**UHI Minority Men Champions Remit**

**Introduction- from STEM Femmes to Minority Men**

Some jobs and courses are stereotypically associated more with one sex than another: eg. men in nursing, care, early years, hair/beauty and women in science, technology, engineering and maths (STEM). Men in atypical subjects often receive less airtime and targeted support than women in STEM: UHI is setting out to level the playing field by replicating our award-winning UHI STEM-Femmes champions programme to represent Minority Men.

In 2019-20 UHI created UHI STEM Femmes champions positions to encourage and support women in STEM. Champions covered as many colleges, subjects and levels of study as possible. STEM Femmes helped us create a champions role that offers development opportunities, training, accreditation, the chance to inspire like-minded people, network and earn a welcome bit of extra money. The team won the EQUATE Scotland Student-Institution Partnership 2020 for their work and plans.

This year UHI have created 7 new positions for Minority Men to follow in the footsteps of UHI STEM-Femmes, and help design a programme that better-supports men into counter-stereotypical professions. Key goals will be to increase confidence and engagement among students, staff, schools and employers, and raise the profile of counter-stereotypical job-roles across the partnership.

**What do champions get in return for participation?**

* The opportunity to help design and establish UHI’s Minority Men programme
* Training (eg. confidence and assertiveness; unconscious bias; equality and diversity)
* Networking opportunities
* £100 project budget
* £100 thank-you payment
* Experience of how UHI works, including marketing, comms, student engagement, governance, class reps and more.
* The opportunity to help change the landscape for men in atypical professions

**What will the Champions team look like?**

**Which courses are eligible?**

Our Minority Men champions will be selected to represent the broadest range of colleges, subjects and levels of study to ensure they are relatable to as many students as possible. We will consider applications from students of any age who identify as men and study any of the following subjects:

* Health
* Early Years
* Social Care
* Beauty and Complementary Therapies
* Hairdressing
* Nursing
* Psychology

We will also consider applications from anyone who feels that as a man they are in a minority among fellow students on their course.

**What does the Minority Men role involve?**

The champions Role covers 6 areas of activity, taking-into-account UHI’s strategic priorities and Scottish Government objectives.

Some tasks involve one-off activities, eg. attending or organising events, where other tasks are ongoing, eg. blogging or projects. Many tasks can be undertaken as a team, and others can be approached alone. Champions choose tasks democratically, based on strengths and preferences.

Some tasks are ‘core tasks’ which are required of everybody. Others are ‘elective tasks’ where champions have more freedom to set their own goals and objectives.

**Core tasks**

**Point of contact:** Champions will have a photo, bio and ‘contact me’ field on UHI webpage, displaying the college that they go to and the course they study. This will allow students to contact the most relevant person for their enquiry: champions can then signpost through staff champions.

**School Visits and Open Days:** Champions will represent the UHI partnership at either schools; open days; UCAS events; community events, working with UHI academic staff and marketing.

**Role Modelling:** Public speaking; featuring in promotional / marketing material (eg. website; prospectuses) and/or encouraging other men in atypical subjects to do the same (students & staff)

**Promoting:** promote events and initiatives

**Elective Tasks**

**Monthly Blog:** Each Champion will write a 2-monthly blog or article on a topic of their choice, relating to men in atypical subjects. This can be on an area of interest; a review of an event; a piece of research; an inspirational person/ people; an interview. Role models do not have to be men.

**Projects :** Champions are each required to undertake a project throughout the year, on an area they find important/ interesting. Some current projects being undertaken by UHI’s STEM-Femme student champions are displayed below by way of example:

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| **STEM Femmes 2020-21 Projects** |
| **Online Distance Learning Social Module-** designing an online hangout space for ODL STEM students to socialise separately from course staff, in line with on-campus students |
| **Inspirational Women in STEM photographic series-** candid, relatable portraits of women role models, with miniature bios.  We will publish this online, and aim to tour a regional exhibition, subject to sponsorship |
| **Social media-** engaging with other employers, educators and innovators to create a ‘buzz’ around women in STEM in the Highlands and Islands |
| **Surveys-** aimed at women in STEM:  students, staff and industry, collecting qualitative data on career barriers and solutions. Creating engagement with potential staff and industry champions  |

**Events**

We hope for each college involved to host an event, subject to Covid restrictions relaxing. Where possible, champions are encouraged to team-up. We will look to ensure events are accessible online for distance learning students, and those across the university partnership wishing to participate.

One example of a planned STEM Femmes event is a week-long Wind Energy tournament (May 2021) where UHI and Strathclyde compete in an innovative wind energy project, judged by industry experts, innovators and academics. This will be promoted through local and national media.

Other examples could be themed days with students and staff, or community events: we welcome all suggestions, and will support champions to develop events and projects. Projects may take the form of an event or a series of events, and we encourage champions to collaborate with students from other colleges and universities.

**Success Measures**

Qualitative and quantitative data will be collected throughout the projects, and periodically reviewed to measure success, inform methods and further actions, and make cases to maintain and expand champions funding for 2021-22.

Conclusions will be reported, and actions set in UHI’s Public Sector Equality outcomes reporting in April 2021,

**Applications:** students can apply at <https://uhi.onlinesurveys.ac.uk/minority-men1>