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EPSRC

Engineering and Physical Sciences
Research Council

STEMM-CHANGE: The Changemaker Placement Programme

Ensuring recognition and opportunity
for the technical community



STEMM-CHANGE is an EPSRC-funded project driving a positive change in culture and practices in equality, diversity and inclusion (EDI) across Science, Technology, Engineering, Mathematics and Medicine (STEMM).

The STEMM-CHANGE programme has several linked projects that will enable a step change in approaches to promoting equality, diversity and inclusion in the workplace. It is led by a multi-disciplinary team at the University of Nottingham.

STEMM-CHANGE consists of the following activities in which the team and project partners will:

- conduct new research into barriers to inclusion in STEMM disciplines and develop guidelines to remove them
- research, develop and evaluate new tools for promoting diversity in recruitment practices
- produce guidelines and best practice for the production of a safer, abuse-free environment for those participating in public engagement
- curate and house an interactive national database, sharing best practice in equality, diversity and inclusion
- initiate a funding scheme to develop and evaluate innovative activities that complement the project
- support innovative mentoring and placement schemes for people from under-represented groups that will: (i) open up career development opportunities, and (ii) develop widespread mutual understanding of the challenges and opportunities presented by a diverse workforce



STEMM-CHANGE has developed an innovative and bespoke 'Changemaker Placement Programme' built specifically for technical colleagues from underrepresented and minority groups.

The project will offer up to 30 placements each of 2-4 days in length over a period of months (on a flexible basis) to technicians from across the consortium to enable them to shadow senior colleagues. Representative activities include observing colleagues in leadership positions, learning new skills, (both technical and transferable) and exposure to discussions on careers and opportunities in order to broaden horizons and demonstrate achievable career paths. Technical colleagues may shadow and link with other technical colleagues or those from other career paths in senior leadership positions from our project partners within higher education, industry and beyond.

In 2019 STEMM-CHANGE will pilot 10 placements with visits to take place between April to November 2019. For the pilot phase of the initiative, applications are welcomed from members of the University of Nottingham Technical Services Job Family (from any level) who are from an underrepresented and/or minority group. The project aims to create opportunities for all minority groups highlighted in the Equality Act 2010 and see a particular need to create spaces for the following consistently underrepresented groups within technical management and leadership teams:

- Female colleagues
- Disabled colleagues
- Black, Asian, and Minority Ethnic (BAME) colleagues
- Lesbian, Gay, Bisexual, and Transgender (LGBT+) colleagues



STEMM-CHANGE takes a team science approach and is unique in that it acknowledges the diversity of the roles of staff that contribute to the research effort. Technicians make vital contributions to universities and research institutes. Their expertise enables teaching, research, knowledge exchange and outreach activities. The STEMM-CHANGE project will highlight and address the equality, diversity and inclusion challenges facing technicians alongside academic and research staff.



Project Partners

Placements are available both internally at the University of Nottingham and across the consortium of project partners. Project partners include:

Funding covers travel, subsistence and accommodation to facilitate the placements/visits. Funds to cover additional caring costs incurred by participation in the programme are also available.



Call for Applications

STEMM-CHANGE will consider two types of application:

1. From a technical colleague who knows the contact that they want to conduct the link-visits/placement with.
2. From a technical colleague or their manager who want their staff member to learn or experience a particular technique/skill but are unsure as to how to identify the placement. In this case, the STEMM-CHANGE team would seek to place the applicant with an appropriate host.

Application forms are available at nottingham.ac.uk/technicians

Applications for the pilot phase of the programme are welcomed from members of the University of Nottingham Technical Services Job Family. Applications should be submitted to kelly.verre@nottingham.ac.uk by 5pm on the 12 April 2019.



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 [@STEMM_CHANGE](https://twitter.com/STEMM_CHANGE)

Printed March 2019.

The University of Nottingham has made every effort to ensure that the information in this brochure was accurate when published. Please note, however, that the nature of this content means that it is subject to change, therefore consider it to be guiding rather than definitive.

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