

Output

Impact

Mobility

Effectively Addressing the Underrepresentation of Women in STEMM

Mae Jemison, MD
Study Committee Chair

Gender
Research

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“Science is not a boy’s game, it’s not a girl’s game.
It’s everyone’s game.
It’s about where we are and
where we are going.”

-Nichelle Nichols

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Urgent Challenges ...



END HUNGER

ACHIEVE **FOOD SECURITY**, IMPROVED NUTRITION,
PROMOTE SUSTAINABLE AGRICULTURE



ENSURE ACCESS TO
AFFORDABLE, RELIABLE,
**SUSTAINABLE AND MODERN
ENERGY FOR ALL**



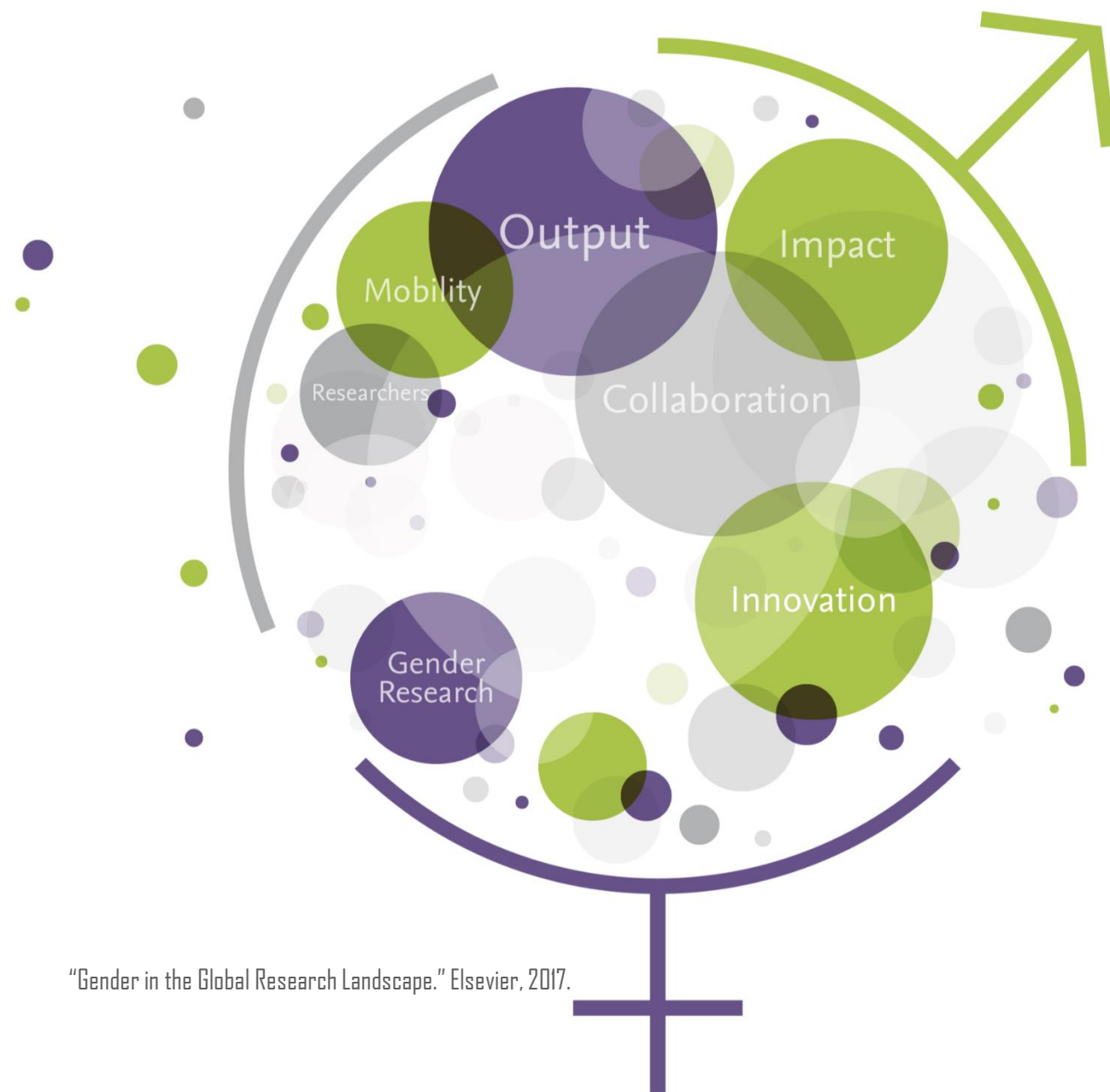
