



## EPISODE 4: SHOW NOTES AND ACTION ITEMS

In this episode, we're talking with Alexa Frank, Rachael Munkacsi, and Hope Cotner about encouraging women to participate in the STEM and technology programs at two-year technical and community colleges. Our program enrollments seldom have more than 20% women. On the industry side, high-tech sectors also face challenges in gender equity. This is a critical issue for both education and industry as we face the future of work. Deloitte, one of the world's largest management consulting firms, has been very active and forward-thinking in providing insights to future of work discussions. Very recently in their *Insights* series, Deloitte published "Designing Equality: How Design Thinking Can Help Tackle Gender Bias in the Workplace." Could some of the strategies and lessons learned from their work on designing equality in the workplace translate to the classroom environment?

### Episode 4 Action Items

Read (and share) [Designing Equality: How Design Thinking Can Help Tackle Gender Bias in the Workplace](#). Take note of the five steps for recruitment, successful participation, and retention in technical education programs and subsequent success and retention in industry.

1. Start small.
2. Engage diverse perspectives from the beginning.
3. Give people a safe way to share sensitive information
4. Collecting and monitoring gender disaggregated data
5. Be transparent with those results and communicate them.