

How to include disabled people in STEMM

STEMM stands for Science, Technology, Engineering, Maths and Medicine.



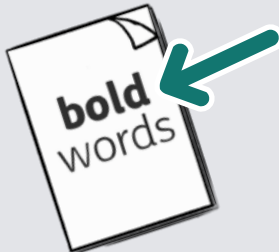
Easy Read



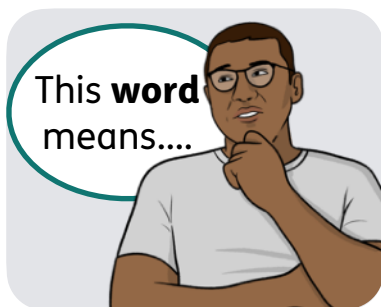
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



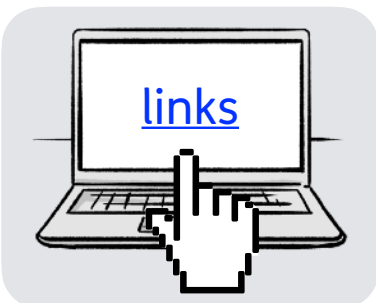
This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

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About this booklet



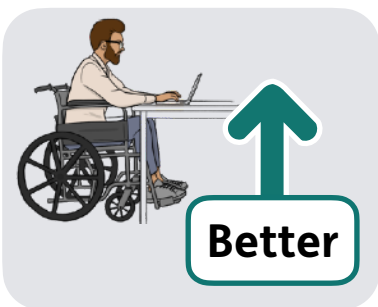
This booklet is from the National Association of Disabled Staff Networks (NADSN).



Disabled people who work in **STEMM** face a lot of unfairness.



If someone works in **STEMM**, that means they have a job in Science, Technology, Engineering, Maths or Medicine.



We did some **research** to find out how to make STEMM jobs better for disabled people to work in.



Research is when you collect information about something to find out more about it.

This booklet will tell you:



- How we did the research.



- Why this research is important.



- What we think should change to help include more disabled people in STEMM.

About NASDN



NASDN is made up of lots of groups of disabled staff in the UK.



We speak up for these groups and help them speak with each other.

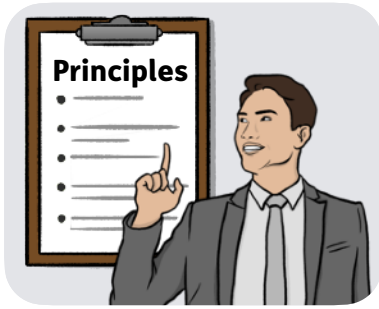


Most of the disabled staff we support work in colleges or universities.



But we work with anyone who wants to help include disabled people more.

Our principles



Principles are ideas that we strongly believe in.

Our principles are:



- We know that lots of disabled people face **discrimination**.

Discrimination is when you are treated badly or unfairly because of your gender, race, religion, disability, health condition or sexual orientation.



- If we want to include disabled people in STEMM, we need to make big changes now.



- Organisations that work in STEMM must look into the problems that disabled staff face.

We want to:



- Change how people treat and think about disabled people.



- Change the way that STEMM jobs and organisations work to make them better for disabled people to work in.



- Stop disabled people in STEMM from facing discrimination.



- Include everyone in STEMM and celebrate what makes them different.

About the research



We did some research to find out how STEMM organisations can include disabled people more.



The research team was made up of disabled people and people with health conditions who work in STEMM.



We did the research for 4 years.

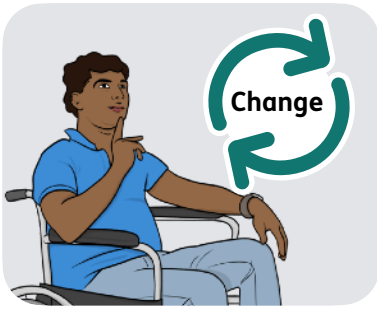
We did the research by:



- Talking to disabled STEMM staff about how they have found working in STEMM.



- Looking at this information to find out the main problems that disabled STEMM staff face.



After we found out the main problems, we thought about what needs to change to fix these problems.

Why is it important?

