

s22

From: s22 @unsw.edu.au>
Sent: Thursday, 25 August 2022 5:40 PM
To: s22
Subject: Milestones and Project Risk - Women in STEM Ambassador

Importance: High

Dear s22

I hope you're well and settling into the exciting new role.

I wanted to tell you about two of our upcoming major milestones and alert you to a major imminent project risk for the Women in STEM Ambassador initiative.

First the milestones:

September 2022: Go-live for our 'Future You' website, part of our national awareness-raising initiative on STEM careers for 8-12 year-olds. Showcases women and under-represented people in STEM.

- o Includes short films about extraordinary women working in STEM, classroom resources, careers guides, competitions, creative writing, graphic art and podcasts
- o Web address: www.FutureYouAustralia.com (holding page before launch date)
- o A key recommendation of the Women in STEM Decadal Plan
- o Funded by a Commonwealth grant from Dept. Industry

November 2022: Launch of the STEM Equity Evaluation Portal (more info here: <https://womeninstem.org.au/latest-news/stem-equity-evaluation-portal-consultation/>)

- o A website and repository for STEM equity programs (either educational programs, or workplace change initiatives), designed by academic experts
- o Will enable us to evaluate all STEM equity programs, learn what works, and upscale programs that work well.
- o A key recommendation of the Women in STEM Decadal Plan
- o Funded by a Commonwealth grant from Dept. Industry

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With best wishes,

s22

s22

Australian Government Women in STEM Ambassador

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From: s22 <[redacted]@unsw.edu.au>
Sent: Tuesday, 2 May 2023 5:09 PM
To: s22
Subject: Office for Diversity in STEM - Discussion paper
Attachments: Office for Diversity in STEM Discussion Paper.pdf

Hi s22

Thanks for chatting today.

I've put some high-level thoughts about future directions for my Office in a 2-page discussion paper, attached.

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Always happy to discuss.

Best wishes,

s22

s22

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The Australian Government's Office for Diversity in STEM

This discussion paper outlines a potential model for a national co-ordinating body to increase diversity in STEM and to supercharge Australia's STEM workforce.

A new *Australian Government Office for Diversity in STEM*, replacing the current Women in STEM Ambassador initiative, would ensure that government and sector policies, programs and activities relating to diversity in STEM are optimally designed, evaluated and coordinated. The goal is to increase diversity in STEM, broadly construed and beyond just gender, and maximise effectiveness of programs whilst reducing gaps and duplication that currently exist in existing 'women in STEM' programs across Australia.

About the Office for Diversity in STEM

Australia's Office for Diversity in STEM is led by an independent head appointed by the Australian Government with expertise in diversity in STEM. The Office is staffed by experts who conduct research, develop policy proposals, consult with and co-ordinate activities across the STEM sector.

Senior leaders in the Office, who are themselves diverse in identity and expertise, lead work focused on removing barriers to studying, working and starting businesses in STEM associated with belonging to groups that are historically underrepresented and discriminated against, including those based on disability, race, sexuality, age, and gender.

The Office provides independent advice to government and the sector based on research and industry knowledge. It designs, monitors and evaluates a suite of programs in collaboration with the Australian Government and industry partners. Grants are co-designed and co-funded by industry and Government, to ensure that they are meeting national priorities and the needs of the sector.

The Office is funded on a five-year cycle, ensuring continuity and enabling long-term planning and activity. It is based in a research environment with strong industry and educational links to enable broad relevant expertise to feed into policy advice, program design and resource development.

Activities of the Office for Diversity in STEM

The Office conducts research programs to address the impact of diversity policies and programs on Australia's workforce needs. It collates data on factors including gender, race, disability, age, migrant status, metro/regional/remote location, socio-economic, LGBTQIA+ and/or Aboriginal and Torres Strait Islander identity to design interventions and policy ideas to support diversity in Australia's STEM workforce. Major activities would include the following:

1) Map the sector



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Using outputs from the Pathways to Diversity in STEM review, define which current programs can be retained, combined, modified or added to meet sectoral needs.

2) Design evidence-based programs and secure industry partners

Define a suite of evidence-based programs with national scale and impact that will substantively increase Australia's STEM-skilled workforce and support under-represented communities. Secure industry partners as co-contributors alongside the Australian government.

