
APEC Women in STEM

Principles and Actions

Science, technology, engineering, and mathematics (STEM) capabilities and opportunities are critical to sustainable economic growth. APEC recognizes that women are underrepresented in STEM and their participation is vital in order to fully reach scientific, economic, and social potential. APEC is committed to increasing women and girls' participation in STEM education, careers, and entrepreneurship.

Women and girls' participation and leadership in STEM in the APEC region requires coordinated engagement and action from all pillars of the STEM ecosystem —governments, private sector, academia, and civil society. Building on work from the APEC Women in STEM Framework, APEC economies agree to the following APEC Women in STEM Principles and Actions and invite all STEM ecosystem actors to voluntarily adopt the Principles and Actions. Recognizing the culture and diversity of the region, these Principles and Actions aim to achieve full equity for women and girls in STEM fields and create a community of shared values, action, and collaboration in the Asia-Pacific region to support women and girls advancement in STEM.

We agree that in the APEC region:



Principle I: Women in STEM Are Critical to Sustainable Economic Growth and Robust Science and Technology.

Gender diversity in science and technology results in greater innovation and economic benefit to APEC economies and more robust science and technology overall. We will support economic growth and robust science by undertaking actions such as:

- a. Inspire, encourage, and provide effective and appropriate education, training, mentorship and professional development for women and girls in STEM, beginning at an early age and throughout careers especially the underprivileged and those in rural and remote areas.
 - b. Champion equity, equal opportunities, access, enabling environments, and infrastructure for women and girls to learn, progress, and re-enter STEM fields.
 - c. Provide leadership to engage, recruit, retain and enable women and girls in STEM with a special focus on maintaining continuity in the women in STEM pipeline.
 - d. Educate and encourage all people, including families and communities, on the values of promoting, supporting, and engaging women and girls in STEM.
 - e. Publicly acknowledge and celebrate, with evidence and data, the contribution that women in STEM make to economic growth.
 - f. Design and implement inclusive organizational and business practices, including increased funding and other support for enterprise development for women-owned STEM businesses and integration of services and products from women entrepreneurs into procurement.
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Principle 2: Increased Representation of Women in STEM Matters.

Gender gaps—in hiring, in pay, in funding, in training, in research, and in other aspects—exist in the APEC region in STEM education, careers, and entrepreneurship and keep us from reaching our full economic and social potential. We will increase the representation of women and girls from diverse backgrounds in STEM by undertaking actions such as:

- a. Promote educational materials, programs, hiring panels, expert review panels, and other engagements that prioritize and value diverse representation and empower women and girls in STEM.
- b. Examine gender and other types of diversity in leadership at all levels, across all sectors and disciplines, and identify and correct barriers that may be contributing to gender gaps.
- c. Increase the creation, collection, evaluation, and sharing of gender-disaggregated data on STEM participation across all sectors and disciplines throughout the STEM pipeline.
- d. Engage, support, and amplify the accomplishments of women and girls from diverse backgrounds in STEM-related programs.
- e. Embed gender perspectives in the design and conduct of research.



Principle 3: Overcoming Social, Cultural, and Economic Barriers Women in STEM face is Important.

Certain social and economic norms keep women and girls from fully engaging in STEM opportunities and limit access to critical resources such as education, technology, and capital funding. Until these norms are addressed, programs and policies alone will not address the challenges women and girls in STEM face in education, and later in careers, and entrepreneurship. We will overcome social, cultural, and economic barriers to women and girls in STEM by undertaking actions such as:

- a. Promote the elimination of legal and structural barriers that inhibit women and girls in STEM as students, researchers, workers, entrepreneurs, and leaders.
- b. Address barriers that prevent men from fully sharing unpaid care and domestic work and supporting women in STEM.
- c. Promote the creation and implementation of laws, policies, regulations, programs, and partnerships that create enabling environments for lifelong STEM education and skill building for girls and women.
- d. Promote the creation and implementation of policies for equal pay, provision of childcare, equal leadership, equal opportunities, non-discrimination, gender-responsive workplaces and health, safety and well-being for women and girls in STEM.
- e. Create environments where women feel safe, including from sexual harassment.

We encourage the implementation and sharing of additional actions, policies, or programs based on these Principles amongst APEC stakeholders from all parts of the STEM enterprise.

