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# APEC Women in STEM

## Principles and Actions

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Science, technology, engineering, and mathematics (STEM) capabilities and opportunities are critical to sustainable economic growth. APEC recognizes that women are underrepresented in STEM and their participation is vital in order to fully reach scientific, economic, and social potential. APEC is committed to increasing women and girls' participation in STEM education, careers, and entrepreneurship.

Women and girls' participation and leadership in STEM in the APEC region requires coordinated engagement and action from all pillars of the STEM ecosystem —governments, private sector, academia, and civil society. Building on work from the APEC Women in STEM Framework, APEC economies agree to the following APEC Women in STEM Principles and Actions and invite all STEM ecosystem actors to voluntarily adopt the Principles and Actions. Recognizing the culture and diversity of the region, these Principles and Actions aim to achieve full equity for women and girls in STEM fields and create a community of shared values, action, and collaboration in the Asia-Pacific region to support women and girls advancement in STEM.

*We agree that in the APEC region:*



### **Principle I: Women in STEM Are Critical to Sustainable Economic Growth and Robust Science and Technology.**

Gender diversity in science and technology results in greater innovation and economic benefit to APEC economies and more robust science and technology overall. We will support economic growth and robust science by undertaking actions such as:

- a. Inspire, encourage, and provide effective and appropriate education, training, mentorship and professional development for women and girls in STEM, beginning at an early age and throughout careers especially the underprivileged and those in rural and remote areas.
  - b. Champion equity, equal opportunities, access, enabling environments, and infrastructure for women and girls to learn, progress, and re-enter STEM fields.
  - c. Provide leadership to engage, recruit, retain and enable women and girls in STEM with a special focus on maintaining continuity in the women in STEM pipeline.
  - d. Educate and encourage all people, including families and communities, on the values of promoting, supporting, and engaging women and girls in STEM.
  - e. Publicly acknowledge and celebrate, with evidence and data, the contribution that women in STEM make to economic growth.
  - f. Design and implement inclusive organizational and business practices, including increased funding and other support for enterprise development for women-owned STEM businesses and integration of services and products from women entrepreneurs into procurement.
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## Principle 2: Increased Representation of Women in STEM Matters.

Gender gaps—in hiring, in pay, in funding, in training, in research, and in other aspects—exist in the APEC region in STEM education, careers, and entrepreneurship and keep us from reaching our full economic and social potential. We will increase the representation of women and girls from diverse backgrounds in STEM by undertaking actions such as:

- a. Promote educational materials, programs, hiring panels, expert review panels, and other engagements that prioritize and value diverse representation and empower women and girls in STEM.
- b. Examine gender and other types of diversity in leadership at all levels, across all sectors and disciplines, and identify and correct barriers that may be contributing to gender gaps.
- c. Increase the creation, collection, evaluation, and sharing of gender-disaggregated data on STEM participation across all sectors and disciplines throughout the STEM pipeline.
- d. Engage, support, and amplify the accomplishments of women and girls from diverse backgrounds in STEM-related programs.
- e. Embed gender perspectives in the design and conduct of research.



## Principle 3: Overcoming Social, Cultural, and Economic Barriers Women in STEM face is Important.

Certain social and economic norms keep women and girls from fully engaging in STEM opportunities and limit access to critical resources such as education, technology, and capital funding. Until these norms are addressed, programs and policies alone will not address the challenges women and girls in STEM face in education, and later in careers, and entrepreneurship. We will overcome social, cultural, and economic barriers to women and girls in STEM by undertaking actions such as:

- a. Promote the elimination of legal and structural barriers that inhibit women and girls in STEM as students, researchers, workers, entrepreneurs, and leaders.
- b. Address barriers that prevent men from fully sharing unpaid care and domestic work and supporting women in STEM.
- c. Promote the creation and implementation of laws, policies, regulations, programs, and partnerships that create enabling environments for lifelong STEM education and skill building for girls and women.
- d. Promote the creation and implementation of policies for equal pay, provision of childcare, equal leadership, equal opportunities, non-discrimination, gender-responsive workplaces and health, safety and well-being for women and girls in STEM.
- e. Create environments where women feel safe, including from sexual harassment.

***We encourage the implementation and sharing of additional actions, policies, or programs based on these Principles amongst APEC stakeholders from all parts of the STEM enterprise.***