

# You work in the college or high school education system?

HERE ARE 10 CONCRETE, EASY-TO-APPLY STRATEGIES TO MOTIVATE FEMALE STUDENTS TO CONSIDER STUDYING SCIENCE.

- 1 Watch and listen for female students who demonstrate an interest or a skill in computer science, mathematics or physics. Encourage them to pursue advanced courses in these subjects.
- 2 Take the time to speak with female students about post-secondary programs offered in computer science, mathematics or physics.
- 3 Talk about the stimulating careers in science and don't hesitate to speak highly of the skills that are needed, such as collaboration, communication, rigour, ingenuity and initiative.
- 4 Discuss real-life, everyday uses of computer science, mathematics and physics. Talk about the positive impact that these fields have on society.
- 5 Hold discussions on the issues relating to the under-representation of women in science.
- 6 Avoid creating teams with only one female student per group. In fact, studies show that this kind of arrangement causes female students to feel left out and to withdraw. Encourage collaboration, not competition. A competitive climate can discourage some female students and negatively impact their performance.
- 7 Highlight diversity in your examples. Cite or show inspiring women or the careers of former female students working in science. Avoid subjects that are too gender-focused, for example, by presenting scenarios that are mostly of interest to men.
- 8 Pay particular attention to female student participation during in-class discussions by encouraging uninterrupted speech. Try to address the entire group during discussions to avoid having the same people always answering or asking questions.
- 9 Don't hesitate to encourage and provide positive feedback by validating opinions and highlighting everyone's accomplishments.
- 10 Give female and male students time to think before responding so that they don't think there's an easy, magical solution. The path to scientific discovery is strewn with challenges, successes and even failures.

Would you like to receive more in-depth training on how to apply these strategies? Write to us at [info@paritiesciences.com](mailto:info@paritiesciences.com)

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