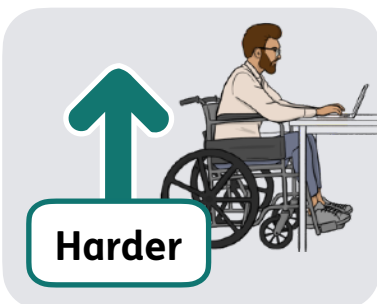
It is important to include disabled people in STEMM more because:



- More than half of disabled people who work in STEMM have been bullied.

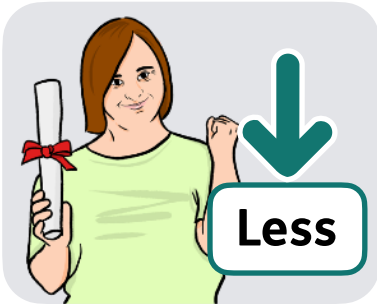


- Disabled people who work in STEMM are less likely to say that they have a disability.



- It is harder for disabled STEMM staff to get better jobs in STEMM.

It is also important to include disabled people in STEMM more because:



- Disabled STEMM staff get fewer awards and less money to do research than other STEMM staff.



- Disabled STEMM staff are less likely to become leaders and take part in making decisions about STEMM.



- Some people believe that disabled people do not know enough about STEMM to be scientists or do research.



- Having more staff from different backgrounds can help STEMM organisations do the best research.



- The public will trust research and science more if STEMM organisations include more people from different backgrounds.

It is also important to include disabled people in STEMM more because:



- People with disabilities have lots of skills and talents.

We will lose these skills and talents if people with disabilities are not included in the workplace.



- When a workplace is not suitable for people with disabilities, it is usually not a good place for other people to work.

That means that even more skills and talents are lost.

Our recommendations



Our **recommendations** are changes that we think should happen to include disabled people in STEMM.

Lots of groups need to work together to make these changes, including:



- Organisations that do work about research and learning, like universities and colleges.

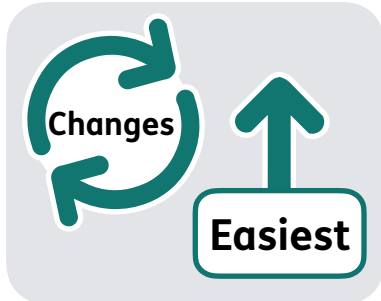


- **Learned societies** - these are groups that help people learn about STEMM subjects, like by writing books or giving awards.



- **Funding groups** - these are organisations that help pay for science and research.

Short-term recommendations



Our **short-term recommendations** are the easiest changes that will take the least amount of time.

Our short-term recommendations are:



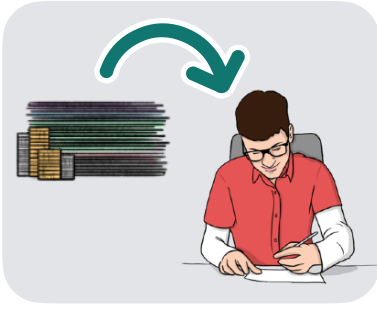
1. Understand the problems that make it hard for disabled people to work in STEMM.



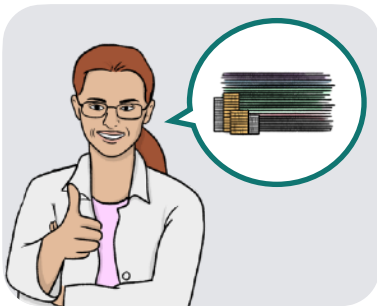
2. Give better training to STEMM staff to teach them about disabilities and other health conditions.



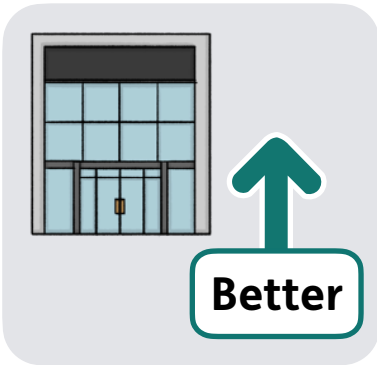
3. Change how STEMM organisations work to include more groups and make it easier for staff to get the right support.



4. STEMM organisations should have an amount of money that they can only use to help disabled staff do research.



They should tell people about this money and what it will be used for.

