

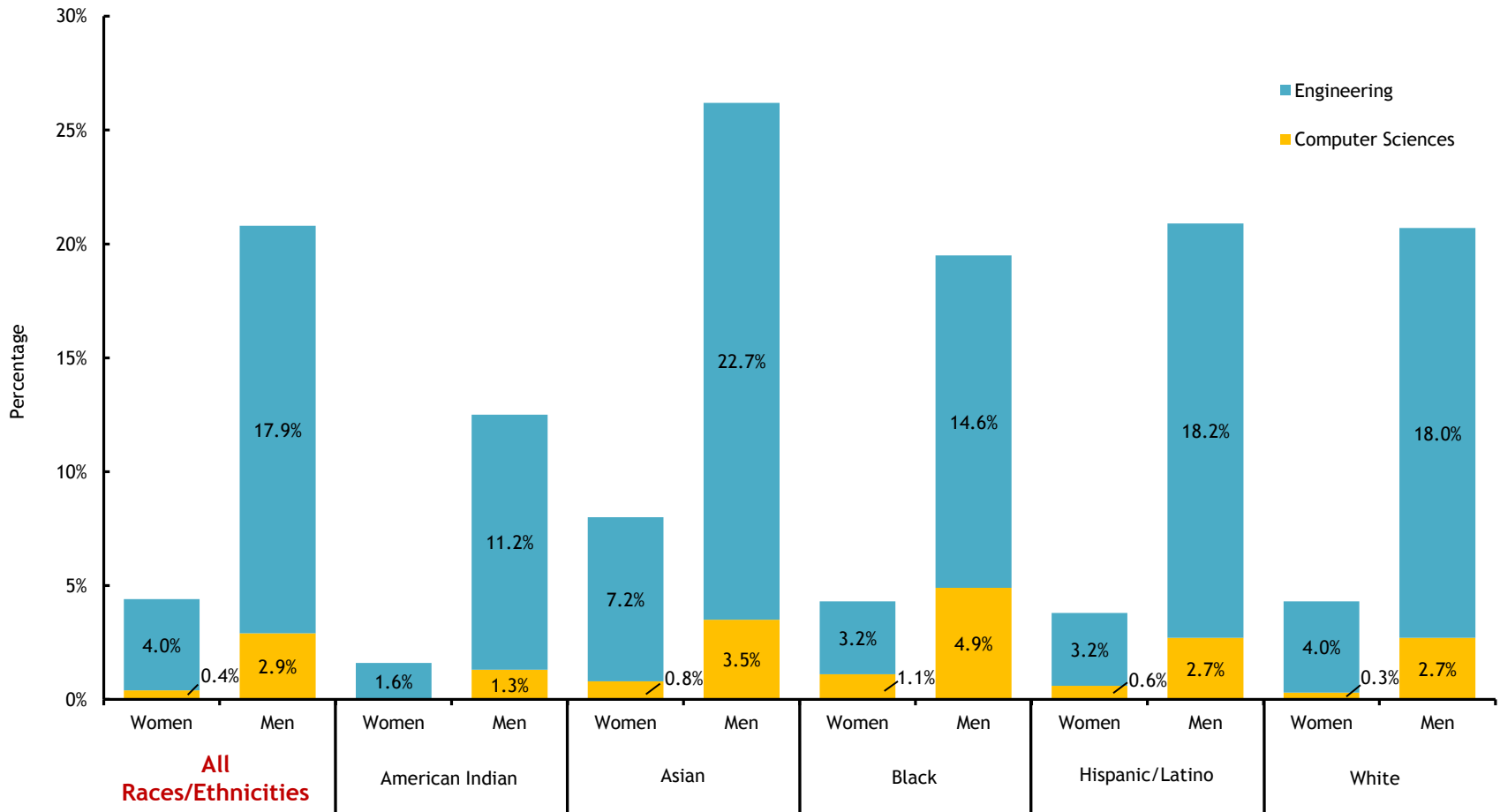
# Building Diversity in the IT Workforce

