AWIS Science Career Network for Women of Color
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AWIS Represents Women in All Sectors of Science
AWIS: Advocates for Diversity

- **Our Unmet Needs**
  - Women of color who have prominent scientific careers in academia or industry.
  - Women of color in career positions where they can be visible role models for younger generations.

- **Proposed Solution**
  - Build a community of STEM women of color.
  - Establish a mentoring and career network targeted at African-American, Latina, Native American and Asian-American women with advanced degrees in STEM.
Current State of Affairs:
(NSF and NAS data, 2007)

Proportion of Under-Represented Minorities (URM) among PhD recipients is lower than it should be, but

- URM women are earning about 7% of PhDs in S&E

Proportion of women among S&E faculty in U.S. research universities is low, particularly at more senior faculty levels, but

- URM women are almost invisible on the faculty of research universities

African American, Latina, and Native American women are under-represented in STEM careers requiring a doctorate
## Current State of Affairs

### WOMEN* AWARDED PhD DEGREES: 1997-2006

<table>
<thead>
<tr>
<th>FIELD</th>
<th># women who are:</th>
<th>% women who are</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
<td>Black</td>
</tr>
<tr>
<td>Biol/Biomed Sci</td>
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<td>Computer/Inf Sci</td>
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<td>62</td>
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<tr>
<td>Engineering</td>
<td>2,975</td>
<td>255</td>
</tr>
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</table>

* U.S. citizens and permanent residents
The AWIS Diversity Task Force (DTF) is a national group:

- Dedicated to addressing the shortage of women of color in highly visible STEM professions by developing new programs targeted to African-American, Asian-American, and Latina women in science.

- Working to support career advancement of women of color with doctorates in STEM disciplines.
The Situation

What We Know

– Minorities and especially women of color come into STEM careers with a smaller network than average.

– Exclusion from informal networks is a barrier to overall advancement.

What We Need

– Professional advancement for doctoral level scientists who must overcome the barriers of both sexism and racism.
The Opportunity

Special attention must be devoted to eliminating gender bias among minority women

- Who are more culturally isolated than majority women
- No ‘built-in’ cohesive networks for WOC at majority institutions

There are networks for minority scientists that reach out to graduate students and post-docs

- Although, these networks are not dedicated to solving the shortage of women of color in S&E
- They are a potential source for WOC network participants
The Proposal

- Develop a database of WOC that includes current and future career interests in STEM fields
- Match WOC with similar interests and career goals into small groups to develop peer contact
- Provide access to AWIS members who are WOC to serve as mentors
- Tailor on-line coaching sessions in the area of career transitions, leadership and work/life balance
- Sponsor annual retreat for mentors and WOC mentees to encourage a sustainable mentoring experience
AWIS Science Career Network for Women of Color

- **Mentees** (Female WOC in STEM)
  - Graduate students, 3rd year or beyond
  - Post-docs
  - Junior professionals in the early stages of their careers
  - African-American, Latina, Native-American/Pacific Islander, Asian-American; U.S. citizens or permanent residents.

- **Mentors** (Female AWIS Volunteers)
  - Women with doctorates in any STEM discipline
  - Employed or retired from academia, industry or government.
The Expectations

Short Term Success Measured by:
- Participation numbers
- Retention of mentors and mentees

Long Term Success Measured by:
- Longitudinal tracking of mentee employment data
- Number of mentees transitioning to full AWIS membership
- Number of mentees transitioning to an AWIS mentor
AWIS
ASSOCIATION FOR WOMEN IN SCIENCE
YOUR NETWORK, YOUR RESOURCE, YOUR VOICE

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