AWIS Science Career Network for Women of Color
CEOSE Mini Symposium on Women of Color in STEM
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Patrice O. Yarbough, PhD
Universities Space Research Association, Senior Scientist
UT Medical Branch, Adjunct Faculty, Internal Medicine
University of Houston, Adjunct Faculty, Biotechnology
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.
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
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.
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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- **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.
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
AWIS
ASSOCIATION FOR WOMEN IN SCIENCE
YOUR NETWORK, YOUR RESOURCE, YOUR VOICE

1200 New York Ave., NW, Suite 650
Washington, DC 20005
(202) 326-8940

http://www.awis.org