

... Backwards, and in High Heels

Women Achieving in Science,
Engineering, and Medicine

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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

MIT Study

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

MIT Study II

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

Organizational Behavior and Misbehavior

Where we are and where we aren't

Sharing Our Stories

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

Shifting Paradigms

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

Examples from Other Sectors

- I Rooney Rule
- I Military

What Difference Does Presence Make?

Not just about “head count” and keeping score

The Academy's Internal Challenges

- I Inconsistent progress
- I Missing persons