



## Overcoming Invisible Barriers for Girls and Women in STEM

Girls and Women in STEM often encounter invisible barriers that shape their learning and careers in subtle yet significant ways, from unconscious biases to limited access to mentorship. This newsletter shines a light on these unseen hurdles while offering stories and strategies that inspire empowerment and progress towards gender equality. How do these barriers affect girls and women and what can be done to overcome them. Let's explore.

### The Invisible Barriers

Unseen challenges, such as **unconscious biases** and limited mentorship, can hinder girls' and women's progress in STEM fields. These barriers often manifest as subtle classroom and workplace dynamics, impacting confidence and career advancement. By recognising these hidden hurdles, we can work towards creating more inclusive environments. Reflecting on these challenges leads us to inspiring stories of girls and women who have triumphed over adversity.

## How to overcome Invisible Barriers

Here are practical steps to challenge unconscious bias in classrooms and professional STEM environments:

1. Recognise that bias is often subtle and automatic. It hides in assumptions about competence, leadership potential, and belonging.
2. Create safe spaces where girls and women can share experiences without fear of dismissal or reprisal.
3. Implement structured decision-making processes to reduce subjective influence. Eg. for enrollment, recruitment, class participation, promotions, or project assignments.
4. Use data to uncover patterns of bias, such as disparities in performance reviews or resource allocation.
5. At the workplace, offer training focused on bias recognition and behavioural change.

## Empowering Through Community

Building a strong support network can be a game-changer for girls and women in STEM. By connecting with mentors and peers, individuals can gain invaluable guidance, share experiences, and foster a sense of belonging. Community initiatives like mentorship programmes provide the platform for women to thrive, encouraging more confidence in girls and to step into leadership roles.

For example, at [Eduvision](#), our STEM Clubs empower young girls, and our mentorship program helps women identify biases early and develop coping strategies, leading to increased confidence in girls and leadership participation.

What does this mean for you? If we don't actively disrupt unconscious bias, we risk losing talented girls and women from STEM classrooms, pipelines and leadership roles, perpetuating inequality and limiting progress. Change begins with each of us choosing to question our assumptions, listen deeply, and advocate persistently.

Together, we can break down these invisible barriers. Share this newsletter, join our community, and let's make a difference today!

P.S. Every small step counts in the journey towards gender equality in STEM.