

Prejudices about Women in Science and Engineering and the Evidence that rebuts them

- Women are not so good in mathematics
- Changing underrepresentation on faculties is only a matter of time
- Women are not so competitive
- Behavioral research is quantitative
- Affirmative action favors women
- Academe is a meritocracy
- Changing the rules means that standards will drop
- Women faculty are less productive than men
- Women are more interested in family than careers
- Women take more time off because of childbearing so are a bad investment
- The current system works so why change it?

From Beyond Bias and Barriers, NAS, 2006 www.nap.edu

Why is it important to have more Women on Committees?

Appointments *Gender and Excellence, NL, 2006, van den Brink M and Brouns M*

Looked at appointment procedures for 900 professors in the NL between 1999 and 2005

36% appointed through open advertisement, 64% in a closed procedure (in 63% of these there was only one candidate)

In appointment commissions without women (>50%) 7% appointees were women.

In appointment commission with one woman 14% appointees were women

In appointment commissions with two or more women 22% were women

Funding *NIH Pioneer Awards, US,*

2004: all awards given to men in middle to late career

2005: self nomination not allowed and % of jury members that were female increased from 4 to 44% Result; 6/13 recipients were female, all at the start of their careers

A correlation between number of women on organizing committee for meetings and number of women speakers?

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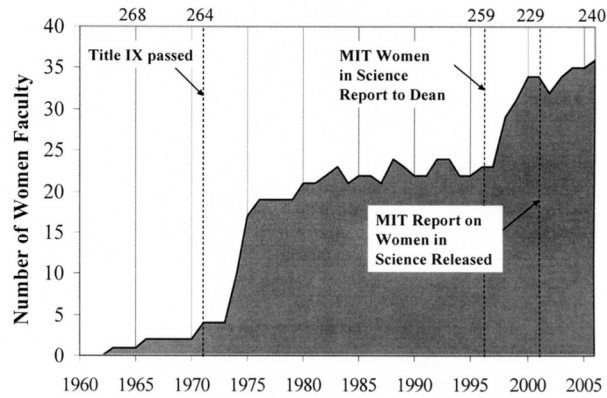
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CONCLUSIONS: US Report: Beyond Bias and Barriers: Fulfilling the potential of Women in Academic Science and Medicine (NAS, NAE, 09.2006)

- Women have the ability and drive to succeed in science and engineering
- Women interested in science and engineering careers are lost at every educational transition
- The problem is not simply the pipeline
- Women are very likely to face discrimination in every field of science and engineering
- A substantial body of evidence establishes that most people- men and women- hold implicit biases
- Evaluation criteria contain arbitrary and subjective components that discourage women
- Academic organizational structures and rules contribute significantly to the underuse of women in academic science and engineering
- The consequences of not acting will be detrimental to the nations competitiveness

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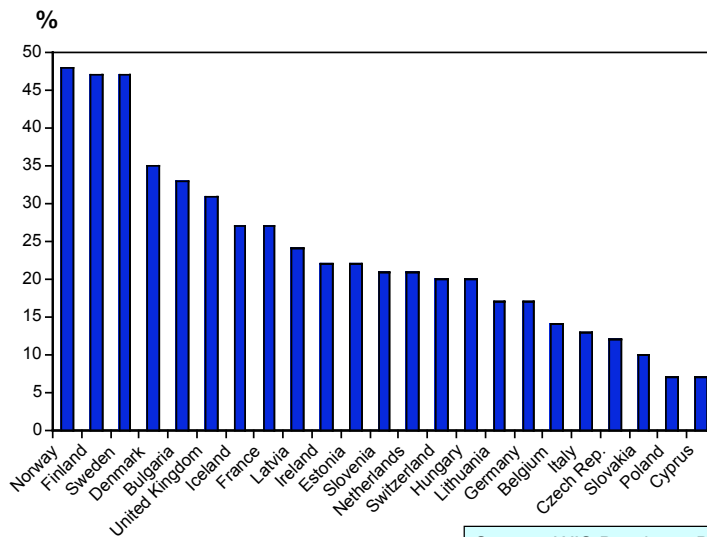
Institutions respond to pressure MIT



The increases in the representation of women and minorities don't just "happen" but result from specific pressures, policies and positive initiatives designed to increase the hiring of women or minorities: and that when these pressures abate or expire hiring progress stops or even reverses.

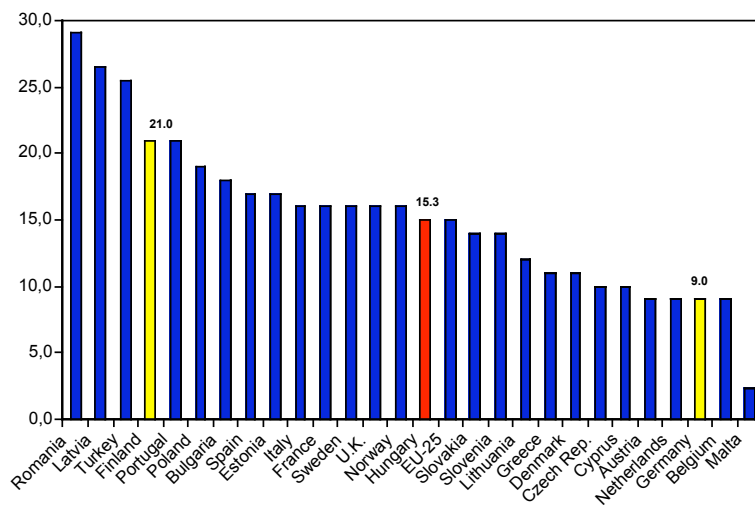
Nancy Hopkins MIT Faculty Bulletin 2006

Proportion of Women on Scientific Boards, 2004



Source: WIS Database DG Research

Percentage of A Positions (Full Professor) occupied by Women in EU Member States, 2004



USA 20%, Australia 19%, Canada 18%,
New Zealand 14% (all 2003), Israel 11%

Source: *She Figures 2006*