

Title IX Policy Summit: Pregnancy Accommodations for Students & Postdoctoral Fellows - A Mandate Embedded in Title IX

Lecture Room
National Academy of Sciences Building
Washington, DC
October 8, 2015

A post-doc told her PI that she was pregnant and needed maternity leave. He told her that she needed to return two weeks after the birth if she wanted her job back.

Title IX's implications for collegiate sports are widely acknowledged, but prohibition of pregnancy discrimination and the resulting necessity to provide maternity leave for students have been largely ignored by research universities. As universities move towards full compliance with Title IX and work to resolve gaps in their policies, they will need the support and guidance of federal agencies that fund research universities and their work. The Committee on Women in Science, Engineering, and Medicine (CSWSEM) of the National Academies of Sciences, Engineering, and Medicine is hosting a summit where representatives from federal agencies and other stakeholder communities will discuss recent developments regarding Title IX's mandates about pregnancy accommodation for students.

In 2012 the Obama Administration announced measures aimed at boosting the number of women in science, technology, engineering and mathematics (STEM). Research indicates that experiencing childbirth as a graduate student or post-doc is a major reason young female PhDs drop out of an academic research career before obtaining their first job. According to the National Science Foundation's Survey of Doctorate Recipients, married women with children are 35% less likely to enter a tenure-track job than are married men with children. Acknowledging and accommodating the needs that pregnancy and childbirth impose on young women researchers are key steps towards achieving the goal of increasing the numbers of women in STEM as well as retaining them so they become productive members of the research community.

This summit will bring together representatives from the major federal granting agencies, policymakers, higher education leaders, Title IX and pregnancy accommodation experts, and members of other relevant stakeholder communities.

This summit is hosted by the Committee on Women in Science, Engineering and Medicine (CWSEM) and organized by researchers Mary Ann Mason, University of California, Berkeley, and Joan C. Williams, University of California, Hastings, co-PIs of a National Science Foundation grant, "Title IX and Pregnancy Discrimination: Keeping Scientists in STEM after Childbirth. (IIA-1449752)" The goal of the grant is to aid implementation of Title IX's mandate to provide reasonable accommodations for students by organizing this summit and developing an on-line toolkit and other resources. Any opinions expressed at this event are those of individual summit participants and do not necessarily represent the views of all of the summit participants, the National Academies of Sciences, Engineering, and Medicine, or the National Science Foundation.

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2101 Constitution Ave., N.W. Washington, D.C. 20418

Summit Agenda

October 8, 2015

8:30 – 9:00	Registration and Continental Breakfast
9:00 – 9:10	Introduction and Welcome <i>Rita R. Colwell</i> , Committee on Women in Science, Engineering, and Medicine (CWSEM); Distinguished Professor, University of Maryland College Park and Johns Hopkins Bloomberg School of Public Health; Former Director, NSF
9:10 – 9:40	Keynote Address <i>Ellen Williams</i> , Director, Advanced Research Projects Agency-Energy (ARPA-E), US Department of Energy
9:40 – 10:45	Title IX and ADA Mandates for Accommodations <i>Lydia Villa-Komaroff</i> , CWSEM Member and Co-founder and Board Member of Cytonome/ST, LLC <i>Mary Ann Mason</i> , co-Director, Center, Economics & Family Security, University of California-Berkeley School of Law <i>Joan C. Williams</i> , Director, Center for WorkLife Law, University of California Hastings College of the Law
10:45 – 11:00	Break
11:00 – 12:00	Trends in University Compliance with Legal Mandates <i>Lara Kaufmann</i> , Senior Counsel and Director of Education Policy for At-Risk Students, National Women's Law Center <i>Jessica Lee</i> , Title IX Legal Fellow, Center for WorkLife Law, University of California Hastings College of the Law
12:00 – 1:00	Federal Agency Reports: Lessons learned on Title IX compliance and Supporting Women in STEM Education Moderator: <i>Vivian Pinn</i> , Sr. Scientist Emerita, Fogarty International Center, NIH and Former Director (Retired), Office of Research on Women's Health, NIH <i>Hannah Valentine</i> , Chief Officer for Scientific Workforce Diversity, NIH <i>David Chambers</i> , Sr. Civil Rights Analyst, Office of Diversity and Equal Opportunity, NASA <i>Bernice Anderson</i> , Executive Secretary, Committee on Equal Opportunities in Science and Engineering, Office of Integrative Activities, NSF
1:00-2:00	Lunch
2:00-3:00	Deep Dive Discussion #1: What Works and What is Needed for Title IX and ADA Compliance by Universities?
3:00-3:15	Break
3:15-4:15	Deep Dive Discussion #2: What Works and What is Needed for Agencies to Support Compliance?
4:15-5:00	Discussion Wrap Up and Next Steps