

Benchmarking: The attraction of women to STEM programs in the University of Guadalajara

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Institution: University of Guadalajara



Describe the good practice and how does it impact the axes you have selected in your institution.

The University of Guadalajara has a great interest in the promotion of STEM careers and especially the University Center of Exact Sciences and Engineering, so that both institutionally and through the University Center different actions are carried out for the promotio

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2. Visit the High Schools
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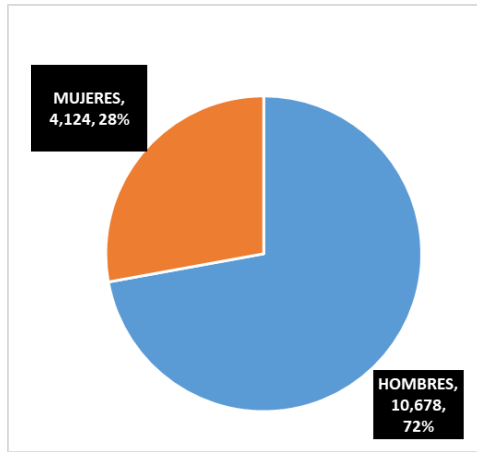
In which stage of development is the practice you mentioned above (project/program/service)?

Tracking / Control / Evaluation

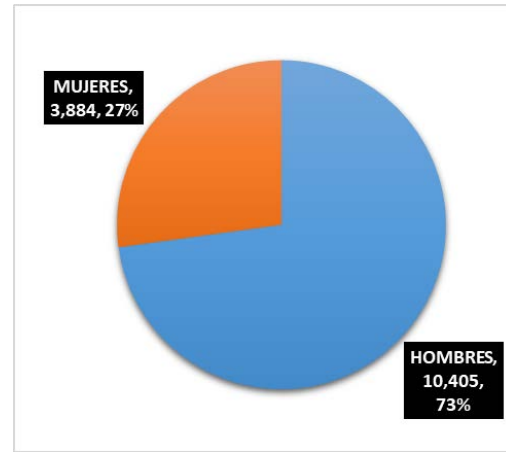
Which are the main results that you have achieved and how will this practice improve (or will improve) the participation of women in STEM programs?

Results (If you still have no results leave this space blank)

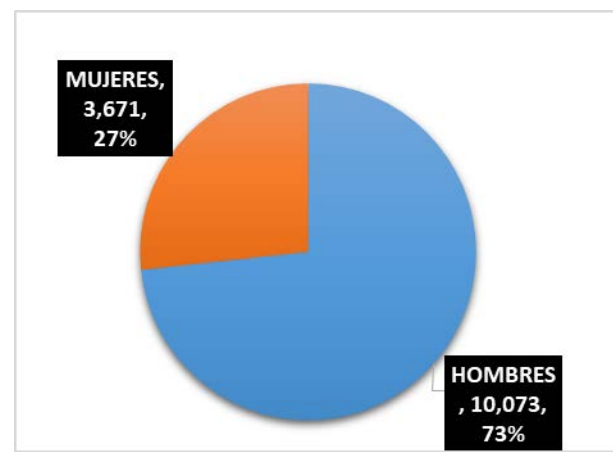
In recent years there has been an increase in the number of students requesting entry to STEM careers, and there has also been an increase in the number of female applicants.



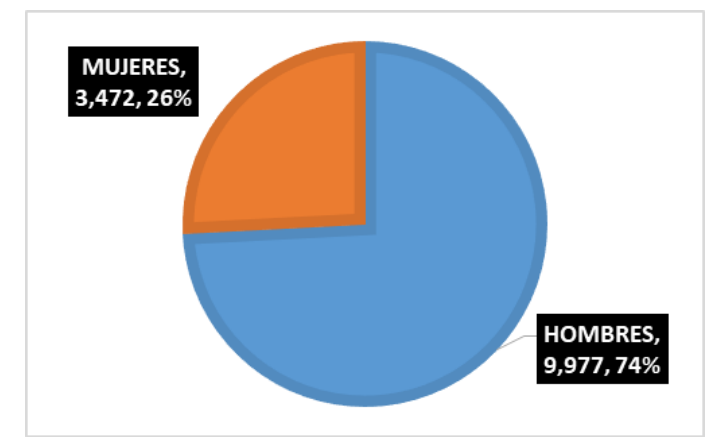
2018-2019



2017-2018



2016-2017



2015-2016

how will this practice improve (or will improve) the participation of women in STEM programs

Events such as Science for Children open to children the interest in Science from an early age, which leads them to later develop an interest in STEM careers, as well as promoting STEM careers in students who are close to choosing their Profession (high school students) opens up a world of opportunities, since many times the majority of the population knows the classic careers such as medicine, law, accounting, etc., or those within their family environment, and often do not know the large number of opportunities offered by universities and the professional field.