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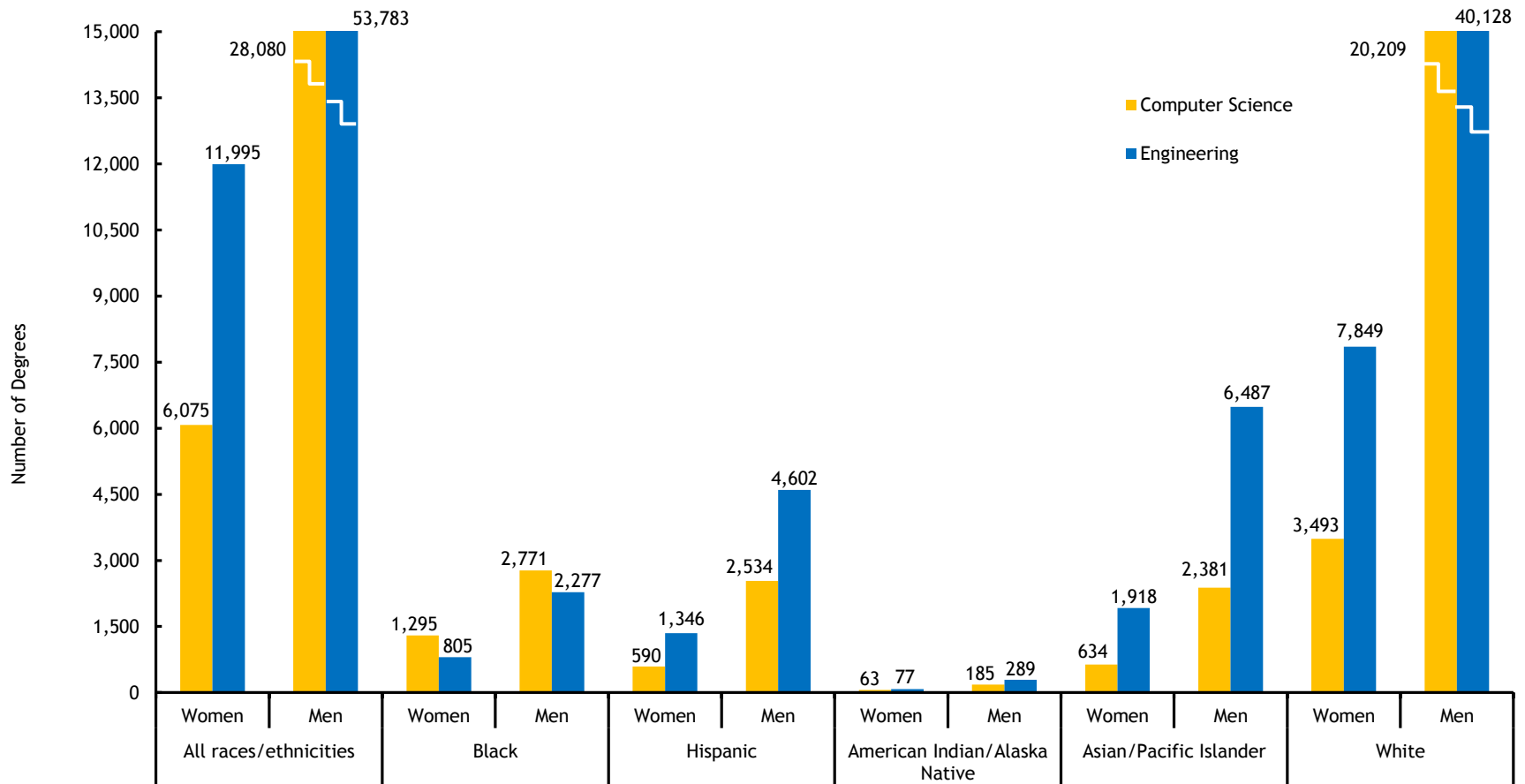
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Figure 5b. Intent of First Year College Students to Major in Engineering and Computer Science, by Race/Ethnicity and Gender, 2010



Source: National Science Foundation in *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2013, Special Report 13-304*. Arlington, VA. Table 2-8, Undergraduate Enrollment: Freshman intentions to major in S&E fields by race/ethnicity and sex: 2010. Available at <http://www.nsf.gov/statistics/wmpd/>.