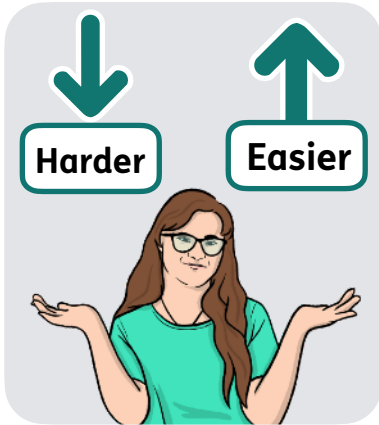


5. Make **research places** better places for disabled people to work.
Research places are buildings where scientists and other STEMM staff do research.



6. Give more support to disabled STEMM staff to help them get money to do research.

Medium-term recommendations



The next changes that we think should happen are called **medium-term recommendations**.

These will be harder than short-term recommendations, but easier than long-term recommendations.

Our medium-term recommendations are:



7. Write a plan to help colleges and universities include people who face discrimination.



Disabled people should be involved in writing this plan.



Funding groups should help pay for this plan.



8. Make sure that STEM organisations follow their rules about how they should work.

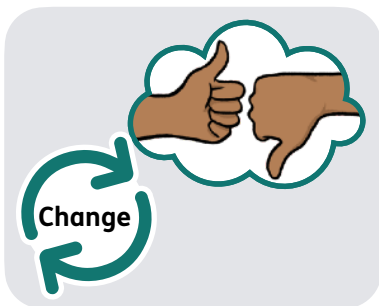


STEM organisations should also have regular checks to make sure that they are including everyone.

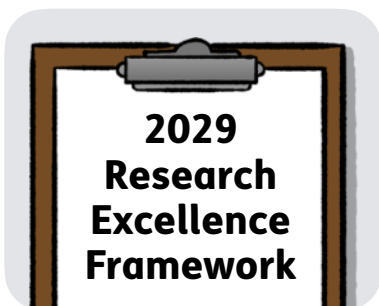


9. Make better plans to help disabled researchers get **Access to Work**.

Access to Work is support that disabled people can get to help them find and keep jobs.



10. Organisations should change how they decide whether research, researchers and research places are good or not.



They can do this as part of a project called the 2029 Research Excellence Framework.



Research teams should get more rewards like money than researchers on their own.



STEMM organisations should think about how their ideas will affect people who face discrimination.



11. Funding groups should stop supporting organisations that let **abuse** and bullying happen.

Abuse is when a person or group of people hurt you.

Funding groups should do this by:



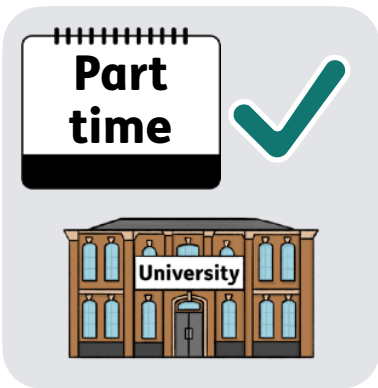
- Making rules that let them look into complaints about abuse.



- Stopping giving money to organisations that let abuse happen, for a short amount of time.



Funding groups should also tell other funding groups not to give money to organisations that keep letting abuse happen.



12. Disabled people who work at universities should be able to work **part time**.

Part time is when you work less than the regular number of hours in a week.

If disabled staff need to work part time, they should:



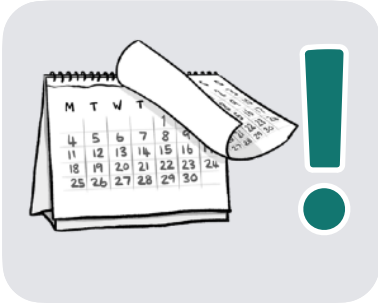
- Not have less money in their **pension** - this is a pot of money that you, your job and the government pay into while you are working.

You can use it to live on after you retire.



- Have the same chances to get new STEM jobs as the people who work full time.

Long-term recommendations



Long-term recommendations are the hardest changes that will take the longest amount of time.

Our long-term recommendations are:



13. Make sure that research organisations include everyone.



14. Give more support and money to research organisations that try to include everyone and make their organisations fairer.



15. Change the law to understand how people can face different types of discrimination at the same time.

Find out more

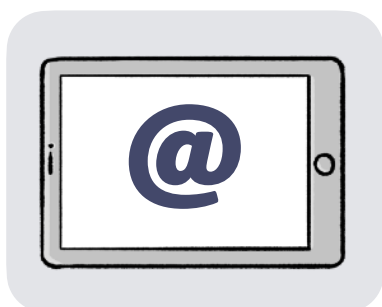


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