3) Engage community implementation partners

Invite applications from implementation partners across Australia to lead these designed and funded programs. Implementation partners receive support, including resources and evaluation coordinated by the Office for Diversity in STEM.

This model retains grassroots leadership and incorporates community-specific knowledge and expertise whilst avoiding many small programs 'reinventing the wheel'. Regular monitoring and evaluation using the STEM Equity Evaluation Portal enables learnings to be shared across the sector and programs to be expanded at scale when warranted.

4) Evaluate programs and overall strategy

Evaluate the impact of programs and benchmark national gains using data from the STEM Equity Monitor. Conduct public consultations to evaluate community experiences of the suite of programs, and their challenges in the sector.

Incorporate learnings from each program evaluation, public consultations on sector needs and from new research to improve the next round of programs.

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Australia's Women in STEM Ambassador
2nd May 2023

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From: s22 @unsw.edu.au>
Sent: Friday, 19 August 2022 12:42 PM
To: Minister Husic
Cc: s22 SCI DNU Women in STEM Ambassador
Subject: Paper on expanding the STEM workforce - Women in STEM Ambassador
Attachments: WomenInSTEMAmbassador_MinisterHusic_JobsSkills_August2022.pdf

Dear Minister Husic,

Thanks very much for the opportunity to participate in the Ministerial Science and Commercialisation Roundtable this week.

In the attached submission, I'm pleased to provide ten recommendations for actions to remove barriers to participation in STEM careers, informed by our research and extensive work with the STEM community. I hope these are helpful as you work towards the Jobs and Skills Summit and beyond.

Please don't hesitate to contact me for further detail or clarification on any of these points.

With best wishes,

s22

s22

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Submission to the Hon. Ed Husic MP, Minister for Industry, Science & Technology on removing barriers to STEM careers

Ministerial Science and Commercialisation Roundtable, 17th August 2022

Background

Careers across all sectors increasingly rely on science, technology, engineering and mathematics (STEM) skills. Despite high demand, Australia is facing an unprecedented skills shortage in these essential areas required to address the economic, environmental and technological challenges ahead.

This submission from the Office of Australia's Women in STEM Ambassador, Professor Lisa Harvey-Smith, outlines ten evidence-based policy measures that will address these critical skills shortages by removing barriers to the participation of women and other minoritised groups.

Current situation

One of the greatest impediments to Australia realising the economic opportunities offered by science and commercialisation is an underutilised and undersized workforce with the requisite skills.

According to the Chief Scientist's STEM Workforce report 2020, more than 424,000 women in Australia have vocational or university STEM qualifications¹. But five years after graduating, **9 out of 10 of these STEM-qualified women do not work in STEM**². Lower employment outcomes for STEM-qualified women are driven by societal expectations, such as the unequal distribution of unpaid care and domestic work, stereotypes and biases and workforce barriers, such as gendered workforce patterns and sexual harassment in STEM workplaces³.

There exists a large pool of STEM-qualified individuals in Australia who are currently underutilised in the STEM workforce. Research indicates that halving

¹ Australia's STEM Workforce, Office of the Australian Government Chief Scientist, https://www.chiefscientist.gov.au/sites/default/files/2020-07/australias_stem_workforce_-_final.pdf

² 2021 STEM Equity Monitor, Industry.Gov.Au: https://www.industry.gov.au/sites/default/files/May%202021/document/stem-equity-monitor-highlights-report-2021_0.pdf

³ Australia's STEM Workforce, Office of the Chief Scientist, https://www.chiefscientist.gov.au/sites/default/files/2020-07/australias_stem_workforce_-_final.pdf



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the workforce gender participation gap would increase Australia's GDP by \$60 billion in 20 years⁴.

Systemic barriers that prevent women's full participation in Australia's STEM workforce include harmful workplace culture, poor access to affordable childcare, the gender pay gap and a lack of flexible work arrangements⁵. Women who experience discrimination from multiple angles (e.g. women of colour, LGBTQIA+ individuals or people with a disability) must overcome additional barriers to participation, but research is limited on these intersecting barriers and how they impact those affected⁶. Solutions that support and leverage Australia's domestic capabilities are imperative, especially in recognition of the risks associated with reliance on skilled migration to address workforce shortages (e.g., the COVID-19 pandemic, the negative impacts of taking skilled workers from other economies and global demographic trends).

