Representation

(gender)

in STEM

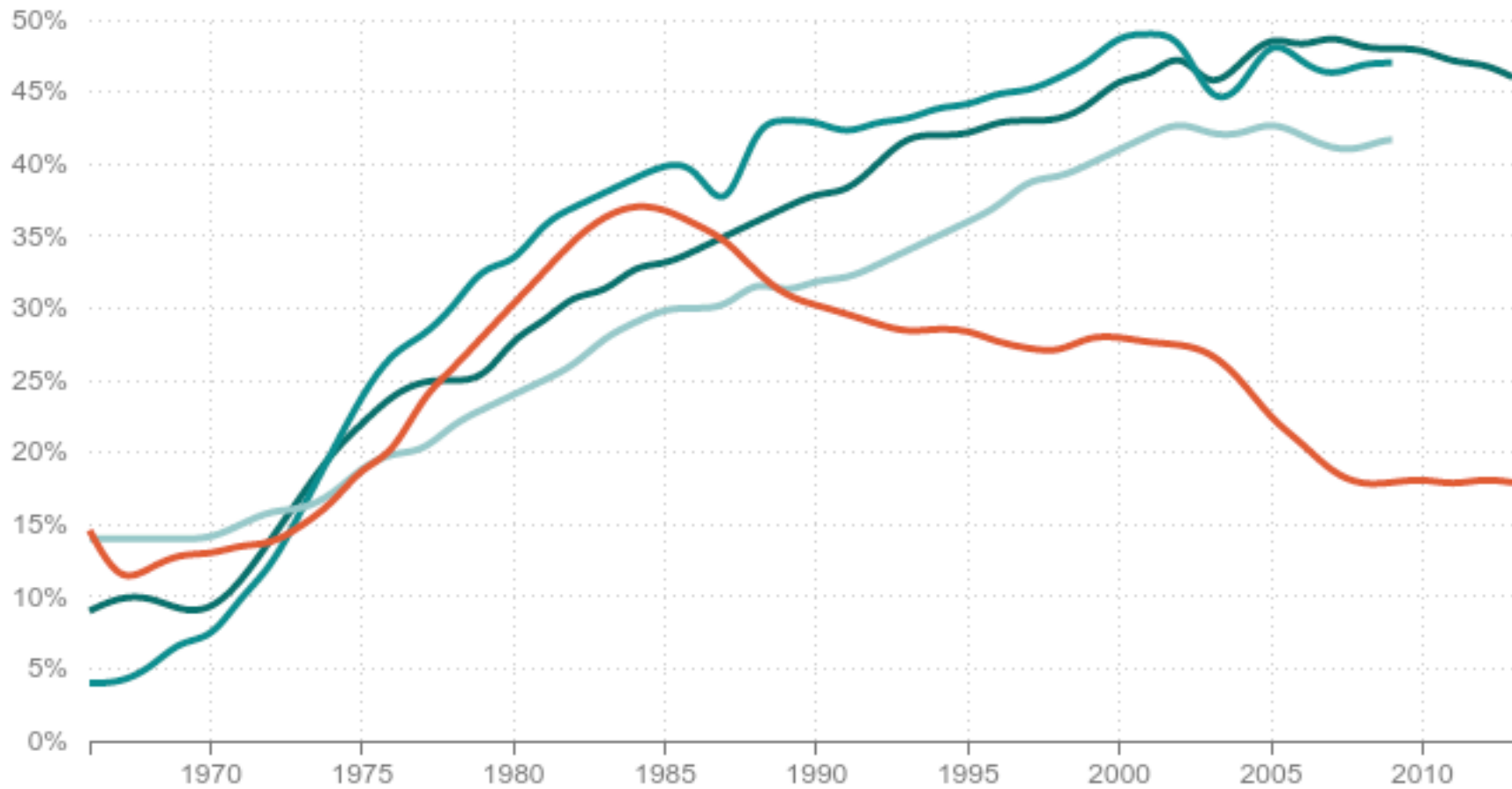*(mostly CS)*

Gender in STEM (and CS)

◆ Gender only?

◆ Why this is a hard discussion

◆ What did anyone learn?

◆ What are the facts?

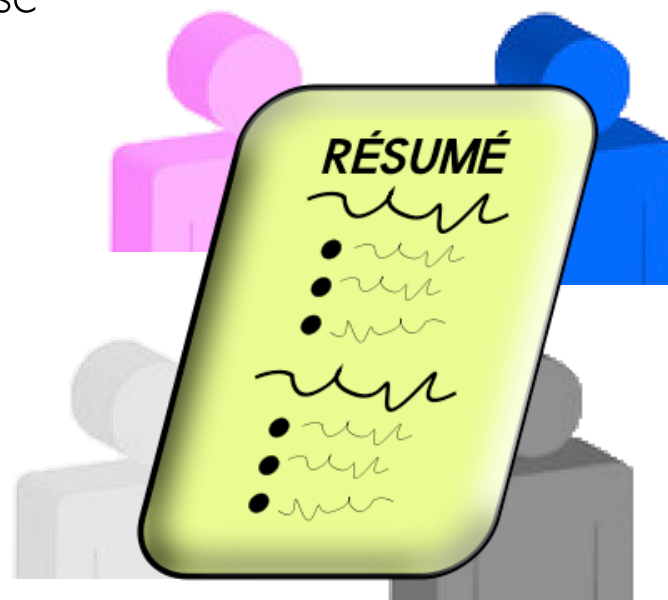◆ Why should we care?

