AN INCLUSIVE ENVIRONMENT:

What does it mean to a diverse population of women in STEM?
Female students enrolled in a STEM program were significantly more likely to indicate that they feel underrepresented than those in non-STEM programs (33% vs. 14%; $X^2 (1,339) = 16.9, p < .001$, Cramer’s $V = .22$).
IDENTITIES OF STUDENTS IN STEM

House of Women Scientists Video Series

A video project embracing identities & sharing experiences of women in STEM

HOW Do You Picture a Scientist?

#HoWS

lab coat, bubbling liquid

#OdySci #HoWS #cwse_cfsg

I work in Science and Engineering
Who am I?
“I have never seen a native women in congress, I have never seen myself in the House of Representatives ever.

For a white male who has always seen himself there, it is easy for him to say: “We shouldn’t.....I don't......vote for identity politics”. I think that is a cop out.”

Deb Haaland
Whose role is it to advocate for women in STEM?
Female students are more likely to agree that proportionate gender representation is important, relative to male students

(61.9% vs. 39.6%; X² [2, 158] = 7.05, p = .029, V = .211).
PARTICIPATION IN SUPPORT INITIATIVES

Perceptions of Underrepresentation Among Students in STEM (D. Saj)

- Volunteer as a mentor in an outreach program: 39.2% did not feel underrepresented vs. 65.8% felt underrepresented
- Become an ambassador in outreach programs for high school students: 40% did not feel underrepresented vs. 63.2% felt underrepresented
- Become an ambassador in outreach programs for elementary students: 38.7% did not feel underrepresented vs. 55.3% felt underrepresented
- Read literature on the issue of gender under-representation: 41.3% did not feel underrepresented vs. 26.3% felt underrepresented
What about intersectionality?
DISCRIMINATION WITHIN NSE FACULTIES

Perceptions of Underrepresentation Among Students in STEM (D. Saj)

Students who indicated having experienced harassment:

- White female students: 12.7%
- Racialized female students: 23.5%

p < .05; Cramer’s V = .14
Can we talk about it?

- Part 1
46% of faculty engage with students to discuss experiences of substance abuse, violence (incl. sexual harassment), and suicidal thoughts.

72% report that these experiences are somewhat, very, or extremely stressful, and most do not feel adequately equipped to deal with these situations.
DIFFICULT TOPICS & STUDENT STRESS

Faculty Workplace Climate Survey (J. Dengate et al, 2018)

<table>
<thead>
<tr>
<th>Topic</th>
<th>Female Faculty</th>
<th>Male Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have had students cry in front of them on more than 5 occasions:</td>
<td>44%</td>
<td>23%</td>
</tr>
<tr>
<td>Have had students disclose suicidal thoughts / behaviour:</td>
<td>35%</td>
<td>23%</td>
</tr>
<tr>
<td>Have had students disclose domestic / dating violence:</td>
<td>34%</td>
<td>19%</td>
</tr>
<tr>
<td>Have had students disclose sexual harassment / assault:</td>
<td>41%</td>
<td>24%</td>
</tr>
</tbody>
</table>
Can we talk about it?

- Part 2
PARENTS IN NSE FACULTIES
Faculty Workplace Climate Survey (J. Dengate et al)

Faculty members who are childless:

- Female faculty: 43%
- Male faculty: 20%

Parents taking leave for birth / adoption:

- Female parents: 81%
- Male parents: 24%
PARENTS IN NSE FACULTIES
Faculty Workplace Climate Survey (J. Dengate et al)

Level of agreement with the statement: “My department/unit was supportive of me when I was on maternity/paternity/adoptive leave”

52% Disagree or Neutral  48% Agree
Moving forward?
DIVERSITY WITHIN NSE FACULTIES

Faculty Workplace Climate Survey (J. Dengate et al)

Faculty members demographics:

- 65% Male
- 86% White / Caucasian
- 94% Heterosexual

These results are similar to population data for full-time Canadian university teachers (CAUT 2018; Statistics Canada 2017)
Your questions?
Please consult the papers on your table.

Assign a notetaker or write down your own notes, using the space provided.

Please leave the notes on your table at the end of this session.

If you are interested in receiving the responses from this activity, please include your email address in the designated space on the yellow page on your table.