TAKE URGENT
ACTION TO
**COMBAT
CLIMATE
CHANGE**
AND IT'S IMPACTS



**ACHIEVE GENDER EQUALITY
AND EMPOWER ALL WOMEN
AND GIRLS**

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Disparity in the Research Landscape



"Gender in the Global Research Landscape." Elsevier, 2017.



Johnston. "Time's up for sexist crash test dummies." 2018.



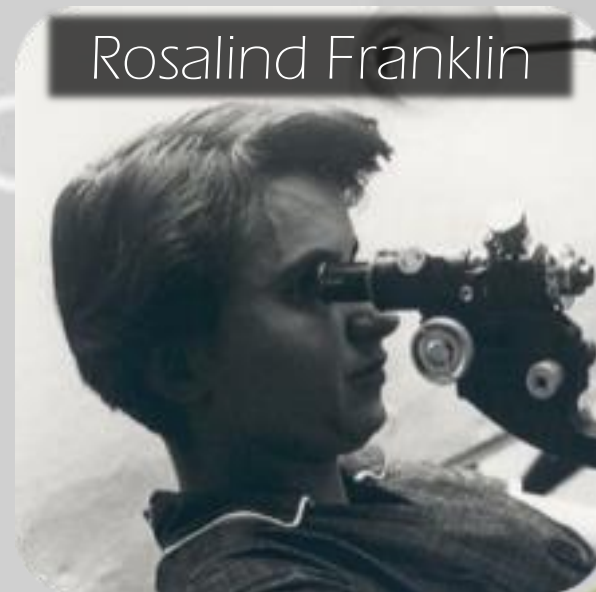
Buolamwini and Gebru. "Gender Shades: Intersectional Accuracy Disparities in Commercial Gender Classification." 2018.

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Even in the face of systems stacked against them,
women have made powerful contributions...



