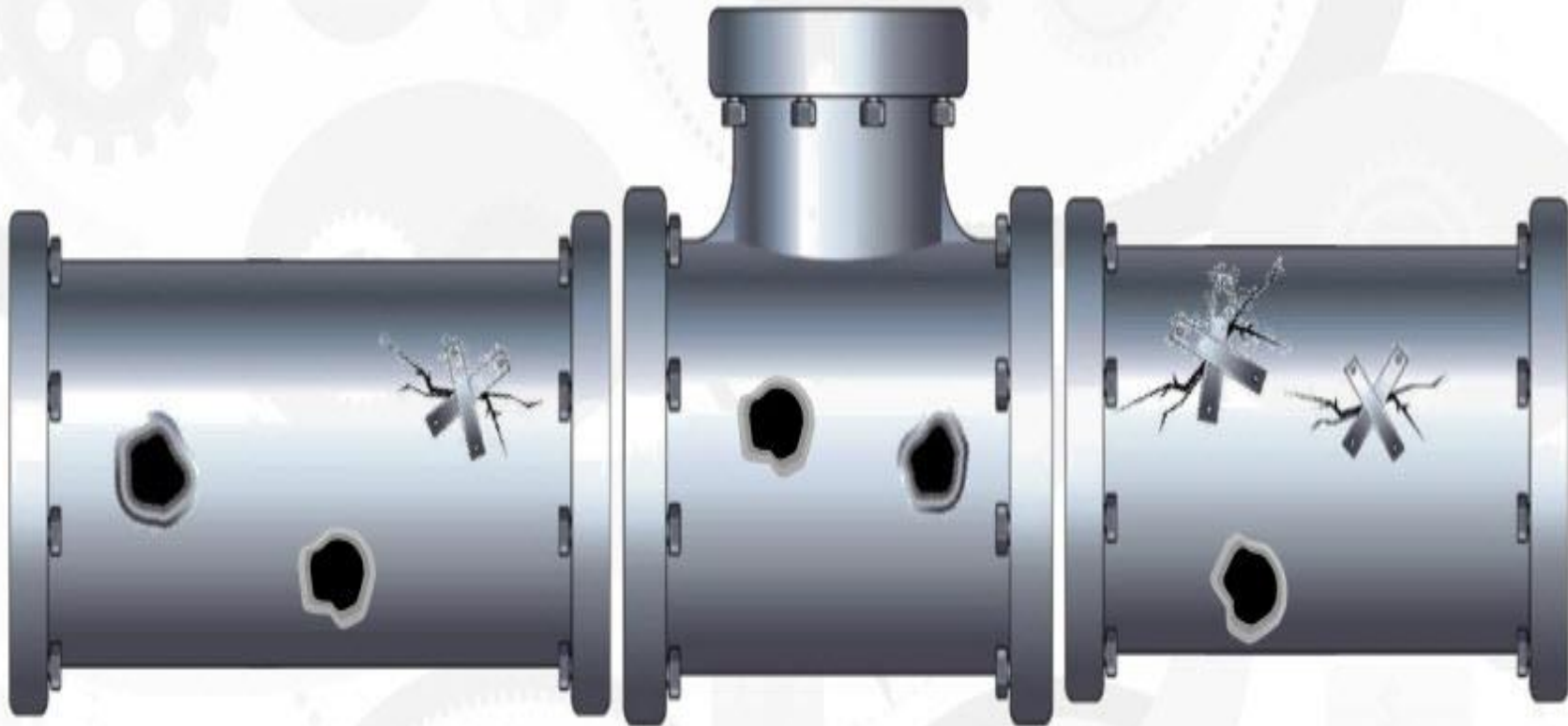
Grades 7 - 12

Retain

BS - PhD

Sustain

Career





WOMEN IN AVIATION ASIA INITIATIVES

- REVERSE MENTORING
- PEER SUPPORT CIRCLES
- FEMALE ROLE MODELS
- MALE SPONSORS
- ACCULTURATION