



# Women in Technology & Science

WITS Strategy 2021-2025  
Approved WITS AGM 2020  
5 December 2020



# WITS Mission

A voluntary, independent organisation  
**advocating, acting and connecting** for  
women to benefit society as full and vital  
participants in STEM



# 5 Year Goal & Strategic Objectives



# 5 Year Goal

*“To advance the retention of women throughout their STEM careers by researching, developing and sharing insights & best practice.”*

# Strategic Objective 1: Research

DESCRIPTION	BY...	METRICS	ACTIONS
<p><b>RESEARCH</b></p> <p>Generate data &amp; evidence to better understand why women in Ireland drop out of STEM.</p> <p>Aggregate data and identify key interventions and best practice to retain women in STEM</p>	<p>Q2 2023</p>	<ul style="list-style-type: none"> <li>Quarterly review of research progress</li> <li>Publication of research &amp; # citations</li> <li>Document policy asks - Q2 2023</li> <li>Document recommended workplace interventions - Q4 2023</li> <li># consultations / symposiums</li> </ul>	<ul style="list-style-type: none"> <li>Cultivate &amp; establish partnerships / coalition of partners / stakeholders</li> <li>Access funding for research</li> <li>Commission research to establish why women drop out of STEM careers in Ireland</li> <li>Symposium or collaboration with stakeholders in the STEM community to share research, learn from them and develop a jointly agreed set of policy asks and recommended interventions</li> <li>Aggregate data re best practice in interventions that mitigate against the issue.</li> <li>Create Best practice/Interventions info-pack to share with organisations</li> <li>Share data re best practice with stakeholders in STEM community &amp; update policy asks and recommended interventions</li> </ul>

# Strategic Objective 2: Advocating

DESCRIPTION	BY...	METRICS	ACTIONS
<p><b>ADVOCATING</b></p> <p>Advocate for policy changes to support retention of women in STEM careers</p>	<p>YE 2025</p>	<ul style="list-style-type: none"> <li>• Bi-annual review of advocacy &amp; lobbying impact and outcomes</li> <li>• Advocacy Plan re Retention YE 2023</li> <li>• # policy input/consultations</li> <li>• WITS establishes rel'nship with Depts and agencies as an 'expert', called to develop and debate policy</li> <li>• Invited to participate in working groups as an 'expert' partner</li> </ul>	<ul style="list-style-type: none"> <li>• Based on policy calls document, work to positively influence policy and laws that impact on women in STEM</li> <li>• Research the landscape and establish contacts with 4 key government departments and associated agencies</li> <li>• Define &amp; prioritise Advocacy metrics</li> <li>• Develop an advocacy plan based on policy asks pending outcome of Strategic Objective 1: Research</li> <li>• Develop and cultivate alliances &amp; partnerships to collaborate in advocacy</li> <li>• Implement Advocacy Plan</li> </ul>

# Strategic Objective 3: Informing

DESCRIPTION	BY...	METRICS	ACTIONS
<p><b>INFORMING</b></p> <p>Disseminate data re: why women drop out and information regarding best practice to retain women in STEM</p>	<p>YE 2025</p>	<ul style="list-style-type: none"> <li>• Bi-annual review of Informing plan</li> <li>• Dissemination Plan re Retention YE 2023</li> <li>• # companies piloting recommendations (in partnership with WITS)</li> <li>• # media pieces in mainstream media</li> <li>• # social media posts</li> <li>• # Testimonials / Case Studies</li> <li>• Adoption of best practice/interventions by organisations (based on requests for best practice/intervention info-pack &amp; follow-up )</li> </ul>	<ul style="list-style-type: none"> <li>• Publicity campaign Y1-2 to flag this as an issue, that WITS is going to work on it, some current data, scope of WITS planned work (focus on Ireland)</li> <li>• Identify and review who we want to inform               <ul style="list-style-type: none"> <li>○ Focus on organisations, members, general public?</li> </ul> </li> <li>• Develop messaging and a dissemination plan based on recommended interventions pending outcome of Strategic Objective 1: Research</li> <li>• Implement Dissemination Plan</li> <li>• Develop and cultivate alliances &amp; partnerships to collaborate in dissemination</li> <li>• Partner with organisations to pilot implementation of recommendations</li> </ul>

# Strategic Objective 4: Resourcing

DESCRIPTION	BY...	METRICS	ACTIONS
<p><b>RESOURCING</b></p> <p>Have effective sub-committee and working group models to manage and share workload</p>	<p>YE 2025</p>	<ul style="list-style-type: none"> <li>• Effective, fully resourced sub-committees or working groups to manage:               <ul style="list-style-type: none"> <li>• <b>Research</b></li> <li>• <b>Policy</b></li> <li>• <b>Events</b></li> <li>• <b>Operations</b></li> <li>• <b>Comms</b></li> <li>• <b>Collaborations</b></li> </ul> </li> <li>• Mix of Exec &amp; Members on each</li> <li>• Report via Exec Member to Exec monthly meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a sub-committee model to manage and share workload on key functions.</li> <li>• Identify sub-committees required for key functions and Executive Committee member to support (convenor does not have to be an Exec Member)</li> <li>• Create working groups for other projects (less structured, more grassroots) with support from experienced exec or former exec members.</li> <li>• Set of remit and KPIs for sub-committees/workgroups - to be completed by Q3 2021</li> <li>• Ongoing reporting and review by sub-committees and workgroups to WITS members.</li> </ul>



# Review & Governance

- ◉ Strategy will be reviewed by Exec Committee every 6 months
- ◉ Metrics and indicators will be reviewed and developed as we make progress
- ◉ Report to membership each year at AGM as to progress of 5 year strategic goal

**1990-2020**



**WITS**

*Thank you!*

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