

Evaluation Planning Tool

Use this worksheet to help you define, plan and design your program evaluation.

1. DEFINE

PROBLEM What issues does the program address?

Women are underrepresented in leadership positions in STEM, in-part due to various workplace factors (e.g. lack of flexible and inclusive employment experiences, recruitment and promotion practices, pay gap between men and women and lack of action and advocacy for gender equity from leaders, etc.)

AUDIENCE

Program participants

Who is the program for?

Senior leaders in STEM organisations; the organisations and broader STEM eco-system

Evaluation audience

Who is interested in the eval.?

MCC STEM members and orgs, STEM sector and key partners (e.g. Chief Executive Women, Australian Government, etc)

GOALS SMART / Specific - Measurable - Achievable - Relevant - Time specific

Outcomes - Short-term (immediate to 1 year)

Gain and grow members (leaders and organisations) to participate in MCC STEM

Outcomes - Medium-term (2-4 years)

Improve gender balance in leadership, recruitment, graduates and promotions

Improve pay equity

Create flexible and inclusive employment experiences

Promote leadership, advocacy and impact on gender quality

Impacts - Long-term (5+ year)

Achieve a significant and sustainable increase in the representation of women in leadership positions in STEM

2. PLAN

ACTIVITIES

Activities

What will participants do?

MCC STEM leaders meet four times a year, supported by Implementation Leaders who also meet quarterly

Leaders listen, learn and lead with practical action based on guiding principles of the Male Champions of Change Strategy

Continuously monitor and assess the effectiveness of their actions

Inputs

What is needed?

Human resources: MCC staff and Implementation Leaders

Materials: venues for meetings and events

Financial resources: Funding from sponsors and memberships

Outputs

What is delivered?

Meeting events (x 4), 'action tracker' reports, other reports and resources

Eval. PRIORITIES

1-3 priorities for evaluation

Assessment of practical actions undertaken by MCC STEM orgs:

1. Stepping up as leaders
2. Creating accountability
3. Disrupting status quo
4. Dismantling barriers for carers
5. Gender equality in society

Assessment of progress on gender equality indicators (see indicators)

KEY QUESTIONS

What questions will eval. answer?

What practical actions were undertaken by MCC STEM leaders/orgs?

To what extent did the actions taken by MCC leaders/orgs change the indicators?

INDICATORS

What demonstrates the outcomes?

'action tracker'

- Gender balance in leadership
- Gender balance overall
- Gender balance in recruitment and promotions
- Reduction of pay gap
- Reported levels of access to the flexibility
- Fewer men/women leaving work during or at the end of parental leave
- Visible leadership by MCCs

3. DESIGN

DESIGN APPROACH

Pretest, posttest, time series?
Time series

Time series

METHOD

Qualitative, quantitative, mixed?
Quantitative

Mixed methods

DATA COLLECTION TOOL

Survey, interview, observation?
Action tracker against five categories listed above (in priority 1)

Tracking, observation, analytics, employee surveys, etc.