



**Welcome to MORE, which gives you all the latest news on our *Born to Be* youth engagement programme. In this issue we look at our Student to STEMette mentoring programme, which encourages female students to take up STEM careers.**

### From student to STEMette

STEMettes is an innovative social enterprise that aims to inspire the next generation of young women to study and pursue careers in science, technology, engineering and maths (STEM).

STEM skills are essential to the twenty-first century workplace. Yet women are hugely under-represented in STEM. In the UK today, the ratio of men to women working in STEM roles is a massive eight to one (WISE, 2012).

Role models are needed to encourage the aspirations of young women interested in STEM. STEMettes provides these by connecting girls and young women to female STEM professionals.

Meeting and talking to these women about their careers shows girls that they can work in STEM. They see that STEM skills can provide the pathway to a successful and rewarding career for people from all kinds of backgrounds.

As part of *Born to Be*, Deutsche Bank has teamed up with STEMettes to create a mentoring programme to strengthen the female STEM pipeline. Through Student to STEMette, female STEM professionals at the Bank will go beyond the typical mentor relationship to help empower female students to take up STEM careers.



Support the next generation of women in STEM and help create a more inclusive STEM work culture.

We are looking for 'Sherpas' in London and Birmingham to be guides to STEMettes aged 15-19 who aspire to work in STEM jobs.

As a Sherpa, you will offer career guidance through regular one to one sessions and activities that build understanding of STEM related careers, such as work experience and introductions to other STEM professionals within your networks.

To be a Sherpa, you must be:

- Female

- Working in a STEM discipline or have studied a STEM subject
- Available from November 2015-February

Being a Sherpa has many professional benefits. You will develop in-depth transferable management and mentoring skills. This experience will also help develop the inter-generational skills essential for sustainable careers.

## Contact matters

**"Girls interested in STEM subjects need to meet professional women with successful careers"**

**Anne-Marie Imafidon, Communications, Deutsche Bank and STEMettes founder**

## Real opportunities

Over the next three years, Student to STEMette will provide 120 students taking STEM subjects at school or university with exposure to real-life STEM jobs. Carefully-chosen female 'Sherpas' will arrange for students to experience STEM roles at Deutsche Bank and other professional environments through their personal networks.

Ten students will have the opportunity to take part in the influential Grace Hopper Conference in the US as part of Student to STEMette. The largest conference for women in IT in the world, Grace Hopper draws an audience of technologists from all over the world.

All the students who take part in Student to STEMette will have access to an online STEM careers information portal named 'O to the B'. Through this they can get further advice and guidance about studying or working in STEM from women in industry, academia and recruitment.

## What they say

A pilot version of Student to STEMette took place in 2014 involving 44 students aged 16-22. In their feedback, 100% of participants said they knew more about STEM careers and career choices available to them following the programme.

**"I have a whole new perspective on my career"**

**Student to STEMette participant**

## Why STEM skills matter

*Born to Be* aims to provide young people with the skills required to be part of the workforce of tomorrow and STEM skills are among the most sought after by employers. There has never been a better time to be a STEM graduate. Research by the Confederation of British Industry in 2014 found that nearly 40% of employers have difficulties recruiting for STEM roles. According to the National STEM Centre, graduates in STEM subjects receive some of the highest salaries of all new recruits.

## You and who?

We will be matching Sherpas and STEMettes at an induction session in October

To find out more about what it involves, register for information sessions in London or Birmingham by contacting [alex.crouch@db.com](mailto:alex.crouch@db.com).

## Spread the word

Share your inspiring stories of women in STEM at: #WomenInSTEM

## Coming up

Discover more about how STEM relates to diversity during Diversity Week. The Bank's UK gender inclusion network dbGO will be holding an evening event in the Winchester House Auditorium on 17 November. [Click here](#) for more information.



Kamile Matulenaite took part in the Student to STEMette pilot programme in 2014. She recently completed A-levels in Computing, Maths, Further Maths and Physics at Townley Grammar School in Bexleyheath. She has been offered a place to study Computer Science at Cambridge.

## Why did you want to be a STEMette?

I lacked confidence and felt that was holding me back. I had met STEM professionals through STEMettes events. I hoped that working one to one with someone and learning from their experiences would help build my confidence. Having a Sherpa has really helped me. I have a better understanding of careers. I realised that you don't have to commit to one path. You can go one way and take a different direction later on.

STEM is part of Deutsche Bank's talent agenda because the influence of technology in business means STEM skills have become as relevant to banking as more traditional fields such as medicine, IT, manufacturing and construction. Increasing the pool of female STEM talent will also contribute to the Bank's diversity goals by helping to improve gender balance within the industry.

STEM skills have social importance too. In our increasingly technological society, these skills are needed for many aspects of day-to-day life. They can even change lives, by enabling students from low-income families to achieve social mobility.

## You attended the Grace Hopper Conference in the US. What was that like?

It was exciting to be in a room full of women who are as passionate as I am about computing. At school, the conversation would often be about how difficult it is to have a career in computing. At the conference, there were talks and events where women in computing spoke about the success they've achieved. Being there made me feel like I'm not the only one who wants to do this.

## Why aren't more girls studying STEM subjects?

Girls are told that science is for boys and made to feel weird if we're good at it. Girls need to be encouraged and exposed to science from a young age so they get inspired. My parents tried to get me interested in other subjects because they thought computing would limit my options. But when they saw how passionate I was and what I could do, they came round to the idea.

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