Katherine Johnson



Rosalind Franklin



Ellen Ochoa



Barbara McClintock



Maryam Marzakhani



Jocelyn Bell Burnell



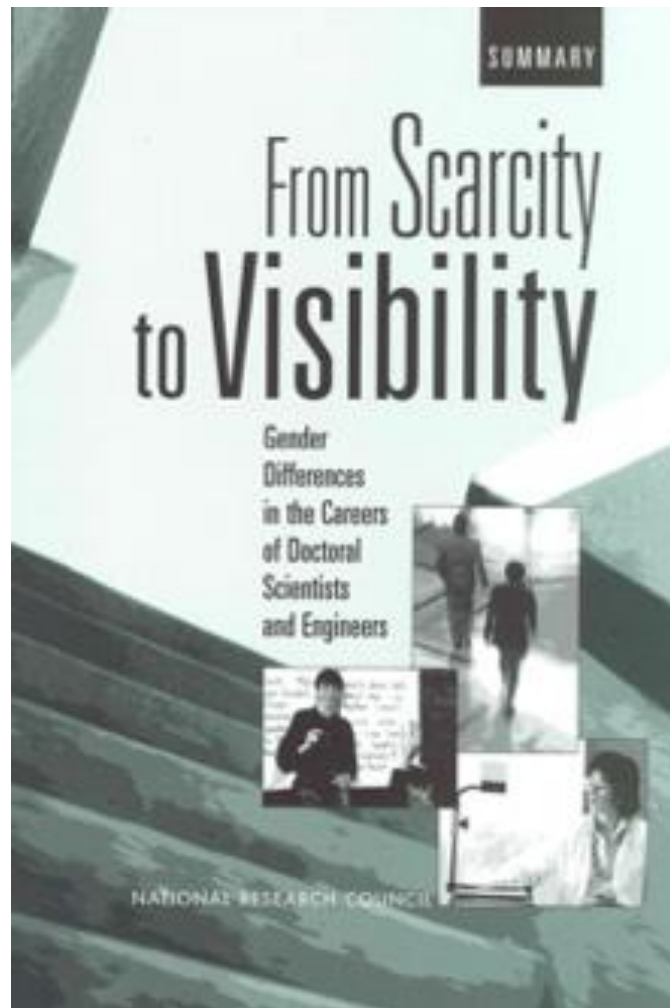
Marie Curie and
Irene Joliot-Curie



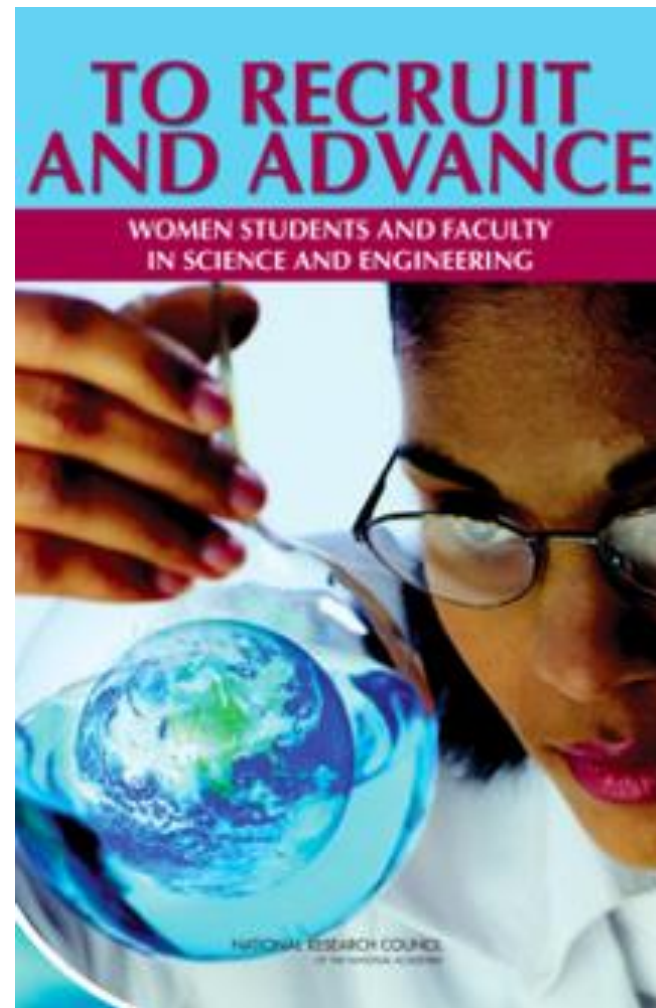
Annie Easley

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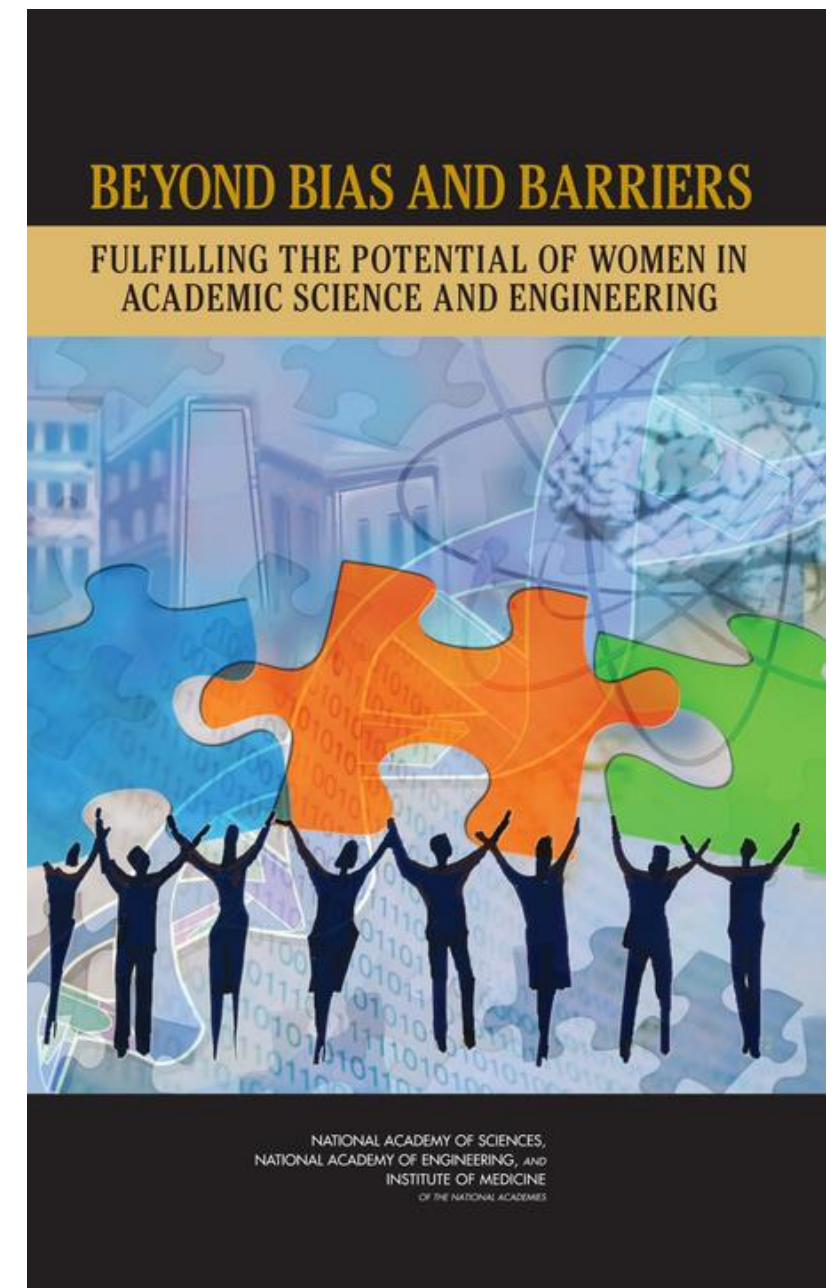
Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering



2001



2006



2007

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Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering

Equality



Equity



Justice



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STUDY: Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine

- a. Explore how women's participation varies in different STEMM disciplines, with a particular focus on computer science, engineering, physics, mathematics, medicine, chemistry, and biology.
- b. Find what policies, practices, programs, and other interventions result in sustained improvement of recruitment, retention, and leadership of women in these disciplines at all career stages.
- c. Understand why effective interventions have not been scaled up or adopted more widely.
- d. Develop recommendations for solutions to improve both the representation and leadership of women within specific STEMM disciplines.



STUDY: Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine

- ✓ Evidence based and capitalizes on existing research.
- ✓ Explores the participation and leadership of women in STEM for private and public, academia, industry and government entities.
White collar and blue collar jobs.
- ✓ Considers the impact of the intersection of race and gender bias on women of color in STEM.
- ✓ Report recommendations to be "actionable."
- ✓ Release November 2019





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“Institutions... have an obligation, both for themselves and for the nation, to develop and utilize fully all the creative talent available.”

-Nine-University Statement on Gender Equity, 2005

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