Current Commonwealth programs to attract and retain women and build the capacity of the STEM pipeline are beneficial for the individuals who take part in them, but most are unable to have the large-scale impact needed. Upscaled interventions that have been evaluated using the Women in STEM Ambassador's [STEM Equity Evaluation Portal](#) (launching October 2022), and those that address the **fundamental reasons** why most STEM-qualified women choose not to work in STEM will have far greater potential.

By strengthening relevant legislation and leveraging Government procurement as an incentive for businesses to change workplace culture and practices, it is possible to mobilise a domestic component of our workforce that is already well-equipped to fill Australia's skills shortages.

Recommendations

The current and future STEM pipeline is hamstrung by the low participation of women in STEM at every stage. Women account for 47.5% of Australia's workforce⁷, but made up only 27% of the STEM industry workforce in 2021⁸.

⁴ Women's Economic Security Statement 2020, Department of the Prime Minister and Cabinet, <https://www.pmc.gov.au/office-women/economic-security/wess/repair-and-rebuild-womens-workforce-participation-and-further-close-gender-pay-gap#:~:text=In%202018%2C%20KPMG%20modelling%20estimated,would%20increase%20by%20%24140%20billion>.

⁵ Barriers to Equality of Opportunity, Committee of Economic Development Australia, <https://www.ceda.com.au/ResearchAndPolicies/Research/Leadership-Diversity-Inclusion/Barriers-to-equality-of-opportunity>

⁶ Women in STEM Decadal Plan, Australian Academy of Science, <https://apo.org.au/sites/default/files/resource-files/2019-04/apo-nid228126.pdf>

⁷ Australian Bureau of Statistics, 2016 Census: <https://www.abs.gov.au/>

⁸ Embargoed 2022 STEM Equity Monitor, Industry.Gov.Au



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The recommendations below, organised into 2 year, 3-5 year and 5-10 year timeframes, are informed by a large existing evidence base on the reasons for the low participation of women in the STEM workforce.

Immediate measures for short-term (2 years) response to boost the numbers of women working in STEM

1. **Implement all 55 recommendations of the [Respect@Work: Sexual Harassment National Inquiry Report \(2020\)](#)** to improve how Australian workplaces prevent and respond to sexual harassment. Sexual harassment and unsafe workplace cultures are key barriers to women's workforce participation and derail many women's progression into leadership. Workplace sexual harassment cost Australia an estimated \$3.8 billion in 2018⁹.
2. **Implement the ten recommendations from the [2021 Workplace Gender Equality Agency \(WGEA\) Review Report](#) of the [Workplace Gender Equality Act 2012](#)**, including publishing organisational pay gaps, reducing the regulatory burden on employers and strengthening Commonwealth gender-responsive procurement principles. The current principles require organisations to meet minimum standards - but have proven inadequate in creating the required cultural and systemic change to ensure that qualified women can participate equally in the workforce. We recommend raising the minimum standards so they reflect societal expectations and incentivise businesses to improve workplace culture and conditions, which will attract and retain more women in STEM.
3. **Introduce gender-responsive budgeting as standard practice across the Commonwealth.** Gender-responsive budgeting involves assessing the impact of the budget on people of all genders to ensure that expenditure is targeted in a way that is fair and appropriate. As part of its 2021/22 state budget, the Victorian Government established a gender-responsive budgeting unit, which sits within the Department of Treasury and Finance. This unit ensures outcomes for women are specifically measured in every budget decision. One of the measures introduced was sick leave for eligible casual and contract workers. In 2018, 27% of women who were employed in Australia did not have paid leave entitlements¹⁰. These measures improve the financial safety and security of women.

