



INSTITUTE FOR WOMEN'S POLICY RESEARCH
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Accelerating Change for Women of Color in STEM: Policy, Action, and Collaboration

Project Overview

Institute for Women's Policy Research

Summary

Women of color have made steady inroads into STEM (Science, Technology, Engineering, and Mathematics) disciplines over the last several decades, yet continue to be underrepresented among those receiving degrees and holding university positions in these fields. To address this underrepresentation, the Institute for Women's Policy Research (IWPR) is working with an advisory committee of experts to hold a convening exploring the challenges that women of color face in STEM disciplines, factors contributing to women of color's success in these fields, and promising program and policy changes for increasing the representation of women of color among STEM faculty.

The convening will address pressing questions that must be answered to accelerate women of color's progress in STEM, such as: What are the spoken and unspoken barriers that make it difficult for women of color to advance in STEM fields? What are key programmatic shifts that need to be made to promote the advancement of women of color in STEM disciplines? What are some strategies for taking existing promising models to scale? What policies and policy changes are most important for enhancing the progress of collective action? What barriers are likely to surface when implementing these proposed policy changes, and what are some possible strategies for overcoming them? Who are the key levers of change and to what degree are they currently being reached?

The goals of the convening are:

- to identify promising policy and programmatic changes for increasing the representation of women of color faculty in STEM disciplines;
- to define areas for action for different audiences invested in accelerating the progress of women of color in STEM; and
- to develop new relationships among individuals and organizations committed to the advancement of women of color in STEM academic careers.

Following the convening, the IWPR project team will write, with input from advisory committee members and convening participants, a report summarizing key findings from the event. The report will

explore effective supports for women of color in STEM disciplines as well as program, policy, and individual- and community-level solutions to speed progress in these fields. It will include program and policy recommendations that offer a valuable resource for scholars, program administrators, and others working to promote the advancement of women of color in STEM. To ensure that the report and its recommendations reach a wide audience and raise the visibility of the most pressing issues among those well-positioned to effect change, IWPR will work with its partners to disseminate the report through a broad range of networks and organizations, including relevant professional societies, foundations, academic institutions, policymakers interested in STEM, and women's organizations.

Advisory Committee Members

Walter Allen, Allan Murray Professor and Chair, Higher Education, Graduate School of Education, University of California – Los Angeles

Iona Black, Assistant Professor of Science and Mathematics, North Shore Community College

Oneida D. Blagg, Director of Equal Opportunity and Outreach, University of Massachusetts -- Lowell

Lynette Chappell-Williams, Associate Vice President for Inclusion and Workforce Diversity, Cornell University

Carmen R. Cid, Dean, School of Arts and Sciences, Eastern Connecticut State University

Lenora Cole, Consultant; Chair, Board of Directors, Institute for Women's Policy Research; Former Director, Women's Bureau, U.S. Department of Labor

Diana Córdova, Assistant Vice President for Leadership Programs, American Council on Education

Gertrude Fraser, Associate Professor and Vice Provost for Faculty Recruitment & Retention, University of Virginia

Cristina Gonzalez, Professor of Education, University of California - Davis

Nilupa Gunaratna, Research Associate, Department of Nutrition, School of Public Health, Harvard University

Leona Harris, Associate Professor of Mathematics, The College of New Jersey

Shirley Hune, Professor of Educational Leadership and Policy Studies, University of Washington

Avis Jones-DeWeever, Executive Director, National Council of Negro Women

Sheila Edwards Lange, Vice President for Minority Affairs and Vice Provost for Diversity, University of Washington

Juanita Tamayo Lott, Principal, Tamayo Lott Associates, Statistical and Public Policy Consulting

Kelly Mack, Executive Director, Project Kaleidoscope, Association of American Colleges and Universities

Sally C. Morton, Professor and Chair, Department of Biostatistics, Graduate School of Public Health, University of Pittsburgh

Yolanda T. Moses, Professor of Anthropology; Special Assistant to the Chancellor for Excellence and Diversity, and Vice Provost of Conflict Resolution, University of California – Riverside

Rhonda Vonshay Sharpe, Associate Director, Diversity Initiative for Tenure in Economics, Research Network on Racial and Ethnic Inequality, Social Science Research Institute, Duke University

Sonya Smith, Associate Professor of Mechanical Engineering, Howard University

C. Matthew Snipp, Burnet C. and Mildred Finley Wohlford Professor in the School of Humanities and Sciences, Department of Sociology; Director, IRiSS Secure Data Center and Center for Comparative Studies of Race and Ethnicity, Stanford University