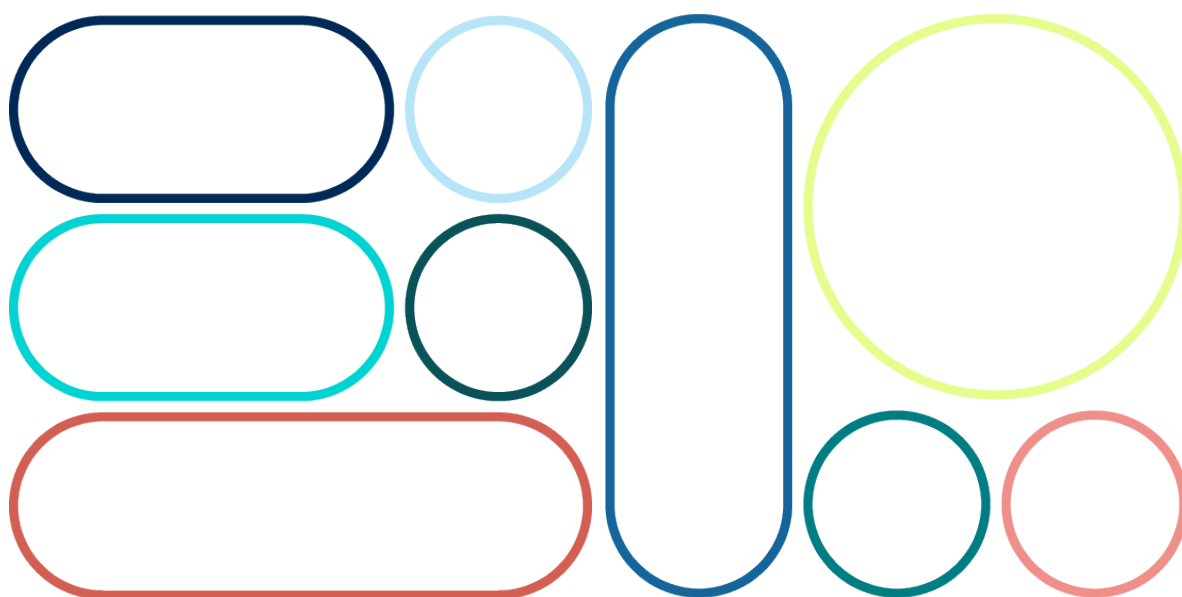




Australian Government



Pathway to Diversity in STEM Review

Key messages and information

We are keen to hear from you and have a dialogue about diversity in science, technology, engineering and mathematics (STEM) through the Pathway to Diversity in STEM Review.

We encourage all Australians and organisations who have a connection to STEM to share their stories and insights as part of this review. It is important that we hear from those within a wider description of STEM, over and above the terms 'science, technology, engineering and mathematics'.

Please help us raise awareness and encourage everyone to join the conversation.

You can use the information in this document to promote the review. Download more resources like social media tiles, posters and banners:

consult.industry.gov.au/diversityinstem1/promotion

| consult.industry.gov.au/diversityinstem1

Why review diversity in STEM

Science, technology, engineering and mathematics (STEM) skills and engagement in STEM are the foundation for a thriving scientifically and technologically enabled economy.

Employment opportunities in STEM occupations in Australia are expected to grow by 12.9% by 2025. However, the current workforce pipeline in Australia is unable to support this demand for talent in the STEM sector.

To ensure Australia maximises its potential in STEM over the coming years, Australia must ensure all people feel they can access and belong within STEM education, careers and industries.

It is critical to Australian society and to the economy to find new ways to find and skill up Australians from all corners of the community.

The Australian Government launched the Pathway to Diversity in STEM review to improve the diversity of our STEM workforce. This is important because improving the diversity of our STEM workforce will increase the range of views and ideas that Australia needs to realise our potential.

Review goals

The review will establish what is working, what is not, and where these lessons can be applied to improve overall diversity in STEM, STEM leadership and the STEM-skilled workforce.