In which STEM programs of your institution is the good practice mentioned above focused?

ISCED code	Field of study	
0511	Biology	X
0512	Biochemistry	X
0521	Environmental sciences	
0522	Natural environments and wildlife	
0531	Chemistry	X
0532	Earth sciences	X
0533	Physics	X
0541	Mathematics	X
0542	Statistics	
0611	Computer use	X
0612	Database and network design and administration	X
0613	Software and applications development and analysis	
0711	Chemical engineering and processes	X
0712	Environmental protection technology	X
0713	Electricity and energy	X
0714	Electronics and automation	X
0715	Mechanics and metal trades	
0716	Motor vehicles, ships and, aircraft	X
0719	Others engineering	X
0721	Food processing	X
0722	Materials (glass, paper, plastic and, wood)	X
0723	Textiles (clothes, footwear and, leather)	
0724	Mining and extraction	
0731	Architecture and town planning	X
0732	Building and civil engineering	X

Is this good practice an answer to an institutional strategy that aims to improve the participation of women in STEM programs?

Yes

If your last answer was yes, how is this good practice aligned or contributes to this strategy?

There has been an increase in recent years in the number of students entering to STEM areas, as well as an increase in the number of women.

Which were the main reasons you had to develop this practice/action/strategy in your institution? What was the situation to solve?

Increase the number of enrollment in non-traditional areas. Traditional areas have a very high demand while new or less traditional careers sometimes demand is very low.

Which resources and support have the institution destined to develop the practice/action/strategy?

The support is both administrative and academic, in matters such as the loan of facilities that belong to the University for the development of activities, the economic for rent of spaces, payment of per diem for external guests, promotion payment (television, radio, printed media, etc.), protocol support, transportation, etc.

Which measurement indicators are being used or will be used?

Demand, income and ending career statistics .

How were/are being/will be measured the indicators listed above?

These indicators are in charge of the School Control Unit measuring the students who apply for first entry, those who manage to enter the career and those who graduate, since this Unit is responsible for the entrance and exit processes in the institution.

Which systems or mechanisms are being used to monitor the achieved results?

The statistics in our institution due to the Transparency Law are publicly accessible and published so that you can follow up on the semestral results and analyze the behavior you have regarding the entry of women to STEM careers.

Does the institution track the improvement of the participation of women in STEM programs in the selected axis(es)?

Currently the University for its gender equality policies, all its statistics are presented in numbers of men and women. In addition to being a Public University that receives resources from the government, current policies for the allocation of resources oblige us to maintain gender equity policies and to promote policies, actions and monitoring to have a balanced proportion of students of men and women.

Which actions are being carried out to secure sustained achievements in the identified axis(es)? For example training, education, recruitment of specialized personnel, external counseling, process formalization.

The University of Guadalajara has a great interest in gender equality, a sample is the signing of an agreement between the institution and the National Women's Institute (INMujeres), on September 11, 2018, with a duration of 5 years, with the purpose of generating joint strategies that allow advancing gender equality. In addition, work has been done to give conferences, seminars, diplomas, courses, training and UNESCO chairs on gender equality issues. Likewise, the University of Guadalajara in 2016 signed a collaboration agreement with the United Nations Organization to participate in the HeForShe campaign.



Which factors (of success or failure) explain the obtained results?

The policies of the University have been changing and has given more attention to the problems faced by students, which makes women feeling more safer and comfortable in university centers (such as CUCEI) where the most students are male. This has favored the increase in the number of female students in STEM careers.

Which was the hardest barrier to overcome? Mention it.

Cultural, since in the country there are still many damages in society towards STEM careers considering that these are mostly for men, and although on many occasions high school students want to study these careers their parents and in some cases even teachers say that these are men's professions. Or in many sectors of society the ideology that women should not study, they should marry and be housewives.

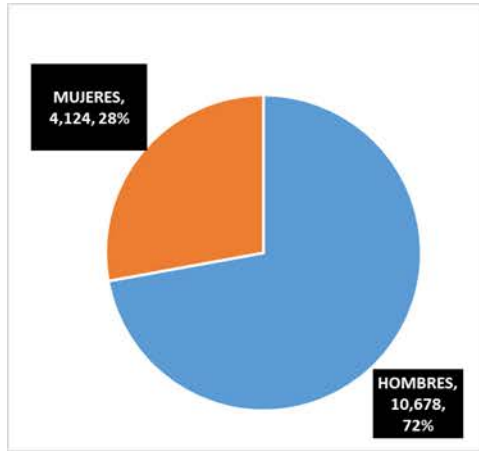
Which was the facilitator? Mention it.

