

Helping 'STEM' the Tide of Gender Inequality

Showcasing our commitment to #embraceequality in STEM (Science, Technology, Engineering, Math)

1970 → 2023

Women made up 38% of the United States workforce, but only 8% of STEM workers¹.

Now, women make up 48% of the United States workforce, and 27% of STEM workers¹.

Though strides have been made in creating a more gender diverse industry, the disparity between male and female STEM workers is still prevalent.

Think STEM, think men

A tendency that disregards women. This means that there is often unconscious bias at play across the industry.

Only 7.4% female CEO's

in S&P 500 companies. The lack of female leadership, means fewer role models.²

Our network of women

We joined forces with female leaders and collaborators around the world to shed light on their experiences in STEM industries, recognize the challenges faced by women in STEM, and understand where we can improve inclusion efforts.

Through our conversations, we narrowed down four fundamentals to consider when challenging the status quo:

1. Importance of mentorship

A helping hand

A study of STEM shows that only 35% of STEM students are female³. Mentorship, sponsorship, and networking build women's support systems in the workplace and can be key to a strong career trajectory.



"I had a very good science teacher in secondary school who instilled a real interest in environmental topics in me. Working with colleagues who mentored me in my early career led to great opportunities. I now try to do the same for junior colleagues in my department or collaborators. We need more women who can provide mentorship."

Fiona Regan

Professor in Chemistry, School of Chemical Sciences, Dublin City University and Director of DCU Water Institute



"What I wish I had done much earlier, is seek out mentors and sponsors, and not feel uncomfortable asking for advice. Mentors can help mentees to identify what they are really good at; a person on the outside can often better see the potential and point it out. Sponsors can be great advocates, someone who can open doors for talented junior scientists."

Anne Bendt

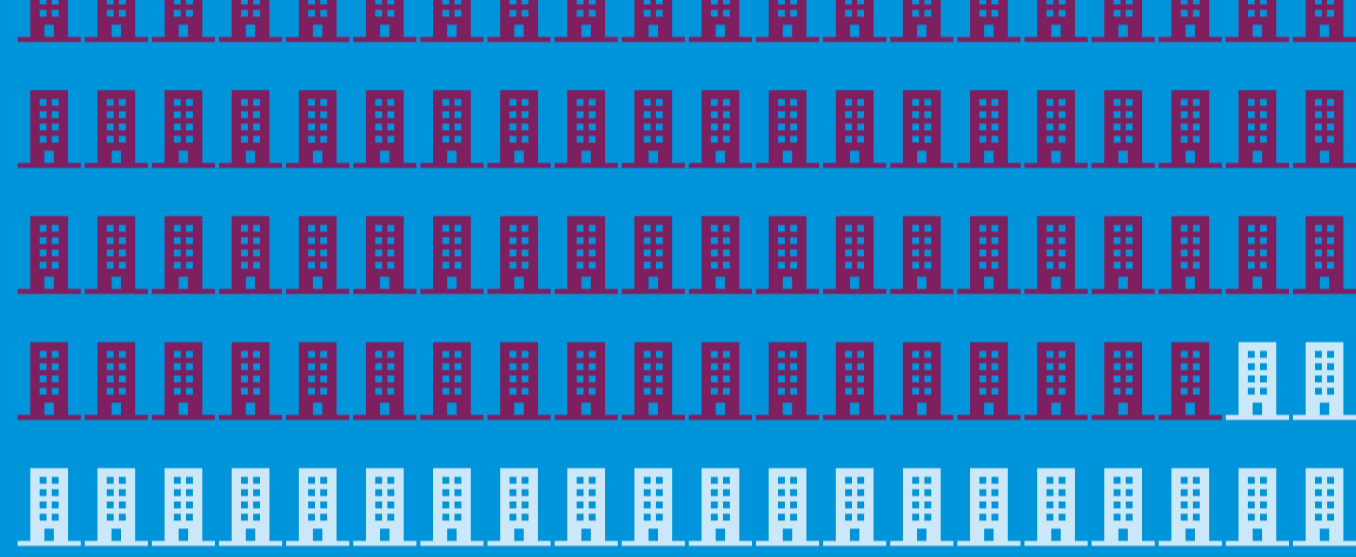
Principal Investigator at the National University of Singapore



2. Flexible working

The age of hybrid working

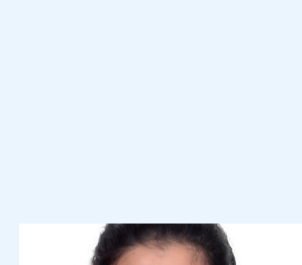
The COVID-19 pandemic accelerated the move towards hybrid working.⁴ More than 78% of organizations, including Agilent, allow for hybrid working. The choice this delivers is hugely valuable in terms of work/life balance, and can help with the retention of female staff.



"As a mother you don't have a lot of free time, but you have to be just as productive as your male colleagues if you want the same job opportunities. The option to work from home would benefit many women and employers must also support women who have chosen to take a career break for personal reasons."

