March 12, 2018

It's Monday… Time for HR and Leadership News we can Use!

This week's topic: International Women's Day celebration.

On May 8 SBT paid tribute to International Women's Day with a panel presentation entitled: "Women in Technology and Management.'
Panelists were:
Dr. Amelia Estwick, Dr. Jen Goodall, Dr. Bei Liu, Karen Halaco, Esq. and Barbara McCandless MA.

I had the honor of moderating the session.
Panelists and audience members discussed the following questions:

1. According to Catalyst's research, few women are earning degrees in STEM, except in life sciences. STEM degrees are even fewer for women of color. Women make up less than one quarter of individuals employed in STEM occupations. To what factors do you attribute this gender gap in representation of women in technology fields?

2. Research also identifies a "think manager, think male" mindset. Gender stereotypes such as "women take care; men take charge" are still present in organizations. While being approximately half of the labor force in the U.S., they are slightly over a third of managers. Women are more likely to be managers in the human resources field and in health services. How do you suggest we work with women and organizations to break the glass ceiling in management?

3. Several recommendations have been offered over the years for ways to increase women's participation in technology and management fields, e.g., introducing girls to technology at younger ages, empowering girls through books, movies, teacher training. What are your recommendations for increasing women's participation in these fields?

4. In 2010, psychologist Amanda Diekman and colleagues suggested that technology and management fields of study are incompatible with

women's goal of working in a field where they can help others. What do you think of this research finding?

5. Several campuses have attempted to increase the participation of women in technology and management by making courses more appealing to women. For example, Harvey Mudd College quadrupled women computer science majors. Their strategy included:
    a. Renamed the course previously entitled "Introduction to programming in Java" to "Creative approaches to problem solving in science and engineering using Python."
    b. Women faculty took women students to a major women in technology conference.
    c. Research opportunities were offered to women students in which they used computer technology to solve problems, eg educational games. What do you think about this strategy? Critiques have questioned "watering down" courses for women, insisting it continues the mindset that women need help in these areas.

I ask that you share this in your Announcements. What were your students' responses? I have also provided a photo.

Best,

Michele