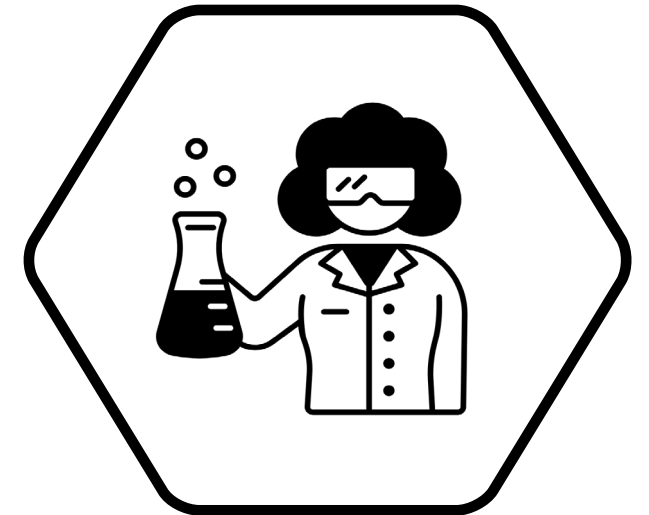


How COVID-19 has shed light onto existing gender inequalities in STEM: from problem to solution



A report to the National Science Board (NSB)
December 9th, 2020



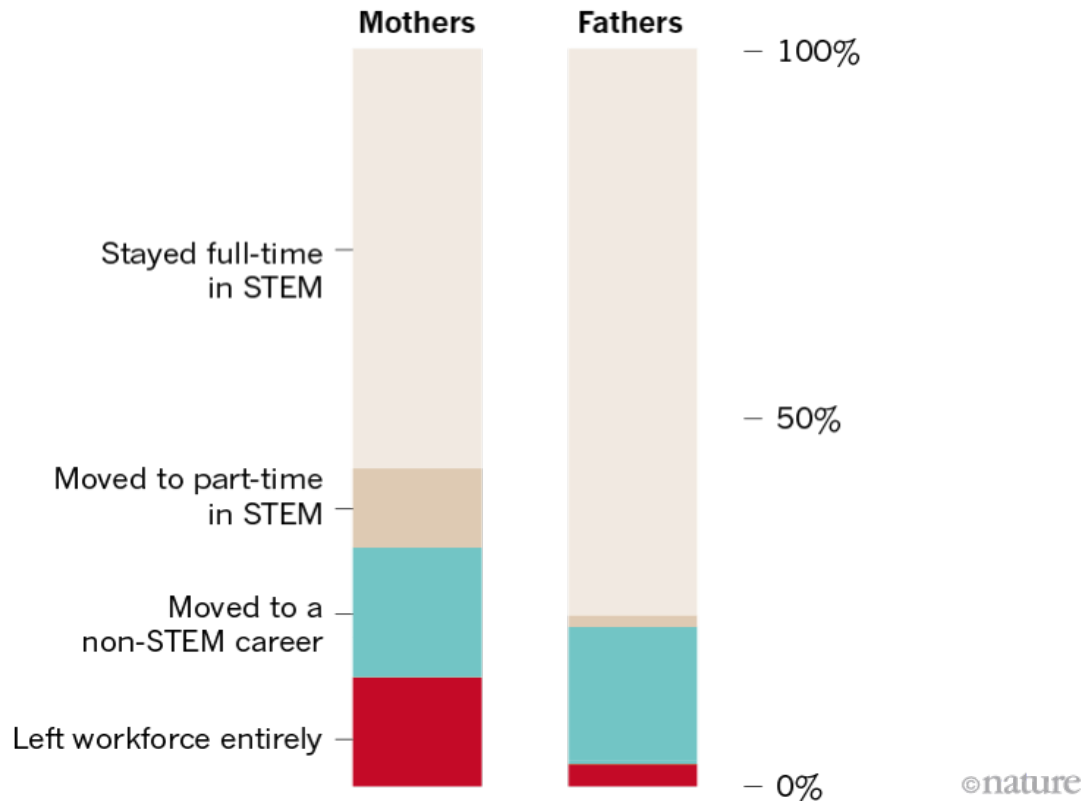
H. Alex Hsain
PhD Student & NSF Fellow



ISSUE: The pandemic has exacerbated existing gender inequality in STEM

PARENTS IN SCIENCE

An 8-year-long US study of 841 scientists who became new parents between 2003 and 2006 shows that more mothers than fathers left a full-time career in science, technology, engineering, and mathematics (STEM).



COVID-19 poses an **existential threat** to the female early career researcher, including graduate students, post-docs, and new professors – especially those who choose **become parents**.

ISSUE: The pandemic has exacerbated existing gender inequality in STEM

Barriers for female early career researchers:

- Reproductive window coincides with career timelines
 - Disproportionate burden of child and elder care falls onto women
 - Lack of support structures from the academic community
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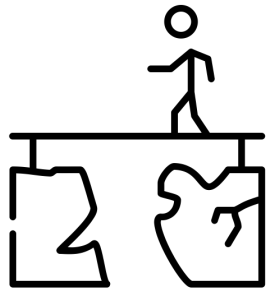
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Acknowledge that women face **unique challenges** in academic STEM careers

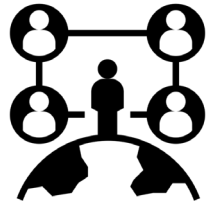


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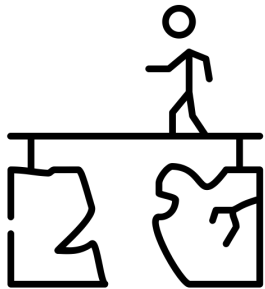
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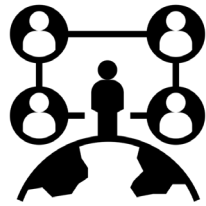
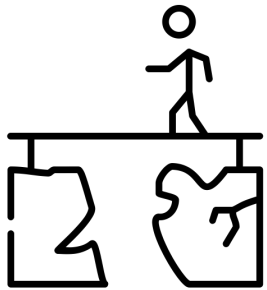


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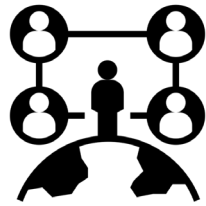
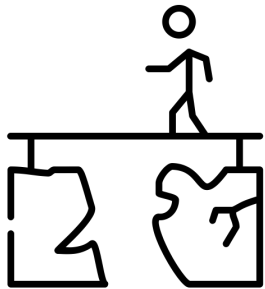


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Increase access to **paid family leave policies** to incentivize female retention in STEM