Arya Vijayanandan

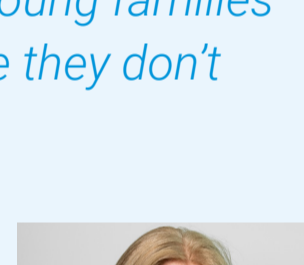
Assistant Professor, Indian Institute of Technology Delhi, India



"When I had children there were many challenges I faced as a woman going back into the workplace. I was lucky enough to work somewhere with a newly formed staff crèche onsite to support with childcare but would still face obstacles to flexibility in my schedule. My current company has a much better balance. In my leadership role, I try to proactively support flexible working arrangements for mothers with young families that I work directly with, to ensure they don't face similar issues."

Ronda Greaves

Deputy Head, Biochemical Genetics, Victorian Clinical Genetics Services, Murdoch Children's Research Institute, Melbourne, Australia



3. Access to funding & fellowships

Women are less likely to receive the same funding as their male counterparts

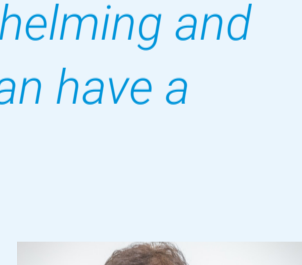
With female senior researchers underrepresented in STEM, the probability of women getting access to large grants and awards are lower. Creating more funding opportunities for women, will allow them to pursue scientific research that will ultimately impact society as a whole, encouraging them continue their careers, and highlighting them as aspirational leaders for other women.



"Women may take time out and therefore find it hard to start back on the funding ladder. Agencies must start to offer seed initiatives, teaching buy-out grants or incentives to enable women to publish work or appoint graduate students. The expectation of winning large-scale grants is sometimes overwhelming and therefore smaller opportunities can have a hugely positive impact."

Fiona Regan

Professor in Chemistry, School of Chemical Sciences, Dublin City University and Director of DCU Water Institute



"There is a general lack of Federal funding, particularly directed to enhance women in natural products chemistry. For the industry to encourage more women to pursue a career in STEM, they need to provide research fellowships and grants for female undergraduates, graduates, postdocs and faculty."

Angela Calderon

Associate Professor, Auburn University, Alabama, U.S.



4. A seat at the table

A female voice on decision-making committees

Having more women in STEM leadership positions not only paves the way for future female leaders, but also cultivates a supportive and empowering environment for women who already work in these industries.



"I was the only woman in my department for a number of years and although that's changed, none of my female colleagues have leadership positions. More awareness of the importance of female leadership would help address this disparity."

Angela Calderon

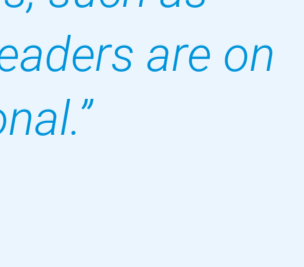
Associate Professor, Auburn University, Alabama, U.S.



"Industry should encourage more women to pursue STEM careers by showcasing the roles and opportunities. Personally, I grew more confident as I connected with more senior women in STEM roles. Companies, such as Agilent, who have senior female leaders are on the right track. They are inspirational."

Anne Bendt

Principal Investigator at the National University of Singapore



"We are working hard to create an environment that actively values and supports all the dimensions of identity in our workforce, and to provide leaders with the tools and resources they need to hire and retain top talent."

Empowering women to seek out STEM careers sits at the heart of that thinking."

Patrice Jimerson

Associate Vice President of Diversity & Inclusion, Agilent Technologies

Industry initiatives to drive the inclusion of women in STEM careers are key. It is our responsibility to #embraceequality and embed it into our corporate culture to ensure long-term change, so that everyone has equal opportunities throughout their STEM careers.

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This information is subject to change without notice.
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References:

- [1\) https://www.abactionnews.com/news/in-depth/in-depth-how-women-are-breaking-into-the-male-dominated-field-of-stem#:~:text=According%20to%20the%20U.S.%20Census,a%20very%20male%20dominated%20field.](https://www.abactionnews.com/news/in-depth/in-depth-how-women-are-breaking-into-the-male-dominated-field-of-stem#:~:text=According%20to%20the%20U.S.%20Census,a%20very%20male%20dominated%20field.)
- [2\) https://www.bloomberg.com/news/articles/2022-11-02/new-fund-wants-to-tap-extraordinary-leadership-of-women-ceos#:~:text=Just%2037%20S%26%20500%20firms,and%20LearnIn.org%20report%20found.](https://www.bloomberg.com/news/articles/2022-11-02/new-fund-wants-to-tap-extraordinary-leadership-of-women-ceos#:~:text=Just%2037%20S%26%20500%20firms,and%20LearnIn.org%20report%20found.)
- [3\) https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics](https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics)
- [4\) https://www.cipd.co.uk/about/media/press/270622-cipd-hybrid-working-splits-employers#ref](https://www.cipd.co.uk/about/media/press/270622-cipd-hybrid-working-splits-employers#ref)



Trusted Answers