

... Backwards, and in High Heels

Women Achieving in Science,
Engineering, and Medicine

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...BACKWARDS, AND IN HIGH HEELS



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Historical Perspective

Our “foremothers”

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The Women in STEM “Middle Passage”

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Our Daughters' World

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MIT Study

- | Called into question what “advancement” means
- | Not reflective of the experience of younger women faculty

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MIT Study II

- | Continues internal pressure?
- | Policy change?
- | External pressure?
- | External opportunity?

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Organizational Behavior and Misbehavior

Where we are and where we aren't

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Sharing Our Stories

- | Getting over the anger
- | Valuing wariness and vigilance

Shifting Paradigms

- | Culture (“It’s not the bus; it’s us”)
- | Reward (“Valuing what we can measure; measuring what we value”)
- | Allies and alliances (URGs, Men)
- | Specific interventions

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Examples from Other Sectors

| Rooney Rule

| Military

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What Difference Does Presence Make?

Not just about “head count” and keeping score

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The Academy's Internal Challenges

- | Inconsistent progress
- | Missing persons