

## STEM Moms Project

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### Summary

Understanding the intersectionality of women in STEM and working parents is critical to maintaining a healthy STEM professional pipeline.

Loss of mid-career women in STEM has broad implications as research shows that gender-diverse teams have more high-impact scientific discoveries and organizations with more women in management and leadership roles yield greater productivity and more successful business performance.

This presentation will focus on avenues for companies and industry-focused organizations to explore in their pursuit of retaining mid-career STEM women in the workplace.

### Theory / Method / Workflow

The STEM Moms Project, a year-long focus group on this novel topic, examined how motherhood contributes to the loss of mid-career women in STEM. Unique perspectives and experiences were collected from over 50 STEM mothers across Canada during 15 group discussions.

### Results, Observations, Conclusions

Based on group discussion analysis, the STEM Moms Project recommends the following actions:

- 1) Increased Support Programs Specific for STEM Mothers
- 2) Solutions for Allyship, Advocacy & Action, which include Safe Environment, Leadership, and Mentorship supports, and Workplace Guidelines
- 3) Transformational Changes for Society, including continuous career assessment and work-life integration and increased focus on unrecognized leaders and dual career families.

Establishing workplace policies that promote the retention of STEM mothers, and, by extension, women in STEM and working parents, will lead to the creation of a more inclusive industry which is vital for the success and sustainability of both the geosciences and energy sectors.

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