

Diversity Interventions

Funding Gender Equality interventions in HE and STEMM

Gillian Cowell, Head Gender and Inclusion

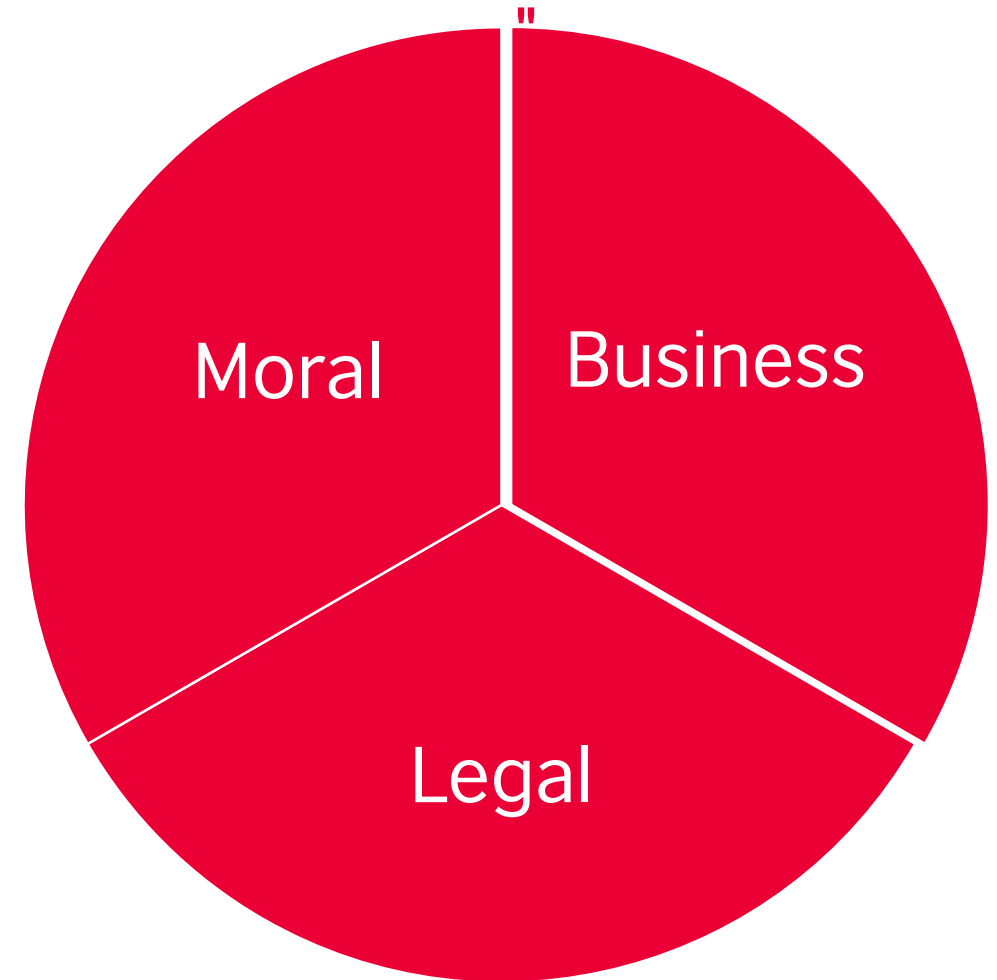
British Council

- UK's International Cultural Relations Agency
- We build connections, understanding and trust between people in the UK and other countries through arts and culture, education and the English language
- Education includes: Schools, Vocational Education and training, Higher Education and Non-formal education
- Higher Education and Science is a key priority in our and includes Higher Education Partnership, Science and research partnerships; Scholarships, Alumni and Marketing and insight.
- Mixed funding model: UK Government Grant (14.5%); English Language Teaching and Exams; Contracts (including development contracts)