⁹ Australian Human Rights Commission, 2020, [Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces](#), [ahrc_wsh_report_2020](#)

¹⁰ Gender Indicators, Australian Bureau of Statistics, <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4125.0~Sep%202018~Main%20Features~Economic%20Security~4>



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4. **Upscale successful STEM equity programs for national impact.** Identify a shortlist of proven STEM equity programs using the [STEM Equity Evaluation Portal](#) tool developed by the Office of Australia's Women in STEM Ambassador and create a funding stream to scale up successful programs.
5. **Remove barriers to STEM-qualified workers returning to the STEM workforce after a career break.** People who have experienced career interruptions often find their earning potential and employability is impacted. Recruiters view career gaps negatively, regardless of the qualifications or experience of the candidate. This is a skilled workforce that can immediately be reintroduced to the workforce through a large-scale, coordinated return-to-work program. Programs such as [STEM Returners](#) may inform the Government's approach. In the United Kingdom over 45% of the participants were women and 34% were from culturally or linguistically diverse backgrounds.

Measures for medium-term impact to boost the numbers of women working in STEM (3-5 years)

6. **Update the Australian Government Paid Parental Leave Scheme to make it equitable for all parents.** Eligible primary carers (usually birth mothers) of new born children in Australia are currently entitled to up to 18 weeks of paid leave whereas partners are only entitled to two weeks¹¹. The Workplace Gender Equality Agency reported that 93% of parental leave taken in 2019-20 was taken by women¹². Updating the Scheme will promote a more gender-balanced approach to unpaid care work, increasing women's workforce participation¹³. This measure will also help address the superannuation gap which sees women retire with anywhere from 22% to 35% less than men¹⁴.
7. **Require organisations to hold [Science in Australia Gender Equity \(SAGE\)](#) silver accreditation to be eligible for Commonwealth research funding** by 2028. Representation of women in the STEM sector is low, in industry (23% in 2020) and the research sector (28% in 2020). At senior levels, representation is even lower (18% of Professors were women in 2020). At CEO level, representation is lower still (11% in

¹¹ Paid Parental Leave Act 2010, Federal Registrar of Information, <https://www.legislation.gov.au/Details/C2019C00071>

¹² WGEA, 2020, Australia's gender equality scorecard, Australia's gender equality scorecard 2019-20: www.wgea.gov.au

¹³ Unpaid care work and the labour market, Workplace Gender Equality Agency, <https://www.wgea.gov.au/publications/unpaid-care-work-and-the-labour-market>

¹⁴ The Gender Superannuation Gap, KPMG, <https://home.kpmg/au/en/home/insights/2021/08/gender-superannuation-gap.html>



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2020)¹⁵. By requiring research organisations to meet minimum gender equity standards via the SAGE accreditation process, the retention of women and minority researchers will be increased.

- 8. Reskill people into STEM occupations experiencing skills shortages, whilst removing gendered and cultural barriers to participation.** A proposed national apprenticeship program to address the shortage of skilled STEM workers has merit, especially since there is often a mismatch between STEM qualifications and emerging workforce needs (e.g., space, quantum, cyber, engineering, technologies, ICT). The design of such a program should consider mutually beneficial matches between participants and businesses, and stringent measures should be put in place to ensure that participating workplaces are culturally and physically safe for all participants.

Measures for long-term impact to boost the numbers of women working in STEM (5-10 years)

- 9. Undertake a review of research funding in Australia to support a more equitable and effective research sector.** The current arrangement is impacting scientific progress in two ways; (i) it contributes to systemic disadvantage that influences the attrition of women and (ii) the processes of applying for funding takes considerable time away from research. We recommend establishing a working group to:
 - Survey established and emerging international best practice, and propose a new system to measure and recognise quality research, teaching and leadership, to support diverse career paths and to reward contributions to the research system and the pursuit of open science.
 - Conduct a national and international comparison of current and emerging research funding application processes. Evaluate the outcomes of funding applications and make recommendations on how Australia's major research funding bodies can increase productivity and equity.
- 10. Introduce stronger regulation around employer responsibilities to facilitate flexible return-to-work options for carers returning to work.** The current return-to-work entitlements in the [Australian Government's Returning to Work Parental Leave](#) guidelines are ambiguous, creating barriers that (mainly) women must contend with when returning to the workforce. In particular, the clause regarding refusal of flexible work requests on "reasonable business grounds" is vague and fails to ensure that women and carers of all genders returning to the workforce should be accommodated for and every effort should be made to facilitate these requests.

