

INSPIRA MANIFESTO



Opening spaces for girls and women in science and technology

We live in a global, diverse world where equality has not yet been achieved in many aspects. One that occupies us all and is also a cause for concern is the gender and technology gap.

It is a fact that far fewer women choose technological careers; that far fewer women work in science and technology; that women reach lesser positions and earn lower salaries in positions of equal responsibility.

This does not mean they have a lesser liking, lesser training; or that they are less career-focused or have poorer performance. It is the social, cultural and educational factors that empower, recognise and encourage women to a lesser extent than men. It is precisely the stereotypes, socialization processes, gender roles and covert sexist attitudes that help us build the education and society that lead women into believing they are less capable, and even cause women to be less socially and economically valued.

Yet this reality can be changed, and doing it is a must. There is much at stake. And it is something that concerns society at large and each individual and entity that form it.

This manifesto is a **commitment** of the people and organisations adhering to it, **to working actively for equality between women and men in science and technology** through the following lines of action:

- 1.** Reflect and **review the false belief that equality already exists**. Know the facts that show this equality does not exist yet and there is still much work left to achieve it.
- 2.** Publicly **acknowledge that women and men have the same capabilities, rights and responsibilities** and, therefore, they both deserve the same recognition.
- 3.** Publicise the consequences of the existing lack of equality and work to **raise public awareness in society of the need for positive action** to avoid them, promoting a responsible, diverse scientific/technological system.
- 4.** **Make past and current women working in science and tech visible** by enhancing their work and creating new benchmarks.
- 5.** **Overturn social stereotypes**, demystifying beliefs about gender; providing information on scientific and technological careers; and disseminating the wide range of career opportunities provided by STEAM (Science, Technology, Engineering, Art and Mathematics).
- 6.** **Promote** a social and educational **context where girls are encouraged, capable and recognised** so that they can be free to choose their own future.
- 7.** **Contribute to empowering women**, by developing actions in all dimensions to achieve it.

Taking a gender approach leads us to reviewing equality as a whole. This is only but one of all the actions that need to be taken. We are sensitive to other actions being taken and starting here and now, **we aim to continue moving forward and taking further steps towards equality at all levels.**

<http://inspirasteam.net/manifiesto/>

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