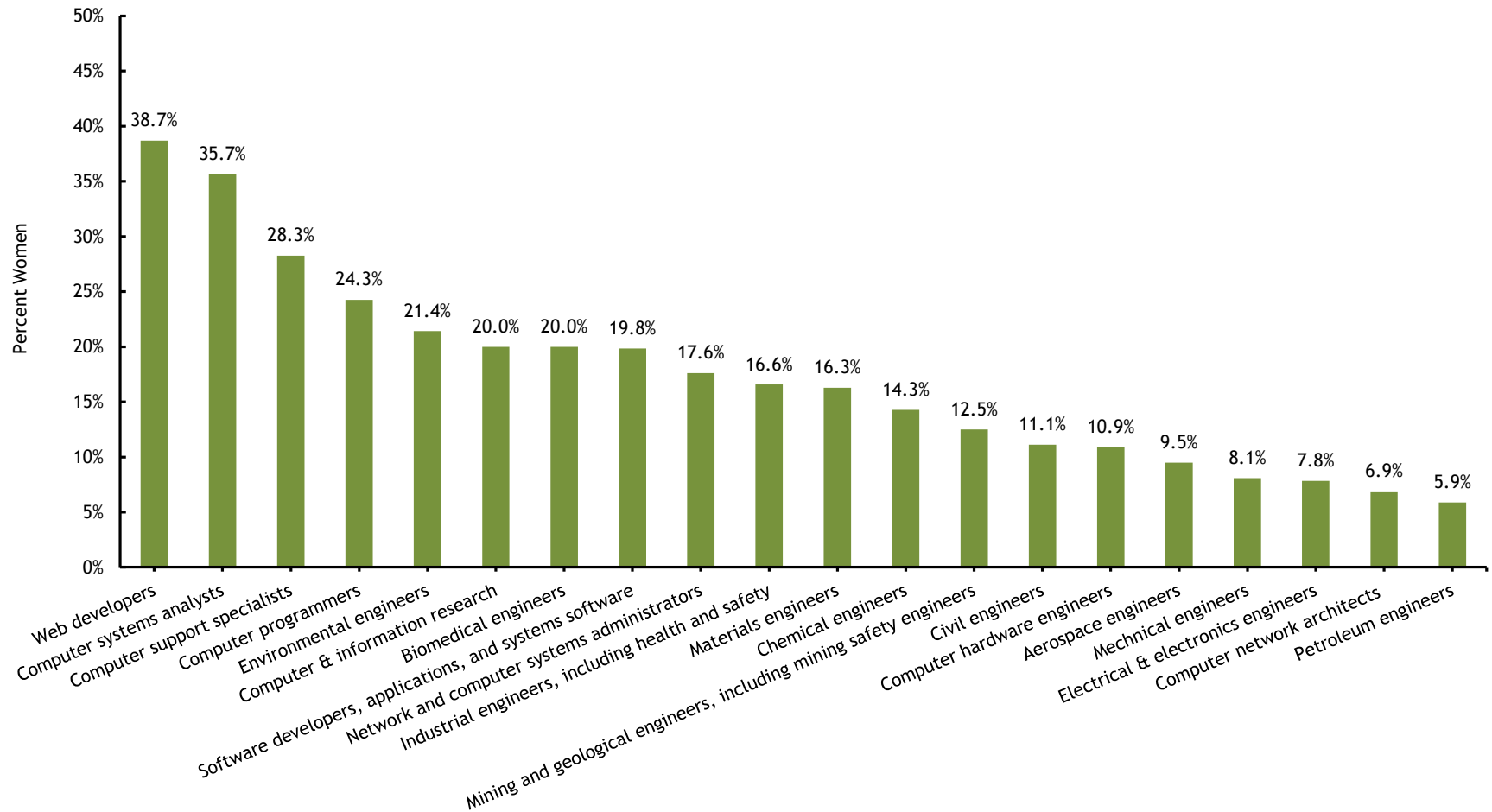
**Figure 8. Bachelor's degrees awarded in Computer Science and Engineering, by Race/Ethnicity and Gender, 2010**



*Note:* Racial-ethnic groups include U.S. citizens and permanent residents only. Data based on degree-granting institutions eligible to participate in Title IV federal financial aid programs.

*Source:* National Science Foundation, National Center for Science and Engineering Statistics. 2013. *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2013*. Special Report NSF 13-304. Arlington, VA. Tables 5-4 and 5-5, Bachelor's degrees by citizenship, race/ethnicity, and sex: 2010 Available at <http://www.nsf.gov/statistics/wmpd/>.

Figure 16. Women in Selected Engineering and Computing Occupations, 2013



Note: Occupations are self-reported.

Source: U.S. Department of Labor, Bureau of Labor Statistics. Household Data, Annual Averages, 2013, Table 39. Washington, DC. Available at <http://www.bls.gov/cps/cpsaat39.pdf>.

# Creating work environments to support diversity

- Computer science is not a popular college major
- Community Colleges offer alternative ways into the field, but women don't use these program
- More women drop out
- Bias against women in “male” jobs
- The “double bind” of Likeability and Competence

Bias, often unconscious, limits women's progress in computer science and engineering.

Even people who consciously reject negative stereotypes about women in science can still hold those beliefs at an unconscious level.

Most people associate science and math fields with “male” and humanities and arts fields with “female.”

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- Take a test to learn about your unconscious bias at <https://implicit.harvard.edu>.
  - Take steps to address your biases.

# Women in nontraditional fields can find themselves in a “double bind.”

- Women in “male” jobs are viewed as less competent than their male peers.
- When women are clearly competent, they are often considered less “likable.”

- 
- Raise awareness about bias against women in STEM fields.
  - Create clear criteria for success.



# ***Why So Few? Women in Science, Technology, Engineering, and Mathematics***



To download the report  
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