Women in CS

Resumé Studies

◆ VERY widely replicated

◆ Study:
   ◆ Send resumés (only) to 2000-10,000 employers
   ◆ Variations: gender/ethnicity of name; PTA membership
      ◆ And lots of others but we'll focus on these
      ◆ These are the ONLY variations

◆ What results would you expect?
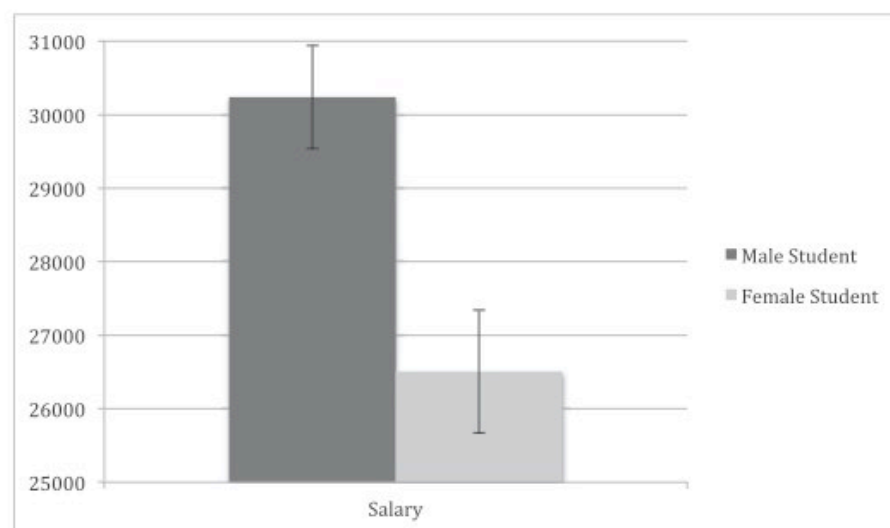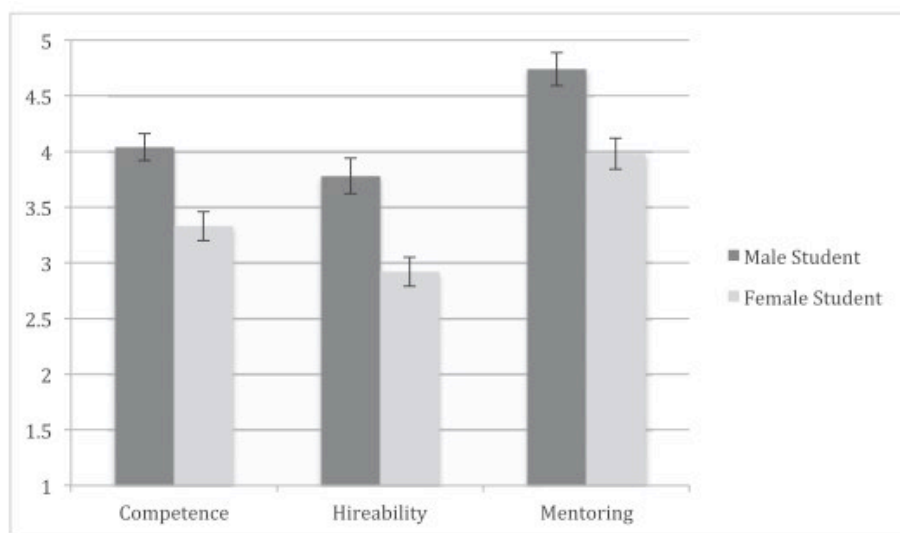   ◆ In terms of…
      ◆ Hiring?
      ◆ Salaries offered?

Resumé Studies: Names

- Callbacks for common names
  - White/Black: 1/10 callback/resumés *vs* 1/15 callback/resumés

- Male/female differences

$30,238 / $26,508

C.A. Moss-Racusin et al, Proceedings of the National Academy of Sciences

Parenthood

- ◆ After controlling for:
  - ◆ Experience, Education, SES, hours worked, spousal income
  - ◆ Mothers made, on average, 4% less per child
  - ◆ Fathers made, on average, 6% *more*

- ◆ Resumé studies: either mention the PTA or don't
  - ◆ Again, otherwise identical
  - ◆ "Mothers": $11,000 < childless women
  - ◆ "Mothers": $13,000 < fathers

- ◆ Gap *widens* for lower-income jobs

- ◆ Discussion: why mothers vs. parents?

The Wage Gap: Fact?

◆ Does it vary based on %age of women in a job?
- ◆ That is, do we see different gaps in lower paid jobs?

