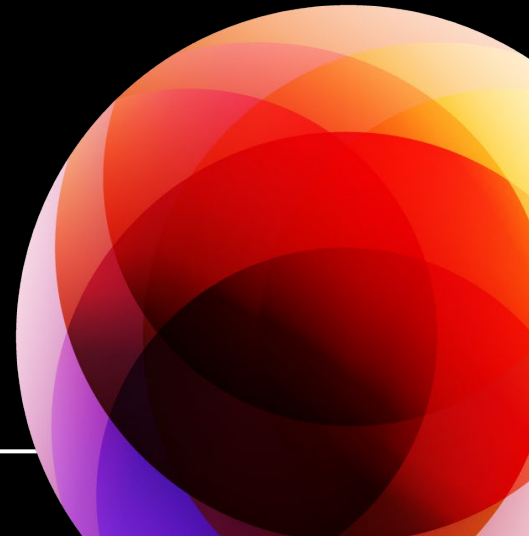

Innovation Placement Project at BBSTEM (Black British Professionals in STEM)

October 2020

STEM Matters, Representation Matters, You Matter



Introduction

Opportunities :

We have a project available in our team at BBSTEM.

This project will give students the opportunity to work within a non profit organisation that works to increase and support Black British youth pursue STEM careers. You will experience first hand the organisations we collaborate with and how we add value .

Location :

The project will be remote .

If there is any travel involved, the placement student will be reimbursed accordingly .

Accommodation :

- N/A

PROJECT OPPORTUNITY



Project

Description

The objective of this work is to provide an extensive picture of the Diversity in STEM environment in the U.K for the Black ethnic group (Black Caribbean, Black African, Black Other).The student will be required to research what the current STEM education and workforce looks like and define the impact on BBSTEM in this environment . We expect the candidate to also identify and be aware of other organisations working in this space and draw conclusions about this significance of these organisations . Findings can be presented quantitatively or qualitatively .

Learning and Skill Development Opportunities

Understanding of barriers to progression for ethnic minorities
Knowledge of how policy can alleviate inequities

Essential Requirements

Proficient IT skills
Ability to analyse quantitative and qualitative data sets

Duration

Can be 3 months full time or up to 6 months part time .
BBSTEM team members work a maximum of 15 hours per week . We're able to accommodate someone who would like to work flexibly

Location

Remote

COMPANY BACKGROUND



Our Vision & Mission

Vision

Our vision is one in which Black British individuals are as likely as the dominant domicile ethnic group, to choose to study and strive for a career in STEM, and thus to widen the representation in this field.

Company Mission

Inspire, encourage, and support Black youth and individuals to achieve excellence, and contribute to society and the economy as leaders in STEM. To work collaboratively with the government, educational facilities, employers, and other influencers in striving towards creating a visibly diverse community in STEM.

1. **INSPIRE** – To show the younger generation a successful and exciting career in STEM is achievable for Black individuals .
 2. **EDUCATE & ENCOURAGE**– Promote education and encouragement and support into STEM fields. Also, to educate on the importance of diversity and representation by various programmes, such as workshops, events, and mentoring .
 3. **COLLABORATE**– collaborate with other organisations who share a common goal .
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Who We Are

About Us

BBSTEM is an organisation campaigning for balance and representation of Black individuals in science, technology, engineering and maths (STEM) We aim to encourage, enable, and energise individuals in business, industry, and education to widen participation and contribution of Black individuals in STEM.

Our professional network of BBSTEM members aims to inspire the young Black British generation to pursue STEM subjects in university and beyond . Our principal mission is to have Black parity in the UK's STEM workforce, from school to the highest level in industry . We are offering support, inspiration, and personal and professional development .

Who We Are *Cont.*

Logo

The leading idea was to design a shape that captures the essence of STEM subjects. In order to illustrate this, the **circle** was used as the main shape in creating the symbol. The circle can be found in all fields covered by STEM. It can be a cell in medicine, an atom in physics, a circuit in engineering or the basic circle in geometry. As a symbolism, the circle is a universal symbol that represents the notions of totality, wholeness, cyclic movement, timelessness and the whole rhythm of the universe.

To further embolden this idea and to create a feeling of inclusiveness, 4 main colours were used that blend together in a gradient with black around the center of the icon.

The main font used is bold, modern, clean and geometric with an accent on the “BB”. This is complimented and combined with an elegant serif font to evoke a feeling of respectability and stability.



Motivation

- Latest statistics show that only 6.2% of UK domiciled students enrolled onto STEM related subjects at UK universities are black (4.8% Black African, 1.2% Black Caribbean, 0.2% Black Other);
 - Studies have shown that employing a diverse workforce increases productivity, creativity, and an organisations' skillset, and increases their competitive advantage ;
 - To highlight and celebrate the achievements of Black British professionals who are contributing to the economy in the STEM related career ;
 - Organisations such as The Royal Academy of Engineering recognise there are an abundance of programmes and initiatives directed at balancing and campaigning for gender balance in STEM fields, but a lack of programmes directed at increasing the inclusion of Black and Minority ethnics (BAME).
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Highlight Reel

A few high notes along the way ...

- First and only organisation in the UK dedicated to increasing and empowering the participation of young black people to engage in STEM roles.
- Featured in the [Financial Times](#) and recognised on the The Top 100 Most Influential Leaders in the Tech industry in the UK
- Founding member of [The Inclusive Tech Alliance](#)
- Contributed to the APPG on diversity in STEM education

Testimonials

“BBSTEM sounds like a great initiative. As someone who was the only black person my biochemistry course, I know how important such initiatives are!”

- *Oxford Biochemistry Alumna and current Programme Manager at The Health Foundation*

“I would definitely like to be involved as I am currently a STEM ambassador with STEMNET. This initiative is very close to home in the sense that I never really had that mentorship, nor do I have it now.”

- *Civil Engineer at AECOM*

“This is a great initiative created here. It is for the very reason I am a STEM ambassador, as this is something I feel young black individuals have little support towards.”

- *Operations Manager at UTC Aerospace Systems*