The different University units, such as the School Control Unit, the General Academic Coordination, etc. As well as the CUCEI Units, such as the School Control Unit, Career Coordination, Extension Unit, Academic Services Unit, etc.

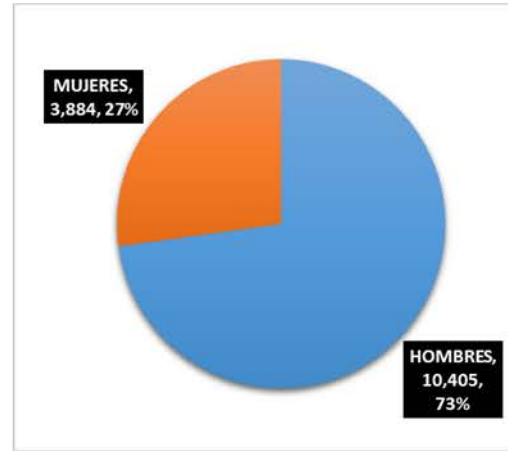
How do you disseminate the results and achievements with the university community and external stakeholders?

Through the institutional pages, social networks and the university press.

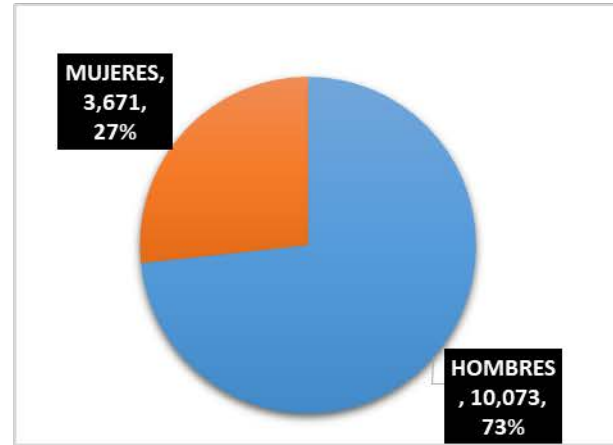
Please attach, if you have any, the most recent results.



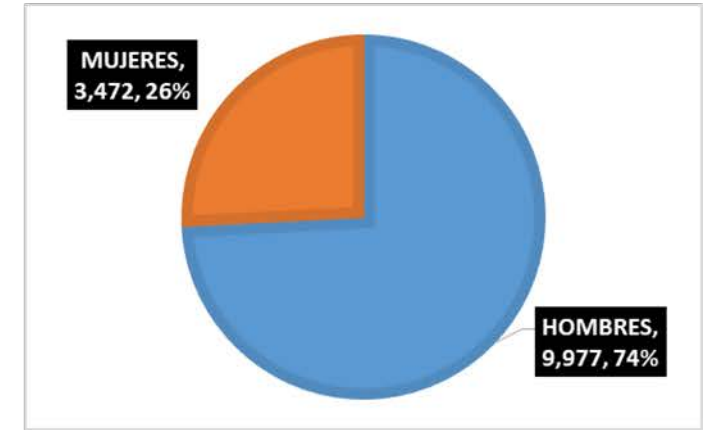
2018-2019



2017-2018



2016-2017



2015-2016

Which are the main problems/uncertainties/barriers to overcome in the mid and long-term on your institution/program/dependence?

- More facilities for women mothers, such as the implementation of nurseries in each of the university center.



Which are the main priorities, projects/programs/mechanisms to develop, in the mid and long-term in your institution, program or dependence relating to the improvement of the participation of women in STEM programs?

Awareness raising and training on gender issues to members of the university community. The institutionalization of the action protocols: Protocol for cases of gender violence in the University of Guadalajara and Protocol for cases of harassment and sexual harassment of the University of Guadalajara, which seeks to generate adequate conditions for combat these important issues, hoping that their implementation will help to raise awareness among the members of their community and in turn be reflected in a social change. The updating of gender equality policies in development of IDPs. This information was taken from the document Perception of Gender Equality at the University of Guadalajara.

Do you have other important aspects to add or specific examples to illustrate the practices that have had the best results?

Scholarships for mothers heads of family and childcare nursery of CUCEA



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Disclaimer

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