ASIA PACIFIC ECONOMIC COOPERATION (APEC)

CRDF GLOBAL WEBINAR SERIES

APEC Women in STEM Principles and Actions

Women's representation among science, technology, engineering, and math (STEM) graduates in the Asia-Pacific region is well below 50 percent and as low as 13 percent in some of the 21 Asia Pacific Economic Cooperation (APEC) economies. Many barriers inhibit women's ability to participate as innovators in the knowledge economy and compete on a global scale. Oftentimes core scientific values of merit-based competition, transparency, and openness are violated when women are excluded from STEM opportunities. Through APEC, in 2019 the United States led the development and finalization of the [APEC Women in STEM Principles and Actions](#). These Principles and Actions brought together public and private sectors from across STEM fields and APEC economies to acknowledge and amplify the challenges women in STEM face and how those challenges are keeping APEC economies from reaching their full economic potential.

Through a series of webinars and video media, CRDF Global will highlight U.S. efforts to promote women in STEM, facilitate connections among America's STEM community, and encourage organizations, institutions, or businesses to sign on to the **APEC Women in STEM Principles and Actions**.

Webinar Series Schedule

Part 1

The Role of Women in STEM for Sustainable Economic Growth and Science & Technology

Anyone can attend, particularly:

Participants from STEM institutions, organizations, and businesses in Indonesia, Malaysia, Brunei, Singapore, and Papua New Guinea.

May 18, 2022 / 5:00 AM – 7:00 AM EST

Interpretation Languages Provided:

Indonesian, Malay, and Mandarin

[Click to Register](#)

Part 2

The Importance of Representation of Women in STEM

Anyone can attend, particularly:

Participants from STEM institutions, organizations, and businesses in Mexico, Peru, and Chile.

July 27, 2022 / 11:00 AM – 1:00 PM EST

Interpretation Languages Provided:

Spanish

[Click to Register](#)

Part 3

Overcoming Barriers for Women in STEM

Anyone can attend, particularly:

Participants from STEM institutions, organizations, and businesses in Thailand, Vietnam, the Philippines, and South Korea.

October 26, 2022 / 5:00 AM – 7:00 AM EST

Interpretation Languages Provided:

Thai, Vietnamese, Filipino, and Korean

[Click to Register](#)

Part 4

Two-day Capstone Event



35 participants will be competitively selected from the attendees of the first 3 virtual events.



This webinar series is funded by the Bureau of Oceans and International Environmental and Scientific Affairs within the U.S. State Department.

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國際會議使用具資安疑慮之遠端視訊會議軟體

政府機關與會評估及採行原則

行政院資通安全處

109 年 7 月修正

一、與會評估採「原則禁止，例外允許」

- (一) 非必要參加且主辦方採用 ZOOM 軟體之一般國際會議原則禁止參加。
- (二) 例外狀況為經權衡為必要參加之重要國際會議且主辦方採用 ZOOM 軟體，應先行向主辦方反映 ZOOM 軟體具資安疑慮，如未獲採納，與會機關或單位使用 ZOOM 軟體應事前取得機關或單位主管授權同意，並列冊管理，定期檢核。

二、使用 ZOOM 軟體應採行「專機專用」及「安全及隱私兼顧」原則，並應執行下列程序：

- (一) 應使用非處理且無公務資料之電腦設備。
- (二) 會議過程應確保不使用及連通公務網路(含內、外網)。
- (三) 優先使用 ZOOM web 用戶端界面，並應執行下列設定
 1. 瀏覽器必須套用政府組態基準(Government Configuration Baseline, GCB)。
 2. 應開啟瀏覽器無痕模式連結遠端視訊會議頁面，流程中倘必須先點按下載連結方能連至 ZOOM web 用戶端界面，勿執行下載之安裝程式並應刪除。另於該場會議結束後關閉瀏覽器。
- (四) 如必須安裝本機端 ZOOM 軟體進行遠端視訊會議，會議結束應將使用之電腦設備執行格式化。

三、國際會議主辦方採用其他相對少見之遠端視訊會議軟體(如 Be.Live、ClickMeeting 等)：因軟體公開揭露資訊不足，尚無法即時評估確認是否具資安疑慮，故如非政府目前禁用產品，應由受邀機關自行就會議重要性、與會必要性及資料外洩可能性等資安相關風險綜合評判，必要時可比照前述使用 ZOOM 軟體應執执行程序以維護資通訊安全。

四、GCB 套用詳參：

<https://www.nccst.nat.gov.tw/GCBDownloadDetail?lang=zh&seq=1075>

五、其餘訊息請詳參考行政院新聞公告

<https://www.ey.gov.tw/Page/9277F759E41CCD91/9d2f8e8e-c8a6-4e1d-a9fe-68c3edb8ef72>