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

- Medical School
- Law School
- Physical Sciences
- Computer science
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/resumes vs 1/15 callback/resumes

◆ 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

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