

# MANAGEMENT AND PRODUCTION ENGINEERING

## DM 629/PA - Measuring Diversity in STEM

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| <b>Funded By</b>                        | MINISTERO DELL'UNIVERSITA' E DELLA RICERCA [P.iva/CF:97429780584]<br>Politecnico di TORINO [P.iva/CF:00518460019]   |
| <b>Supervisor</b>                       | COLOMBELLI ALESSANDRA - alessandra.colombelli@polito.it   |
| <b>Contact</b>                          |   |
| <b>Context of the research activity</b> | <p>STEM (science, technology engineering and math) studies, skills and careers -especially in academia- can be analysed from a gender perspectives also with an intersectional approach, aiming at identifying valuable tools for gender and diversity impact assessments of policies and programs.</p> <p>Progetto finanziato dal PNRR a valere sul DM 629/2024, "Pubblica Amministrazione", CUP: E14D24002280006</p>  |
| <b>Objectives</b>                       | <p>In recent years, the collection of data disaggregated by gender in academia has allowed the development of ex ante evaluations tools of policies and programs which go under the name of gender impact assessments (GIA). The underlying central question in GIA is how much these policies reduce, mantain or increase the gender inequalities between men and women. Less is known about how these assessments can benefit of a focus to STEM disciplines, also with an eye on including other dimensions of diversity in an intersectional approach.</p> <p>The research project involves in the first phase the comparative study of the data relative to STEM disciplines published in the gender equality reports of various public universities, and a GIA analysis of the more significant affirmative actions which have been proposed. In the second phase, the research project will aim at the development of GIA assessment tools specific to STEM disciplines, also with an intersectional eye. In this latter phase, Politecnico di Torino will be adopted as case study. The methodologies used will be multidisciplinary and based primarily on quantitative econometric statistical approaches, complemented by qualitative insights through the use of tools such as action research, case studies and ethnographic analysis.</p> |
| <b>Skills and competencies for the</b>  | Competenze di analisi della letteratura, di redazione di report e di applicazione di metodologie di analisi quantitativa e qualitativa.   |

**development of the activity**

Costituiscono competenze preferenziali conoscenze nell'ambito delle disuguaglianze, di genere in particolare, e dell'inclusione.