



Inspiring Diversity in STEM

SMC's Women in STEM program has been a catalyst for breaking down barriers and opening new doors in the workplace. This program strives to uplift all women in STEM fields, including those who may not feel their role is categorized as a science, technology, engineering, or mathematics career. By providing such an inclusive program, SMC has seen positive feedback across the board.

The program was first launched in 2019, prior to covid-19 but during the pandemic, like everything else in the world, it was put on hold. Outreach opportunities and events were shut down causing the group to initially fall short of reaching its full potential. Now that things have gone back to somewhat normal, Women in STEM has been reignited again and stronger is than ever.

Through events like the monthly speaker series, where SMC hosts nonprofit organizations and their leaders to speak on designated topics, there has already been positive feedback from employees across all divisions. When asked about the program, Women in STEM Executive Council Member Jenna Young described Women in STEM as an "inclusive, supporting and empowering" group at SMC.

Statistically only 2.7% of manufacturing companies are led by women, SMC being one of them. To capitalize on that fact and expand career pathways, SMC's Women in STEM recognizes how influential and dynamic its employees are and wants to honor that by discussing relevant topics that help employees grow their skill sets and foster an inclusive environment. The program has a stated mission to "inspire women to reach their full potential in STEM professions within the world of automation, by providing support to develop their scope of opportunities, emphasizing the value and importance of diversity. SMC's Women in STEM group is not limited to our female-identifying employees, but rather, encourages all individuals to become involved and supportive of women and girls in fields of STEM".

The pillars of SMC's Women in STEM guide the group's discussion and programming and are helping pave the way for more women to enter STEM fields both at SMC and in the community. Whether it is through mentorship and engagement, or the promotion of diversity, equity and inclusion, the Women in STEM program is working to foster an spirit of collaboration and provide the professional development opportunities that create talent pipelines for future generations.

While the program has already created an uplifting environment, they still have a packed calendar of events. The group is hosting SMC's upcoming Community Day on October 8th, highlighting the incredible impacts of women in the industry and celebrating the future of advanced manufacturing. Along with these external events, the group has organized an internal speaker series each month bringing in experts to discuss preplanned topics to create a level playing field and give women the tools to advance their careers in STEM. As the group continues to create pathways to leadership, they plan to



engage and develop mentorship programs both internally and externally to build stronger relationships within the industry.

To Learn more about Women in STEM, the group invites all SMC employees and their families to attend the Community Day in October. SMC employees are also welcomed to attend the Women in STEM meeting the second Wednesday of each month or to attend the speaker series the fourth Wednesday of each month as their schedule allows. Be sure to stay up to date on the latest speakers, by following the Women in STEM profiles on the SMC podcast!