



# Work-Life Integration Toolkit for Individuals in Science, Technology, Engineering, Mathematics, and Medicine

European Gender Summit 2012  
Café Scientifique

**AWIS**

ASSOCIATION FOR WOMEN IN SCIENCE

YOUR NETWORK, YOUR RESOURCE, YOUR VOICE



# Who We Are

The Association for Women in Science (AWIS) is the largest multi-discipline organization for women in science, technology, engineering, mathematics, and medicine (STEM) dedicated to achieving equity and full participation of women in all disciplines and across all employment sectors. AWIS reaches more than 15,000 professionals in STEMM with members and chapters nationwide.

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# Content Planning Survey

With a 3-year grant from the Elsevier Foundation, developed a program on work/life integration to give women in STEM the tools they need to achieve personal success.

A content planning survey was conducted and 409 responses were received for a response rate of 14.6%. Three interesting results emerged:

- 68% of respondents reported that work/life integration issues had an impact on the decision to have children
- 70% of respondents reported not taking advantage or not having access to work/life resources
- 20% of respondents belong to a mentoring circle

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# Toolkit Includes

- On-line resources for participants.
- A workbook for participants.
- STEMiNARs to support on-going learning for participants.
- On-going mentoring support at the local level.
- Book, including case studies, currently in development.

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# Work-Life Integration: Lessons Learned

- Find time for other things in life
- Manage your employer's expectations and your own
- Develop strategies to achieve satisfaction
- Recognize that work-life satisfaction is not always attainable
- Seek out mentors who have dealt with work-life issues
- Continuously reassess your personal and professional needs

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