

## APEC Women in STEM Principles and Actions

Building on work from the APEC Women in STEM Framework, APEC economies agree to the following Principles and Actions and invite individual STEM organizations and institutions to voluntarily adopt.<sup>1</sup> These Principles and Actions create a regional community of shared values, action, and collaboration in the Asia-Pacific region to support women in STEM.

We agree that in the APEC region:

**Principle 1: [Women in STEM Are Critical to Economic Growth and Robust Science and Technology. / Support Gender Diversity in STEM to Grow Economies and Have 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.

In support of this principle, we will undertake actions such as:

- a. Publicly acknowledge, with evidence and data, the contribution that women in STEM make to economic growth and to robust science and technology.
- b. Inspire, encourage, and provide education, training, mentorship and professional development beginning at an early age and throughout careers.
- c. 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.
- d. Educate and encourage everyone on the values of promoting, supporting, and engaging women in STEM.

**Principle 2: [Women in STEM Are Under-Represented. / Ensure Women Are Not Under-Represented in STEM.]** Diverse representation matters. Although the full extent is not known due to widespread lack of data in the region, gender gaps—in hiring, in pay, in funding, in training, and in other aspects—exist in the APEC region in STEM education, careers, and entrepreneurship and keep us from reaching full economic potential.

In support of this principle, we will undertake 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 in STEM.
- b. Promote equal opportunities, access, enabling environments, and infrastructure for women to learn and progress in STEM fields.
- c. Examine gender diversity in leadership, sectors, and disciplines and identify and correct barriers that may be contributing to gender gaps.
- d. Increase collection and sharing of sex-aggregated data on women in STEM across sectors and disciplines.

**Principle 3: [Women in STEM Experience Social and Economic Barriers. / Eliminate Social and Economic Barriers to Women in STEM.]** Certain social norms in economies keep women from fully engaging in STEM opportunities and limit access to critical resources such as capital funding. Until these norms are addressed, programs and policies alone will not address the challenges women in STEM face in education, careers, and entrepreneurship.

In support of this principle, we will undertake actions such as:

<sup>1</sup> The Principles are followed by potential actions, but economies are encouraged to utilize the suggested actions and apply across the principles where appropriate or create new actions aligned with the principles.

**Commented [USG1]:** This text is bracketed as there are two proposed approaches to the document. The first idea (text to the left of the slash) is to leave it as shared statement or principle, with proposed actions that further support the principle underneath. The second idea (text to the right of the slash) is to frame it as an action, with more specific actions underneath it. Feedback is appreciated on the preferred approach economies have.

**Commented [USG2]:** As above, this text is bracketed as there are two proposed approaches to the document. The first idea (text to the left of the slash) is to leave it as statement or principle, with proposed actions that support the principle underneath. The second idea (text to the right of the slash) is to frame it as an action, with more specific actions underneath it. Feedback is appreciated on the preferred approach.

**Commented [USG3]:** As above, this text is bracketed as there are two proposed approaches to the document. The first idea (text to the left of the slash) is to leave it as statement or principle, with proposed actions that support the principle underneath. The second idea (text to the right of the slash) is to frame it as an action, with more specific actions underneath it. Feedback is appreciated on the preferred approach.

## APEC Women in STEM Principles and Actions

- a. Promote elimination of legal and structural barriers that contribute to social barriers that inhibit women in STEM as students, researchers, workers, entrepreneurs, and leaders.
  - b. 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.
  - c. Promote the creation and implementation of policies for equal pay, equal leadership, equal opportunities, non-discrimination, gender-responsive workplaces and health, safety and well-being for women within STEM institutions.
  - d. Identify opportunities to specifically engage and support and amplify the accomplishments of women from vulnerable communities in STEM-related programs.
- 

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

*Sign on the Principles and Actions at: (insert website)*

DRAFT