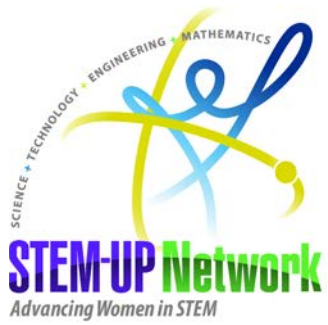


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Is Gender Really Still an Issue?



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Some Current Realities

Today 70%+ of jobs require some level of STEM skills

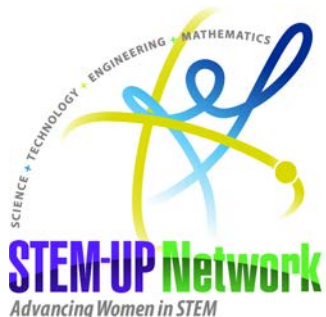
Women make up roughly 50% of the potential global workforce*, but are underrepresented in STEM careers, esp computer science & engineering

High demand and short supply of qualified STEM workforce; even shorter supply of leadership role models who are women

50%+ of women in STEM careers leave in the first 12 years vs. 20% of women in non-STEM careers

Gender parity alone can add \$12+ trillion to global economy with gender equality

***This was true before the pandemic -- over 5.4 million jobs employing women have been lost since then; 1 in 4 women are thinking of leaving the workforce; 20 million girls are considering not returning to school**



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By 2024 **1.1 Million** Computer Related Jobs will be open in the US alone

Only **45%** of jobs can be filled based on current graduation rates



The Business Imperative for Diversity & Inclusion

- *More Innovative & competitive*
- *More profitable – investment firms have noticed*
- *More relatable to diverse customer base*





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So, what is in the way?



Some of what we know gets in the way

- **Implicit and overt bias**
- **Pay gap**
- **Work/Life issues**
- **Lack of leadership role models**
- **Lack of clear pathways and skills for advancement**
- **Lack of support – e.g. mentors and support networks**
- **Lack of flexibility in work models**
- **Demoralizing sense of isolation/not belonging**
- **Organizational practices biased toward singles and married supported professionals – competition, performance measures, reward and recognition**
- **Accomplishments are questioned and often less valued**
- **General incivility**
- **Harassment and microaggressions**



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So, what can we do?



It takes a village with the heart in mind



Encourage and Interest Girls



Support and Mentor
Students who are Women



Critically Assess Failure to
Thrive

Create an inclusive and
ongoing ecosystem of
support





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The Work of the STEM-UP Network

For Women in STEM Careers

- Community of professionals
- Mentoring program
- Leadership development
- Peer collaboration
- Increased productivity & balance
- Communication & negotiation
- Career navigation & advancement

For STEM Organizations*

- Equity in search practices
- Access to talent pool
- Capacity building
- Research and assessment
- Decrease cost of loss
- Developing sponsors & allies

***what does being a STEM organization really mean anymore?**



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If You Would Like to Connect

- ❖ Join the Network's Communication Flow at stemupnetwork.org
- ❖ bmattes@harrisburgu.edu
- ❖ Other resources to check out:
 - Toolsforchangeinstem.org
 - Mckinsey.com
 - Stemconnector.com

