



Representation

(gender)

in STEM

(mostly CS)



Gender in STEM (and CS)

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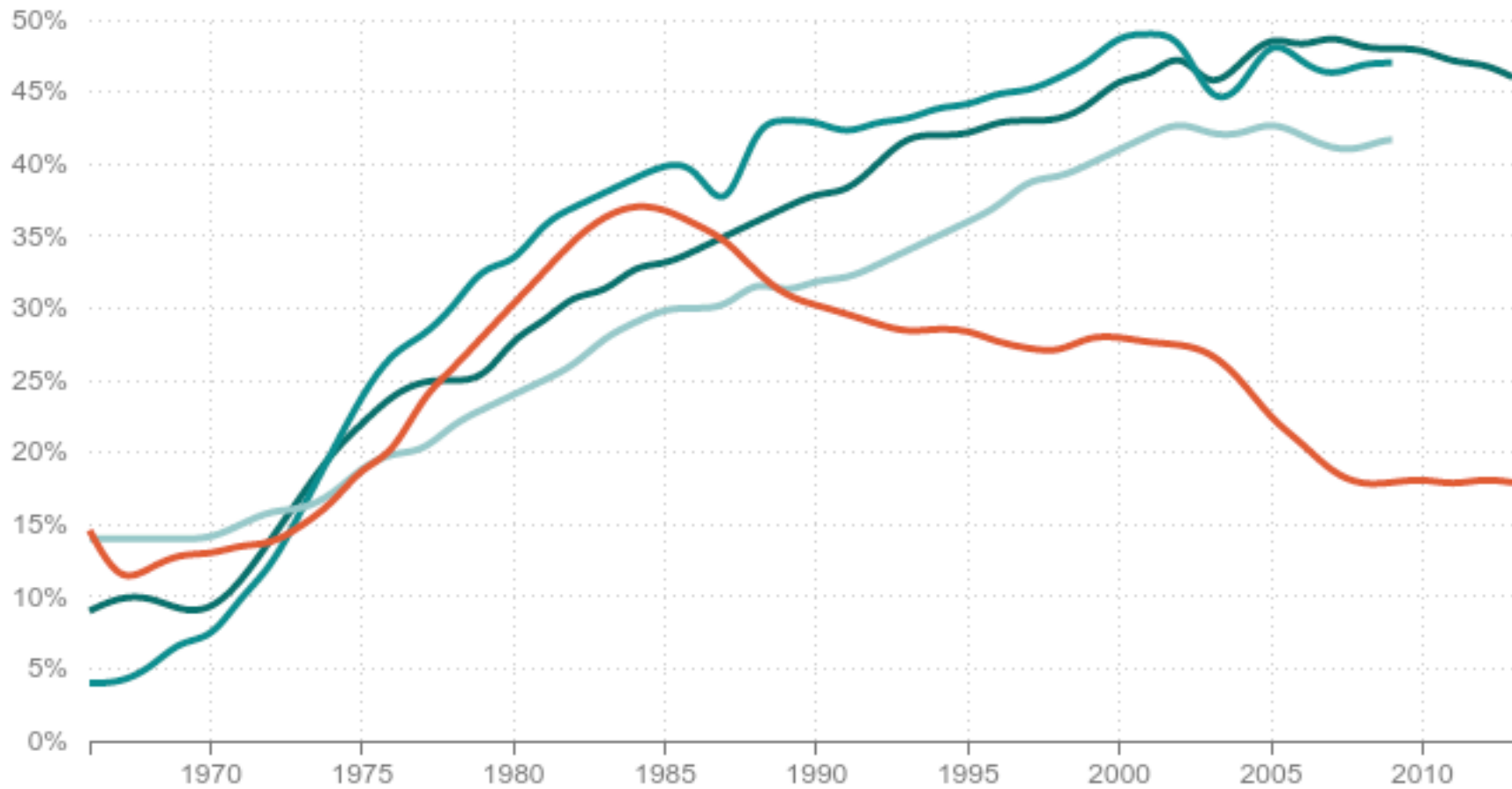
- ◆ Gender only?
- ◆ Why this is a hard discussion
- ◆ What did anyone learn?
- ◆ What are the facts?
- ◆ **Why should we care?**



Women in CS

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Medical School Law School Physical Sciences Computer science

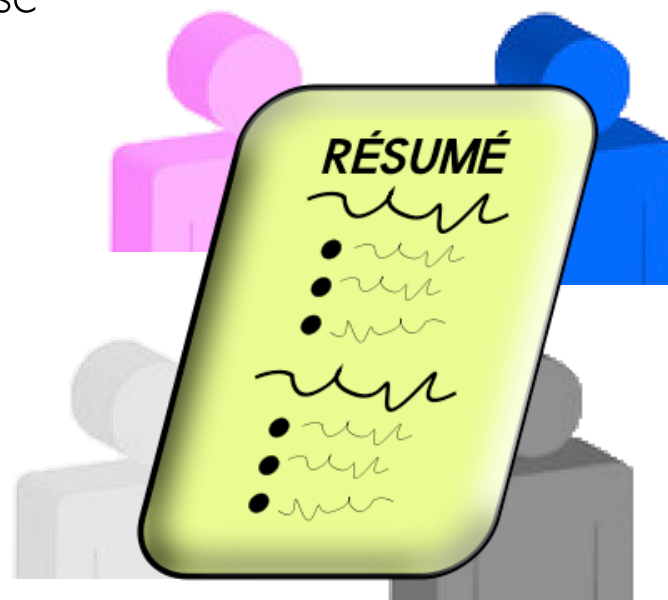




Resumé Studies

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- ◆ VERY widely replicated
- ◆ Study:
 - ◆ Send resumé(s) (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?