¹⁵ The 2021 STEM Equity Monitor, https://www.industry.gov.au/sites/default/files/May%202021/document/stem-equity-monitor-highlights-report-2021_0.pdf

s22

From: s22 <[redacted]@unsw.edu.au>
Sent: Wednesday, 12 July 2023 12:20 PM
To: s22
Subject: Quick update - Research to inform the Diversity in STEM Review

Follow Up Flag: Follow up
Flag Status: Completed

Hi s22

I hope you're well – just a quick update on my research team's work to inform the *Pathway to Diversity in STEM Review*.

We have submitted to the panel **two preliminary reports** based on rapid systematic reviews of the peer-reviewed literature.

These initial reports (click to download) address the efficacy of:

[Gender equity initiatives in the workforce](#) and

[Workplace anti-harassment initiatives](#).

You can read more about our approach here: <https://womeninstem.org.au/research-diversity-stem-review/>

The next segments of our research will address the **gender pay gap** and **barriers to people with disability** and **LGBTQIA+** people in the STEM workforce.

We are also working closely with a team of **Aboriginal and Torres Strait Islander** researchers at University of Queensland led by s22 on a research informed, Indigenous-led project to inform the review.

We hope that this comprehensive systematic review approach provides unique evidence-based insights to support the development of future strategies to tackle inequities in the STEM workforce.

If you would like any more info, please let me know.

Best wishes,

s22

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From: s22 <[redacted]@unsw.edu.au>
Sent: Friday, 26 August 2022 1:11 PM
To: s22
Subject: Re: Milestones and Project Risk - Women in STEM Ambassador [SEC=OFFICIAL]
Attachments: Future You Information Pack August 2022.pdf

Hi s22

Thanks for getting back to me so quickly. I hope to hear more from you soon about the progress of the grants.

I am also enclosing a brochure that introduces Future You. Our planned go-live date is September 12th and there will be an ongoing campaign to engage schools and release new content, competitions and challenges for schools.

Best wishes,

s22**s22**

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CRICOS Provider Code 00098G

From: s22
Date: Friday, 26 August 2022 at 8:43 am
To: s22
Subject: RE: Milestones and Project Risk - Women in STEM Ambassador [SEC=OFFICIAL]

Hi s22

It's lovely to hear from you. Thank you for the well wishes, and for the update on upcoming milestones. Do you have a launch date for the Future You website in September? I also appreciate you flagging the project risks in your email, and am sorry for the impact this uncertainty must be having on your plans as well as the broader team.

I know, having started this week, that there's a number of awaited grants-related items making their way through the office at the moment including these ones. I'm in discussions with the department about the two grants you mentioned and have alerted the team to your email. I'll endeavour to be back in touch as soon as there's an update.

Best,

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**FUTURE
you**

Future You

An initiative from the Office of Australia's
Women in STEM Ambassador

Funded by the Australian Government



Launching
12 September, 2022.



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BACKGROUND

Future You is a national, digital awareness-raising initiative led by the Office of Australia's Women in STEM Ambassador as part of the Australian Government's Advancing Women in STEM strategy.

Future You aims to increase the participation of children, particularly girls, in STEM by breaking down damaging stereotypes and raising awareness of the range of exciting STEM-skilled career opportunities available.

It sets out to achieve this by role-modelling girls and women in STEM study and careers and challenging stereotypes about who belongs in STEM. It also gives practical advice on subject choices, vocational training, further education and career paths that utilise STEM skills.

The Australian Government's 2022 STEM Equity Monitor has shown that STEM skilled jobs are growing 1.5 times faster than any other job sector. Engaging children early in Future You will help build a more diverse, inclusive, and skilled workforce, ready to tackle the technological, environmental, and economic challenges Australia will face in the future.

Future You resources will be rolled out online to primary schools across Australia, with a particular focus on engaging children in remote, regional and Indigenous communities.





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PILOT CAMPAIGN

The Future You pilot campaign, aimed at children aged 8 – 12 and their parents and carers, was launched in October 2020. A post-campaign evaluation revealed that it was successful in achieving its aims:

- ✓ to raise awareness of the diverse range of STEM careers,
- ✓ increase the visibility of girls and women in STEM education and professions and
- ✓ address public perception of what a career in STEM involves by reducing stereotypes and gender bias.

