

Strategies for  
Resilience,  
Empowerment,  
and Success

# OVERCOMING CHALLENGES AND BARRIERS FOR WOMEN IN STEM





# GENDER BIAS AND STEREOTYPES

- Gender bias in hiring, project assignments, and promotions
- Stereotypes around gender roles discourage female participation
- Unconscious bias affects evaluations of women's work and contributions



# LACK OF REPRESENTATION AND MENTORSHIP

- Underrepresentation in leadership and specialized fields
- Absence of role models and mentors discourages retention
- Networking challenges in male-dominated environments



# CHALLENGING STEREOTYPES THROUGH REPRESENTATION

- Importance of visibility through sharing stories of successful women
- Support initiatives to celebrate women's contributions
- Engage in campaigns normalizing female leadership in technical roles



# PROMOTING INCLUSIVITY IN THE WORKPLACE

- Join networks that foster inclusivity and support for women
- Encourage policies addressing bias in hiring, pay, promotions
- Actively participate in mentoring programs for junior women



# ADVOCATING FOR FAIR POLICIES AND OPPORTUNITIES

- Encourage transparency in evaluation and promotion criteria
- Advocate for balanced parental leave policies
- Promote regular anti-bias training in the workplace



# DEVELOPING RESILIENCE

- Learn from setbacks and maintain focus on long-term goals
- Cultivate a positive mindset to handle criticism and challenges
- Practice self-care and stress management to stay motivated



# ENHANCING SELF- CONFIDENCE IN STEM

- Focus on accomplishments and celebrate small wins
- Seek constructive feedback to improve skills and boost confidence
- Practice assertiveness in meetings, discussions, and project settings



# INTRODUCTION TO THE CASE STUDY

- Case study on an inspiring Egyptian woman in STEM, Dr. Hoda ElMaraghy
- Overview of her career journey, challenges faced, and achievements



# CHALLENGES AND STRATEGIES USED

- Challenges faced, such as gender bias and lack of mentorship
- Strategies used: perseverance, networking, advocacy



# IMPACT AND LEGACY

- Highlight contributions to STEM and impact on future generations
- Emphasis on role as a trailblazer and inspiration for Egyptian women



# INTRODUCTION TO ACTIVITY

- Purpose: Practice problem-solving in challenging scenarios
- Overview of the format and goals



# SCENARIO 1: ADDRESSING GENDER BIAS IN MEETINGS

- Role-play a scenario where participants encounter gender bias
- Discuss responding confidently, advocating ideas, ensuring inclusivity



# SCENARIO 2: REQUESTING MENTORSHIP AND SUPPORT

- Role-play scenario requesting mentorship or career support
- Discussion points: Approaching senior staff, setting goals, building rapport



# SUPPORT NETWORKS FOR WOMEN IN STEM

- STEM-specific networks and organizations supporting women
- Examples: Women in STEM, Society of Women Engineers



# MENTAL HEALTH AND RESILIENCE RESOURCES

- Online resources for mental well-being and resilience (e.g., Headspace, Calm)
- Tips on seeking mental health support and managing work-life balance



# SKILL-BUILDING PLATFORMS

- Online platforms offering leadership and soft skill courses
- Recommended courses: Confidence Building, Women in Leadership



# KEY TAKEAWAYS ON RESILIENCE

- Recap resilience strategies: focus on growth, find community support
- Encourage ongoing personal and professional development



# EMPOWERMENT THROUGH ACTION

- Take actionable steps: advocate for oneself, seek mentorship, build networks
- Embrace leadership opportunities and inspire the next generation



# FINAL THOUGHTS AND ENCOURAGEMENT

- Resilience and empowerment drive meaningful change
- Continue breaking barriers and supporting each other in STEM