

Changing STEM Career and Higher Education Culture for Women in Engineering and Science

More Women in STEM Leadership

STEM News Chronicle is a virtual resource network with science/engineering business information and technical education information for an international readership of technologists and educators who value more diversity in the science and engineering workforce. Our newsletter published quarterly is read by a global audience.

According to the UNESCO groundbreaking report [Cracking the Code](#)¹: Girls' and women's education in STEM, only 35% of STEM students in higher education globally are women. We and others in Europe, the Middle East and Australia are interested in the answers to two questions on the matter of factors contributing to or inhibiting women in leadership roles in higher education. What organizational culture factors influence women to struggle or consider leaving positions in science/engineering at universities, and what factors contribute to women persisting to remain and pursue positions of leadership in higher education? Numerical underrepresentation and negative stereotypes contribute to negative environments for women in STEM.

Specifically, women may experience greater performance pressure because they are highly visible as



tokens and are expected to represent "women" as a group.

Women may also experience social isolation because they are seen as outsiders by men in the organization. Women of color are

especially burdened because being a marginalized group. In Europe and the US there are still many barriers that may come between a student and degree completion and career advancement, especially for women who are first-generation students, transfer students, and students from different socioeconomic backgrounds.

We will publish a **White Paper** on this issue from interested parties and organizations in December and would like your thoughts and experience to be included. We look forward to receiving your articles by **October 24, 2020**. This is an issue we began to explore in articles appearing in our previous newsletter, Volume 9, Issue 1 2020.

<https://www.youtube.com/watch?v=AMpdtbiur38&feature=youtu.be>

¹ <https://en.unesco.org/stemed>