

# AWIS

**ASSOCIATION FOR WOMEN IN SCIENCE**

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YOUR NETWORK, YOUR RESOURCE, YOUR VOICE

**AWIS Science Career Network for Women of Color  
CEOSE Mini Symposium on Women of Color in STEM  
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# AWIS: Advocates for Diversity

- Our Unmet Needs
  - Women of color who have prominent scientific careers in academia or industry.
  - Women of color in career positions where they can be visible role models for younger generations.
- Proposed Solution
  - Build a community of STEM women of color.
  - Establish a mentoring and career network targeted at African-American, Latina, Native American and Asian-American women with advanced degrees in STEM.

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# Current State of Affairs:

(NSF and NAS data, 2007)

Proportion of Under-Represented Minorities (URM) among PhD recipients is lower than it should be, but

- URM women are earning about 7% of PhDs in S&E

Proportion of women among S&E faculty in U.S. research universities is low, particularly at more senior faculty levels, but

- URM women are almost invisible on the faculty of research universities

***African American, Latina, and Native American women are under-represented in STEM careers requiring a doctorate***

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# AWIS Diversity Task Force

The AWIS Diversity Task Force (DTF) is a national group:

- Dedicated to addressing the shortage of women of color in **highly visible STEM professions** by developing new programs targeted to African-American, Asian-American, and Latina women in science.
- Working to support career advancement of women of color **with doctorates in STEM disciplines**.

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# The Proposal

- ✓ Develop a database of WOC that includes current and future career interests in STEM fields
- ✓ Match WOC with similar interests and career goals into small groups to develop peer contact
- ✓ Provide access to AWIS members who are WOC to serve as mentors
- ✓ Tailor on-line coaching sessions in the area of career transitions, leadership and work/life balance
- ✓ Sponsor annual retreat for mentors and WOC mentees to encourage a sustainable mentoring experience

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# AWIS Science Career Network for Women of Color

- Mentees (Female WOC in STEM)
  - Graduate students, 3rd year or beyond
  - Post-docs
  - Junior professionals in the early stages of their careers
  - African-American, Latina, Native-American/Pacific Islander, Asian-American ; U.S. citizens or permanent residents.
- Mentors (Female AWIS Volunteers)
  - Women with doctorates in any STEM discipline
  - Employed or retired from academia, industry or government.

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# The Expectations

## Short Term Success Measured by:

- Participation numbers
- Retention of mentors and mentees

## Long Term Success Measured by:

- Longitudinal tracking of mentee employment data
- Number of mentees transitioning to full AWIS membership
- Number of mentees transitioning to an AWIS mentor

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