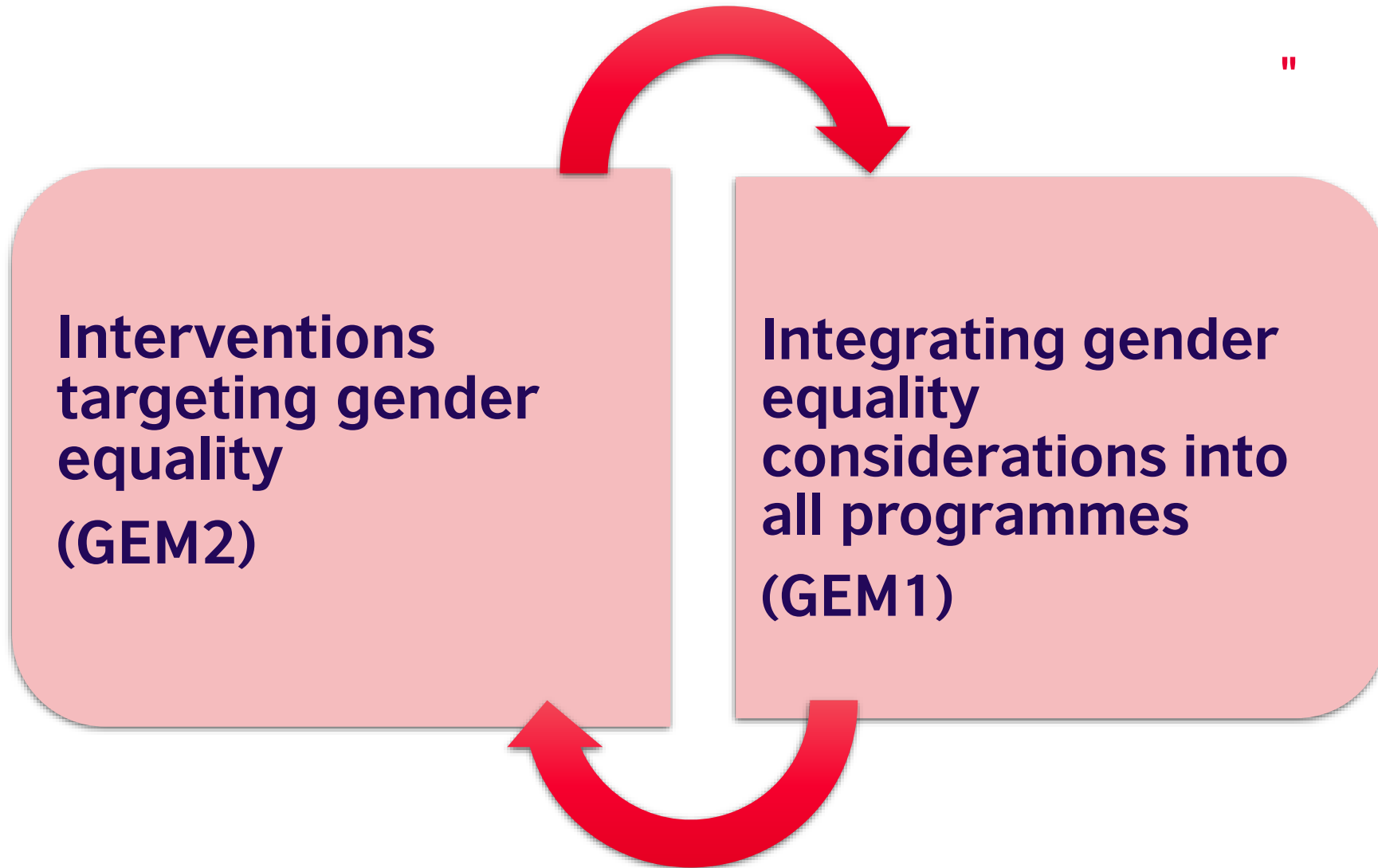


Why the British Council funds gender and EDI initiatives

- **Moral:** It's the right thing to do
- **Business:** More effective programmes and that meet the needs of our target groups, audiences and stakeholders
- **Legal:** Obligations under the UK's International Development (Gender Equality) Act, 2014



Our approach: Twin track



Targeted initiatives

- **Research, reports and policy dialogues** eg Gender equality in Higher Education: Maximising Impacts, Women in Leadership in HE in South Asia
- **Higher Education institutional partnerships** eg Going Global Gender Equality Fund, Gender Advancement for Transforming Institutions, India
- **Research partnerships** eg English medium education and gender
- **Scholarships** eg Women in STEM scholarships, Scotland-Pakistan scholarship for women.