The Future You pilot reached 3.1 million children, parents and carers across Australia.

3,100,000



A post-campaign evaluation revealed that recall among children was 43% and among parents and carers was 33%, significantly higher than the benchmark for typical brand campaigns (25%).

The creative was well-liked across genders and age groups.

Children who saw the campaign reported a lift in interest in STEM, with 'strong interest' in STEM jobs and subjects increasing three-fold among girls.

There were small shifts in perception regarding STEM jobs as being 'for women' or men/women equally among children surveyed following interaction with the campaign.

Future You raised parents' opinion of the importance of STEM skills for their child's future, particularly among women.



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COMING SOON

Following the pilot's success, Future You received additional Commonwealth funding to progress the initiative to an ongoing program. The intended outcome of the program remains the same, to increase participation of girls and women in STEM study and careers.

Future You's new website is launching on 12 September. The launch will be supported by a comprehensive digital awareness campaign, targeted PR and online advertising.

Pathfinders - Launching 12 September

Future You will introduce students aged 8 to 12 to four incredible women who have found rewarding careers in different STEM sectors – aerospace, mechanical engineering, conservation, and augmented reality.

Known as the Pathfinders, they will showcase the diversity of people who can work in STEM, eliminate misconceptions and inspire younger generations to discover the possibilities and opportunities with STEM.

The first season of Pathfinders features:

- The Storyteller: Augmented reality expert and proud Cabrogal woman Mikaela Jade.
- The Fixer: Heavy vehicle mechanic, Louise Azzopardi.
- The Highflyer: Aerospace engineer and proud Tharawal woman Renee Wootton.
- The Protector: Wildlife conservation officer Dr Phoebe Meagher.

Each film is accompanied by a suite of teaching resources and activities, along with advice to families, educators and children on the first steps to take on a STEM career pathway – including detailed information about academic and vocational pathways to careers in each of the Pathfinder's sectors.

Planning is underway for series two of Pathfinders. Each subsequent series will feature inspiring people from different backgrounds sharing their career journeys.





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COMING SOON

Imagining the Future

Imagining the Future will showcase the exciting world of STEM through short stories written by some of Australia's most acclaimed authors of fiction for Young Adults:

- Lili Wilkinson
- Rebecca Lim
- Gary Lonesborough
- Alison Evans
- Melissa Keil

The stories feature relatable protagonists who work with STEM-related knowledge to tackle the challenges faced by a society of the near future.

Imagining the Future will stimulate young people's interest in working in STEM and support interest in creative writing.

Imagining the Future is launching later this year. A competition in partnership with the [Schools Catalogue Information Service](#) is currently underway to promote this program.



From L to R: Melissa Keil, Alison Evans, Rebecca Lim, Lili Wilkinson and Gary Lonesborough



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LOOKING AHEAD

The Big Picture - Coming in 2023

The Big Picture is a mural featuring up to 100 jobs of the future that require STEM skills. A graphic artist has been commissioned to create the artwork that will be available as a downloadable, large format classroom poster, a digital resource and a sound/art installation to help children, teachers and parents visualise the future of work.

The STEM sectors featured in The Big Picture have been chosen because they have the greatest potential for future growth and are where skills shortages are likely to occur.

They have also been identified as areas where equity is a major concern. There is a huge range of employment opportunities within these areas, but parents, caregivers and teachers are unaware of them. This contributes to children, particularly girls, developing negative or traditionally stereotypical perceptions of STEM careers.

The Big Picture will help people to visualise the future of work. Each element of The Big Picture is explorable. Children can zoom into each sector and click supporting resources to learn more. Identifiable characters in The Big Picture are representative of the STEM workforce we are working to achieve.

It will be accompanied by:

- A rich soundscape, bringing the world of STEM alive
- an audio-described version and
- a suite of resources exploring future STEM, sector by sector.

FutureWorlds - Coming in 2023

FutureWorlds is a creative writing program developed in partnership with Story Factory, a leading not-for-profit creative writing centre for young people.

Students can use this program in schools or at home to explore the world of STEM and the future challenges people working in STEM will solve.