Intergenerational Voices on Women in Science and Engineering:
A Working Conference

PRE-CONFERENCE

Conference objectives:

An invitational working conference designed to promote intergenerational and interdisciplinary dialogue to address work-related factors for women in Science, Technology, Engineering and Mathematics (STEM).

A gathering of experts to formulate a series of concept papers that will help set an agenda for future research and policy initiatives.

Conference planning:

A year-long iterative journey, including citation analysis, literature review, and a Delphi decision-making process

The Delphi Method:

A process of gathering opinions from a group of experts who share a common interest but usually represent different points of view. The method involves a structured and iterative process for extracting knowledge from a panel of experts via a series of questionnaires with controlled opinion feedback.

THE CONFERENCE

Intergenerational Voices on Women in Science and Engineering
University of Massachusetts Lowell
April 27, 2007

The participants:

98 participants from 13 states, Washington, DC, Puerto Rico and Sweden

Fields represented: Engineering, chemistry, biology, physics, computer science, information technology, sociology, psychology, education, political science, economics and many more

Sectors represented: Academic, government, industry, non-profit

The process:

8 working groups

4 themes:

Educational Pathways for Women in STEM Careers
Job and Organizational Factors
Work-Life Balance
Work-related Discrimination

Small groups generated proposals to identify and target critical issues for future research and policy development, including actions to be taken toward the evaluation and dissemination of the proposed initiatives.

POST-CONFERENCE

Research topics from conference working groups:

Topic #1: How can we make STEM fields more visible/attractive/relevant before students enter higher education so that they consider these as viable options?

Topic #2: How can we create systemic and sustained institutional change that favors inclusiveness?

Topic #3: What information exists about promotion, interest and equity in STEM education for females that has not been disseminated effectively to end-users?

Topic #4: What do supportive workplace communities for women in STEM fields look like? What are the inclusion/exclusion issues?

Topic #5: Where are the successful organizations for women's STEM careers? What kinds of organizations create engaged women leaders?

Topic #6: What is the value added to STEM workplaces by policies and practices that promote work-life flexibility?

Topic #7: How can we stimulate implementation of best practices regarding women balancing work-life?

Topic #8: What is the process for achieving excellence across race, class and diversity by the application of Title IX to higher education STEM?

Topic #9: What constitutes bias literacy as a means of defining bias?

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Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Ground work: Citation Analysis, Literature Review	Delphi Study	Working Conference	Writing Concept Papers	Dissemination

Center for Women & Work