Gender equality in higher education: maximising impacts

Report by Helen Mott
March 2022



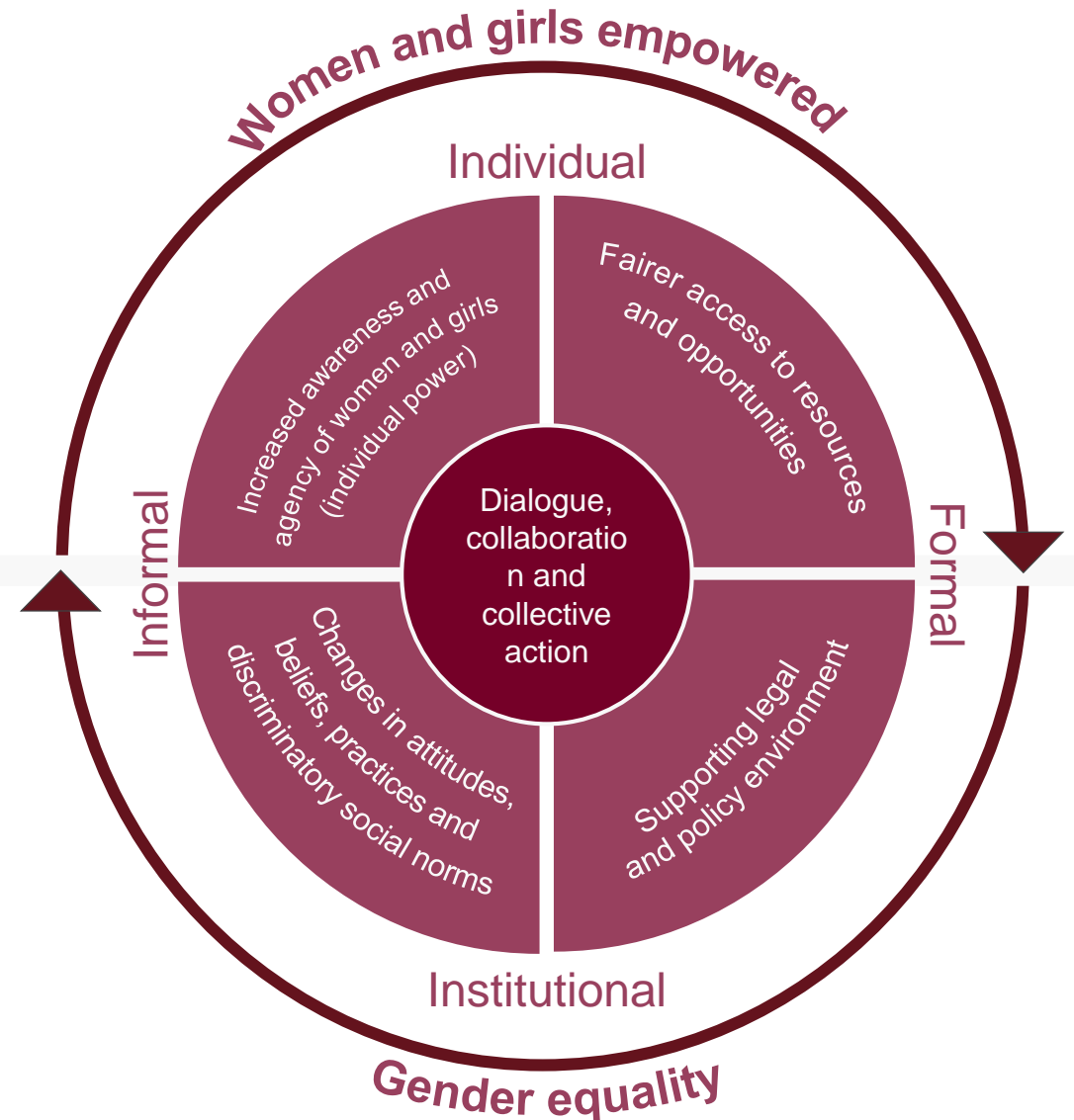
Mainstreaming in to HE and Science programmes

- **Research, reports and policy dialogues**
eg Going Global Partnerships
- **Higher Education institutional partnerships** eg Strategic Partnerships for Higher Education Reform (SPHIER)
- **Research partnerships** eg Newton Fund – gender equality statements
- **Scholarships eg** balanced representation, childcare allowances, building gender equality themes into alumni programme, targeting.



Outcomes/Impact

- **Supportive policy environment** eg at national, institutional and programme level
- **Fairer opportunities for women in HE and STEM** eg access to scholarships, research opportunities, benefiting from institutional changes
- **More supportive gender norms** eg through gender sensitive curriculum and pedagogy in Higher Education, communications around Women in STEM
- **Enhanced skills and agency of women and girls** through HE/research opportunities, training/skills development, leadership programmes targeting women
- **Enhanced dialogue collaboration and collective action**



Challenges and opportunities

Challenges

- Recognition/prioritisation of issues
- Long term issue needing long term funding
- Practical challenges of a global/intersectional approach
- Measuring and evidencing change

Opportunities

- Being intentional/purposeful
- Collaboration and learning
- Building networks
- Taking a lifecycle perspective

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Thank you!