WOMEN IN STEM

By: Sara Contreras
INTRODUCTION

STEM stands for,
S- Science
T- technology
E- Engineering
M- Mathematics

"These four fields share an emphasis on innovation, problem-solving, and critical thinking. And together they make up a popular and fast-growing industry. Most STEM workers use computers and other technology in their day-to-day jobs" (google)
How can being a women trying to pursue in stem of color/ heritage be challenging?

Personally, as women of a heritage background (Latina). I have read and studied this topic and I’m unsure if I would have to experience instances when I try and pursue my career in STEM.

- As doing research I have realized the number of women in STEM is extremely low, which made me wonder why?

- The percentage for the Caucasian Men is roughly 70%, meanwhile African American and Hispanic combined percentages of women in STEM does not even compare at 20%. (Syed) After reading what the percentages I was shocked least to say.
MY STUDIES- WHY WOMEN DROP OUT OF THE STEM FIELD?

3 major factors affecting women in STEM
1. Discrimination towards Diversity
2. Stereotypes/ Assumptions towards women
3. Wage gaps between men and women
Discrimination towards Diversity in the STEM Field

- “Statistics show that 32% of white women confuse around 50% of their women coworkers who identify as African American and Latina as being custodial or administrative staff” (Barrios)

- Men discriminating colored women for being themselves

- Women receiving discriminations, biases, and no support from fellow women colleagues

- Resulting in women being discouraged in a field of worked they love
Stereotypes and Assumptions towards women in STEM

- Media presents a large upcoming of Stereotyping/ Assuming, On Tv we usually see men taking on the STEM roles (doctor, researcher, scientist, etc), rather than someone of a different ethnicity or color, just proves the lack of representation.

- Other stereotype is the one of a person is STEM needs to be of a “Masculine type”

- Men believed that women belong in the kitchen and with the children at home.
Wage gap between men and women in the STEM Field

- It is known that women earn about 82 cents for every dollar earned by a man.

- From hiring to entry level, “The Stanford School of Business reports that the average entry-level salary for a male employee is more than $4,000 higher than that of his female coworkers” (Carlton).

- A student explaining her experience briefly says this student expects a pay gap knowing that they have student debt to pay off, yet no matter the circumstance they are still willing to take the job.
The wage gap between men and women is noted by, white men in STEM earn $85,000 annually, or $24,000 more than white women in STEM, or 40% more. This is according to Pew Research Center. For Black and Hispanic women, there is a wider wage gap in STEM fields. Black women in STEM earn about $52,700 annually, compared to $52,000 for Hispanic women (Carlton).

- A study was done within a facility across 17 workshops of stereotypes and assumptions of women in stem and categorized them to be negative or positive. The negative of some stereotypes were, ‘judged by appearance’, ‘too much makeup’, ‘too young’ Be specific about the stereotypes of how too much make up is a stereotype The negative thoughts overall and how its being represented of the thoughts, and what does it matter and what does it say.
- Due to the frequently expressed opinions that women are fortunate to have accomplished what they have, and the implication that sexual or other favors must be connected to the woman’s success, undeserving was kept in its own category despite being linked to credibility. The most harassment see in the STEM Field are towards women of color, LGBTQ+ as well as non-binary individuals

Table 1 Shown in next slide (McKinnon)
HOW WOMEN BENEFIT IN THE STEM FIELD?

- Women are great Critical thinkers
- Great Solution solvers
- Very analytical consumers of technological advances
- Working together instead of apart from each other, because several minds are better than one.
- Hold our values deep towards us and follow them through
WHAT CHANGES CAN BE MADE TO INCLUDE MORE WOMEN IN THE STEM FIELD?

- “The implementation of action plans has resulted in significant adjustments to college procedures and policies, including a stronger focus on promoting diversity and gender equality, modifications to hiring and promotion procedures, and the advancement of women into more leadership positions” (Shaw).

- We can encourage younger students to take these STEM classes and support them on their journey, with guidance

- We can encourage more STEM groups, Women Mentorship clubs, etc.

- At a long or short term rate we can reduce the challenges for women pursuing in the STEM Field
CONCLUSION

In brief, within a long- or short-term rate we can reduce the challenges for women pursuing in the STEM Field. Women should not be afraid to do what they want to pursue. We should grow and prove our worthy, as women work together and support each other. Change what is wrong in this world, be more inclusive keeping all of our possible options open. With being open and diverse to get everyone's points of view within the workspace, because at the end of the day one mind is better than one!


Syed, Moin. “Ethnic Minorities and Women in STEM: Casting a Wide Net to Address a Persistent Social Problem.” Summon 2.0, Journal of Social Issues, 1 Sept. 2011, https://southmountaineac.summon.serialssolutions.com/#/search?bookMark=eNqlj8FKA0EQRBvZgxv1H_oHMvZsEh08SVjxEgkkkJvNnuTqL9kZmrKh_r27Cv5A6lIFRUG9CRQ-eAFAS8Y0u2MXexpO1_ekanIwkn2SStzu ODvyyigKqgIe-WlzBjqaNBlaUSXur84bXBjfoQNaskdL7FQ- jFo3rc7evNPa5dyurf90eFBW8FnyZgDFrRtlDQMCCxracrM-5Co-6l2xej9IfQ5Hij9z82RWsHu99-mnaxJBS1DF-jNq7-M2WeKThjsfTPj7mkYZ_ afg002P6AxvcVmw