



# Gender & Inclusivity

A PROJECT OF THE SCIENCE GRANTING COUNCILS INITIATIVE

## MINISTRY OF ENVIRONMENT, SCIENCE, TECHNOLOGY AND INNOVATION, GHANA

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The Gender & Inclusivity Project, a component of the Science Granting Councils Initiative (SGCI), is led by the Human Sciences Research Council (HSRC) of South Africa in partnership with Gender at Work (G@W), Jive Media Africa and the Council for the Development of Social Science Research in Africa (CODESRIA). G@W's unique methodology, Gender Action Learning (GAL), together with the Targeted Technical Assistance (TTA) process designed by the HSRC, supports a unique participatory process that responds to councils' needs, builds partnerships and encourages ownership of the change process.

## Ensuring more women take the STEM path – and stay on it

Enhancing the participation of girls and women at all levels of science, technology, engineering and mathematics (STEM) education and research will help to support a key policy direction of government.



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Through an existing science, technology and innovation (STI) policy, the Ghanaian government seeks to place STI at the centre of socio-economic development. Increasing the participation of female scientists in research, academia and industry is seen as critical to achieving that aim.

### Keeping women on the science path

While there are high levels of interest in science-related disciplines among girls and young women moving from high school to university levels, this interest does not translate into high numbers of female graduates who successfully pursue the STEM path to its end. Understanding the reasons for this drop-off among women, and arresting it, was a key focus of the change team's work.

Following the Gender and Inclusivity Project's Targeted Technical Assistance workshop in

August, 2022 in Cape Town, the change team leveraged the Gender and Inclusivity framework to design a plan that actively ensures the involvement and sustained participation of women in all ministry programmes.

### A new emphasis

Collaboration with key role players and relevant sectors is paying off. The ministry's Visibility Webinar Series has been used to promote a new emphasis on gender and inclusivity and enhanced collaboration on the issue has been encouraged between ministries, departments, agencies, the private sector and industry. Plans are under way to implement an emerging public leaders consortium and facilitate more training around gender and inclusivity in partnership with universities and bodies such as the Association of African Universities.