◆ Yes. So how much?
- ◆ Grade-school teachers:
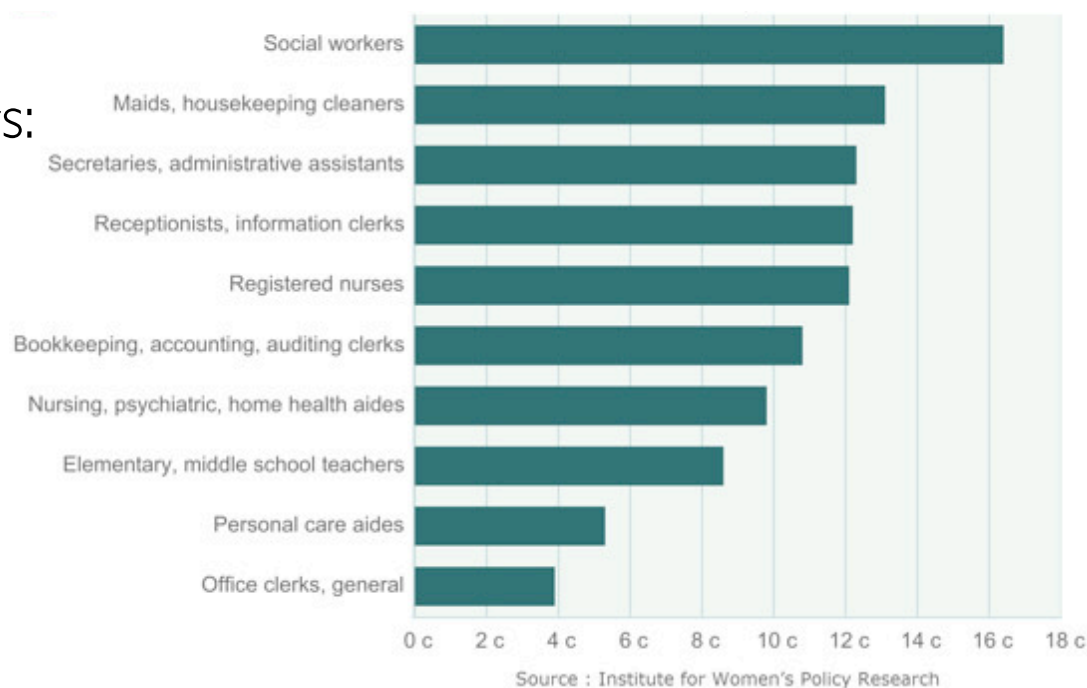 - ◆ 91.4¢ / $1.00
- ◆ Social workers:
  - ◆ 82.1¢ / $1.00
- ◆ Doctors:
  - ◆ 71¢ / $1.00
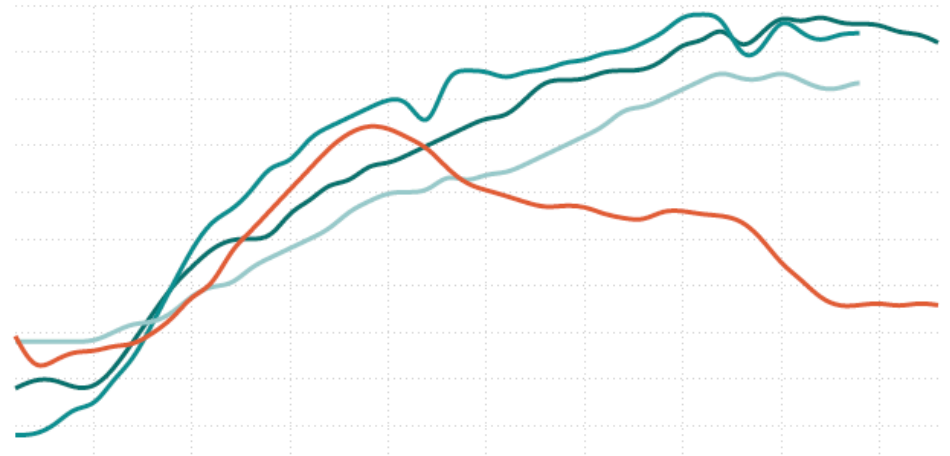- ◆ Financial Specialists:
  - ◆ 66¢ / $1.00

Source : Institute for Women's Policy Research

◆ Best analysis: ~60% job type + other, ~40% discrimination

Innate Differences & Zero-Sum Games

◆ Are there differences in, e.g., spatial ability?

　◆ Assuming you control for other factors.

◆ No. There are not.

　◆ That anyone has been able to find.

◆ Do changes to welcome women hurt men?

　◆ Apparently not.

Why Do We Care?

- ◆ Economic advantages to diverse teams?
  - ◆ Diversity of experiences
  - ◆ Diversity of ideas

- ◆ More engineers on market?

- ◆ Ethics..?

- ◆ [your answer here]

Social Factors

Discussion

1. When might it matter *to you?*
2. What can/should people do differently?
   - Employers?
   - Teachers?
   - Schools?
   - You?
3. What would you personally change?
4. Professionally?
5. In the next 5 years?