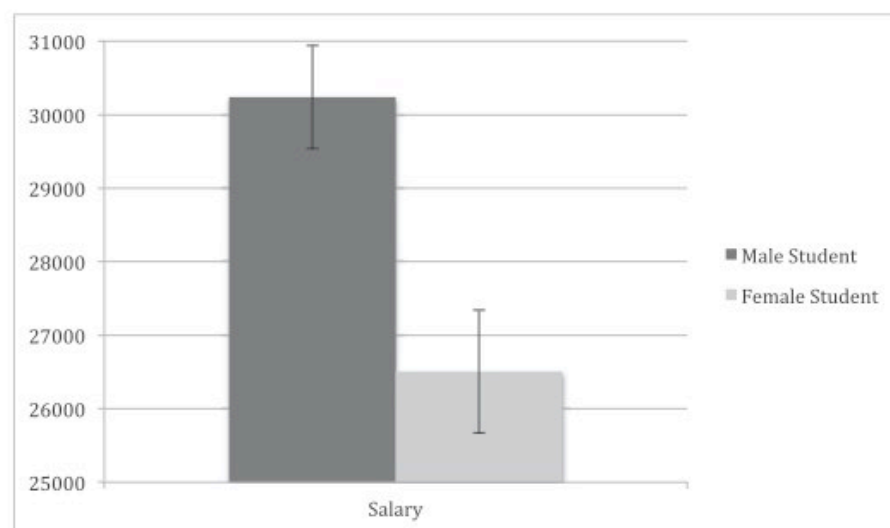
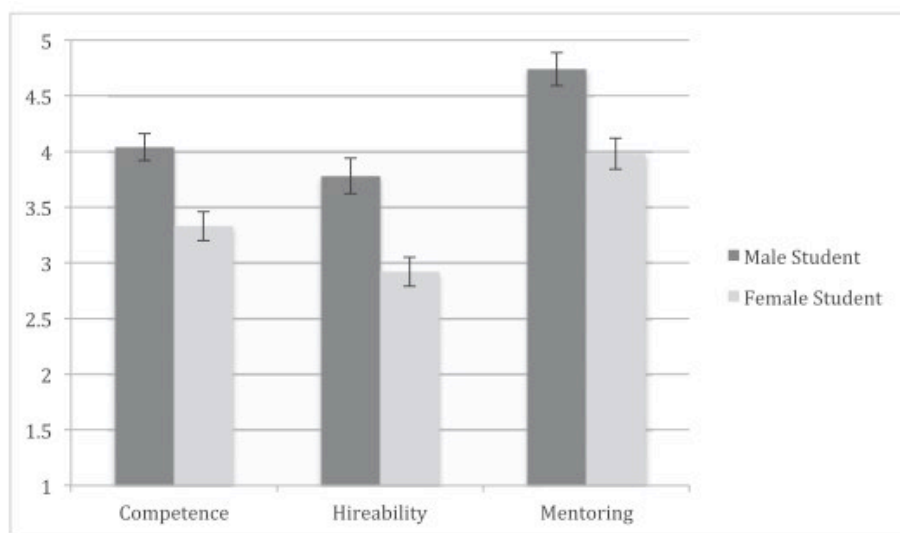




Resumé Studies: Names

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- ◆ Callbacks for common names
 - ◆ White/Black: 1/10 callback/resumés vs 1/15 callback/resumés
- ◆ Male/female differences



\$30,238 / \$26,508

Parenthood



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- ◆ 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?

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- ◆ 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:

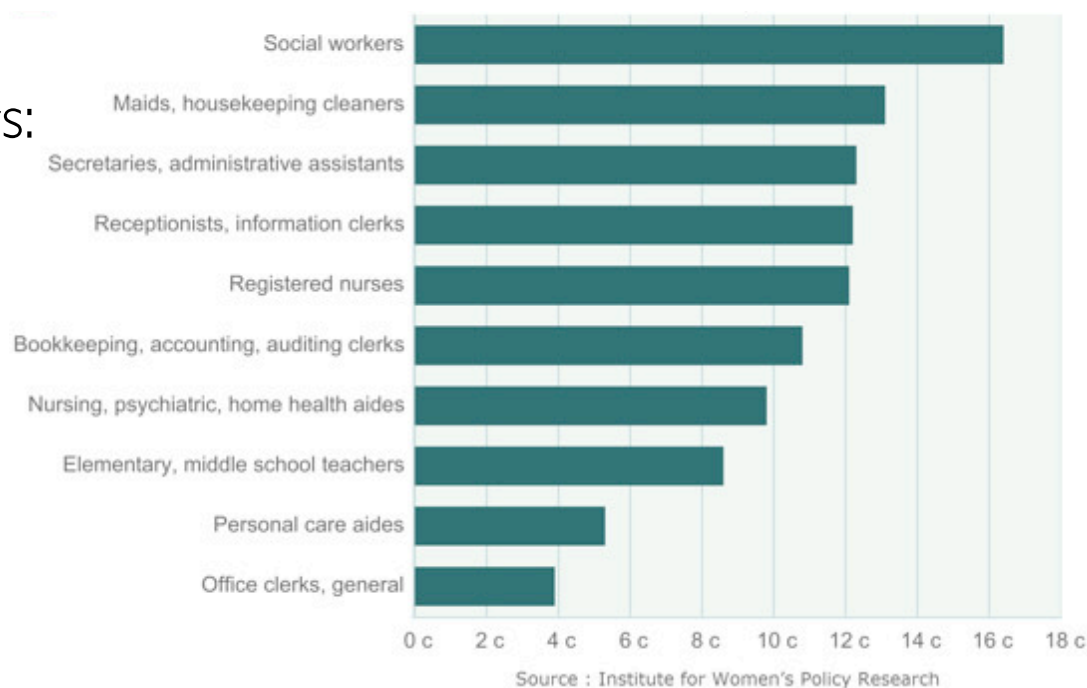
◆ 82.1¢ / \$1.00

◆ Doctors:

◆ 71¢ / \$1.00

◆ Financial Specialists:

◆ 66¢ / \$1.00

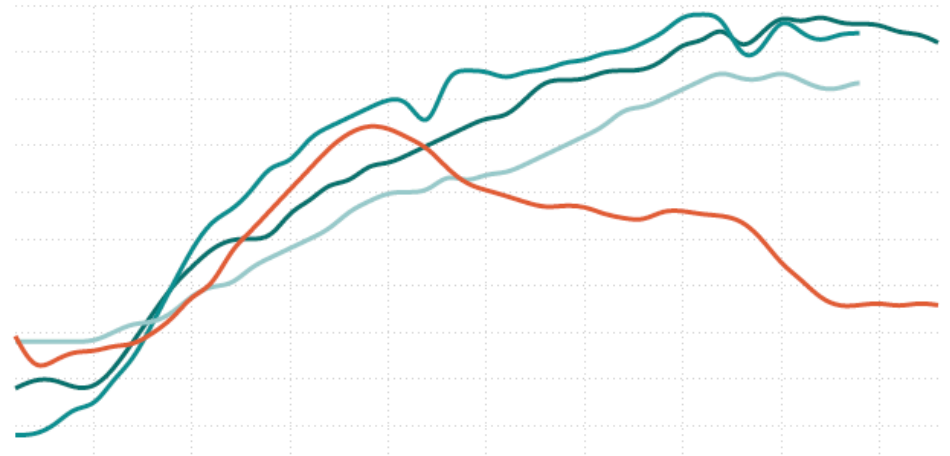


- ◆ Best analysis: ~60% job type + other, ~40% discrimination

Innate Differences & Zero-Sum Games

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- ◆ 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?

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- ◆ Economic advantages to diverse teams?
 - ◆ Diversity of experiences
 - ◆ Diversity of ideas
- ◆ More engineers on market?
- ◆ Ethics...?
- ◆ [your answer here]



Social Factors

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The screenshot shows an Amazon product page for a 'Delicious Women's Phd Darling Sexy Costume'. The product is a blue graduation-style robe with a gold sash and a blue cap. The page includes a product image, a star rating of 4.5 stars from 188 reviews, a price of \$50.00 with Prime and free returns, and a size selection dropdown set to 'Select'. The product description lists features such as 96% Polyester/4% Lycra, imported, hand wash, and a zipper front. It also provides size charts for various sizes (Xs/s, s/m, m/l, l/xl).

Delicious
Delicious Women's Phd Darling Sexy Costume
★★★★★ 188 customer reviews

Price: \$50.00 Prime & FREE Returns. Details

Size:
Select Size Chart | Fit: Runs small (44%)

Color: Blue

- 96% Polyester/4% Lycra
- Imported
- Hand Wash
- Micro mini graduation robe has a zipper front
- Gold sash, hat, and diploma included
- Hand wash, cold water; dry flat
- Delicious sexywear of new york costumes are designed and crafted with high quality fabrics and trims for superior fit and style
- Xs/s (0/2) 30/34-inch bust, 22-inch waist, 32-inch hip; s/m (2/6) 32/34-inch bust, 24/26-inch waist, 34/36-inch hip; m/l (6/10) 36/38-inch bust, 26/28-inch waist, 36/38-inch hip; l/xl (10/14) 38/40-inch bust, 28/32-inch waist, 38/40-inch hip



Discussion

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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?