



ENGENDERING SUCCESS IN STEM

Project RISE: Realizing Identity-Safe Environments

Is your organization interested in fostering greater gender inclusion?
Do you have employees working in any of the following roles?

Scientist | Tech Professional | Engineer | Mathematician

Project RISE seeks your support to recruit eligible employees from your organization to take part in innovative research on best practices to foster inclusion for women and men in STEM.

Project RISE is part of a multi-year federally funded research partnership—Engendering Success in STEM (ESS)—between academic experts and industry leaders. We invite you to take part in research designed to assess the efficacy of two workshops aimed at improving workplace experiences and promoting professional success.

PHASE ONE: RISE Workplace Culture Survey

In 2018, over 1000 scientists, tech professionals, engineers, and mathematicians at organizations across North America completed a confidential survey on workplace culture. We are happy to share results with current or prospective partners upon request. If your company is interested in participating in our next Workplace Culture Survey, please connect with the RISE team: rise@psych.ubc.ca.

PHASE TWO: Cultivating Collaborative Cultures

Our team has developed two evidence-based workshops to launch in 2019.

Inclusion Workshop

Men and women jointly complete exercises to:

- Build mutual trust and respect
- Reinforce shared organizational values
- Learn about implicit gender bias
- Design action plans to combat bias

Leadership Workshop

Men and women complete exercises to:

- Identify leadership competencies
- Reinforce personal leadership values
- Learn about leadership strategies
- Design action plans for advancement

Benefits to Organizational Partners

- Involvement in an integrative, evidence-based intervention to improve workplace culture.
- Reports tailored to your company to identify areas of success and areas for improvement.
- One-on-one consultation with team members on your company's internal assessment tools.
- Early access to annual infographic and video white papers and best practices toolkits (for sample resources from our group, see: SuccessinSTEM.ca/Resources).
- Invitation to attend Knowledge Sharing Conferences to learn about other best practices.

How to Partner with Us

To be a leading organization in this scientific initiative aimed at mitigating gender bias and improving work culture, please register via SuccessinSTEM.ca or email our team at RISE@psych.ubc.ca.



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OUR TEAM

Experts in the Science of Gender Bias		Experts in the Science of Bias Reduction		Experts in STEM Outreach		
						
Toni Schmader University of British Columbia	Steven Spencer Ohio State University	Stephen Wright Simon Fraser University	Elizabeth Page-Gould University of Toronto	Elizabeth Croft Monash University	Sheryl Staub-French University of British Columbia	Anne Condon University of British Columbia
						
Sonia Kang University of Toronto, Rotman School of Management	Carla Fehr University of Waterloo	Andy Baron University of British Columbia	Hilary Bergsieker University of Waterloo	Mary Wells University of Guelph	Lesley Shannon Simon Fraser University	

PARTNERS

UNIVERSITIES

University of British Columbia
Simon Fraser University
University of Toronto
University of Waterloo

PROFESSIONAL ASSOCIATIONS

Canadian Institute of Mining, Metallurgy, & Petroleum Engineers Canada
Engineers and Geoscientists BC
Mining Industry Human Resources Council

SCIENCE EDUCATION

Actua
Engineering Science Quest
Geering Up
Science Alive
Science World

NON-PROFIT CHANGE AGENTS

Engineering Change Lab
Gender and the Economy
WinSETT Centre
NSERC Chairs for Women in Science and Engineering
Ontario Network for Women in Engineering
Society for Canadian Women in Science and Technology

ENGINEERING & RESEARCH ORGANIZATIONS

City of Vancouver
City of New Westminster
CloudArmy
General Motors
Magnitude | Simba
McElhanney Consulting Services
PCL
National Research Council
Teck Resources
TRIUMF



SUCCESS IN STEM.CA

To participate or learn more, email RISE@psych.ubc.ca
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