1. Importance of mentorship

A study of STEM shows that women in the field are less likely to be asked for advice, have fewer role models and feel less confident as they pursue careers in the industry. Mentors and sponsors can be instrumental in helping women gain the confidence and skills they need to succeed in the field.

2. Flexible working

The age of hybrid working offers many benefits for women in STEM, including greater flexibility and work-life balance. Flexible working can help women to balance their careers with family responsibilities and other commitments.

3. Access to funding & fellowships

Women are less likely than men to receive funding and fellowships, which can limit their opportunities for career development and advancement. However, initiatives such as women in STEM fellowships can help to close this gap and provide women with the resources they need to succeed.

4. A seat at the table

Increasing the number of women in leadership positions in STEM is crucial for promoting diversity and inclusion in the field. Women should be given equal opportunities to take on leadership roles and to have a voice in decision-making.

References:

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Find resources and tools you need to hire and retain top talent. Empowering women to seek out STEM careers sits at the heart of that thinking.