



USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:

1.7 Offer scholarships to female students with a focus on STEM subjects

About Your Gender Equality Plan

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at EngenderingIndustries.org.

Description

Collaborate with STEM high schools or universities to support via scholarships talented female students

Provide scholarship opportunities to support their access to secondary and tertiary education, especially in regions where access is unequal for boys and girls

Establish good relationships with educational institutions to ensure diverse candidate selection

Provide training on unconscious bias^[1] to educational staff to ensure the mindset of boys and girls is prepared to overcome cultural gender norms and stereotypes about the suitability of certain professions

Provide opportunities for sponsored girls to familiarize with the company and create a positive relationship, e.g., through inviting them to the company or through mentoring and coaching by company staff and through internship opportunities

Challenges to Implementation

Lack of infrastructure of schools to provide good quality technical education

Mindset of teachers may not support equality and girls' aspirations to study STEM field

Expectations of sponsored girls need to be managed and prepared to pursue other career paths as she may not be guaranteed a job

Lack of time and company resources to provide additional mentoring, coaching or other relationship-building to the girls may limit the positive effect

Parents may not be supportive of daughter's higher education choice to study STEM/ pursue a technical career

What Success Looks Like

Number of girls or women who successfully complete secondary, tertiary, and technical education increased

Talented girls create a positive relationship with the company

Perception of the company to be an employer of choice for women is increased

Higher number of female candidates with the required skills and qualifications apply for open positions at the company

Participants equipped to be successful in recruitment and assessment processes

Resources and Tools

Example: [Scholarships](#) (Shell USA)

[1] **UNCONSCIOUS BIAS.** Also known as an implicit bias, this is an underlying attitude and stereotype that people unconsciously attribute to another person or group of people. In the workplace, unconscious bias has an impact on recruitment decisions, employee development, diversity, and retention rates, and promoting a disconnected culture. (Source: [Built In, 16 Unconscious Bias Examples And How to Avoid Them in The Workplace](#))