The review will:

- hear people's stories and experiences in Australian STEM education, research and business
- explore successes and lessons from other countries
- evaluate the impact of existing women in STEM programs of the Department of Industry, Science and Resources
- identify the best ways to improve current initiatives and develop future initiatives
- recommend how we can all support change so that people can access and feel they belong within STEM education, careers and industries.

An independent expert panel is leading the review with support from a taskforce in the Department of Industry, Science and Resources.

Read more about the review, expert panel and terms of reference:

industry.gov.au/diversityinstem

Everyone is welcome to have a say

We encourage all Australians and organisations who have a connection to STEM to share their stories and insights.

The government especially welcomes input from people in historically underrepresented groups in STEM. These groups include but are not limited to:

- First Nations people
- Culturally and Linguistically Diverse (CALD) people
- women and girls
- people living in regional and remote areas
- people with disability
- people from low socio-economic backgrounds
- neurodiverse people
- LGBTQIA+ people
- people who face age-based discrimination.

How to get involved

There are 3 ways you can get involved:

- join the conversation and have your say
- encourage others to be part of the dialogue
- encourage others to share the opportunity.

Join the conversation

On 3 March 2023, the expert panel launched the consultation by sharing a Dialogue starter and video. This information included initial questions we're seeking answers to. The questions aim to start a genuine conversation about the cultural and systemic barriers in STEM, and how these can be broken down.

On 27 April 2023, the panel shared a second set of questions to continue this important conversation. They invite you to share your solutions on how we can increase diversity and inclusion in STEM. The new questions are directly informed by the feedback and insights that people have shared so far.

To enable more people to contribute the panel has extended the submissions due date. You can now have your say by 26 May 2023.

There are a few ways to submit a response:

- upload a document, audio file, video or photo
- upload research as part of your submission
- complete a short survey.

To have your say, go to the department's Consultation hub:

consult.industry.gov.au/diversityinstem1

You can sign up for updates, including about further phases of the conversation and the review: industry.gov.au/diversityinstemsubscribe

Encourage others to be part of the dialogue

You can use the information in this document to write news articles, emails, web content or social media posts to raise awareness about the review and encourage others to share their stories, views and insights. You can download more resources from the promotional toolkit to support your activities like social media tiles, posters and banners:

consult.industry.gov.au/diversityinstem1/promotion

Like, comment and share social media posts about the Diversity in STEM review on your channels. Follow the department's social channels for the latest posts:

- [Department of Industry, Science and Resources on Facebook](#)
- [Department of Industry, Science and Resources on LinkedIn](#)
- [@ScienceGovAu on Twitter](#)

Or create your own posts about the Diversity in STEM review.

When you post, tag the department's channels where available, and use the hashtags:

#AusScience #DiversityinSTEM

Encourage others to share the opportunity

You can actively share our promotional toolkit link with your friends, colleagues and networks: consult.industry.gov.au/diversityinstem1/promotion

Or simply encourage people to share the opportunity in your news articles, emails and social posts.

Calls to action

Here is some suggested wording to promote the consultation and/or toolkit:

- Have your say by sharing your stories and solutions on diversity in science, technology, engineering and mathematics (STEM):
consult.industry.gov.au/diversityinstem1
- What can we do to improve diversity in science, technology, engineering and mathematics (STEM)? Consultation extended to 26 May 2023. Have your say:
consult.industry.gov.au/diversityinstem1
- Help raise awareness about the Australian Government's diversity in STEM review with this useful toolkit: consult.industry.gov.au/diversityinstem1/promotion

Suggested social media post

What do you think will increase diversity and inclusion in science, technology, engineering and mathematics (STEM)?

Have your say and be part of the dialogue to improve diversity in STEM:

consult.industry.gov.au/diversityinstem1

Please share this opportunity!

#AusScience #DiversityinSTEM

More information

You can send your questions to: diversityinstem@industry.gov.au

