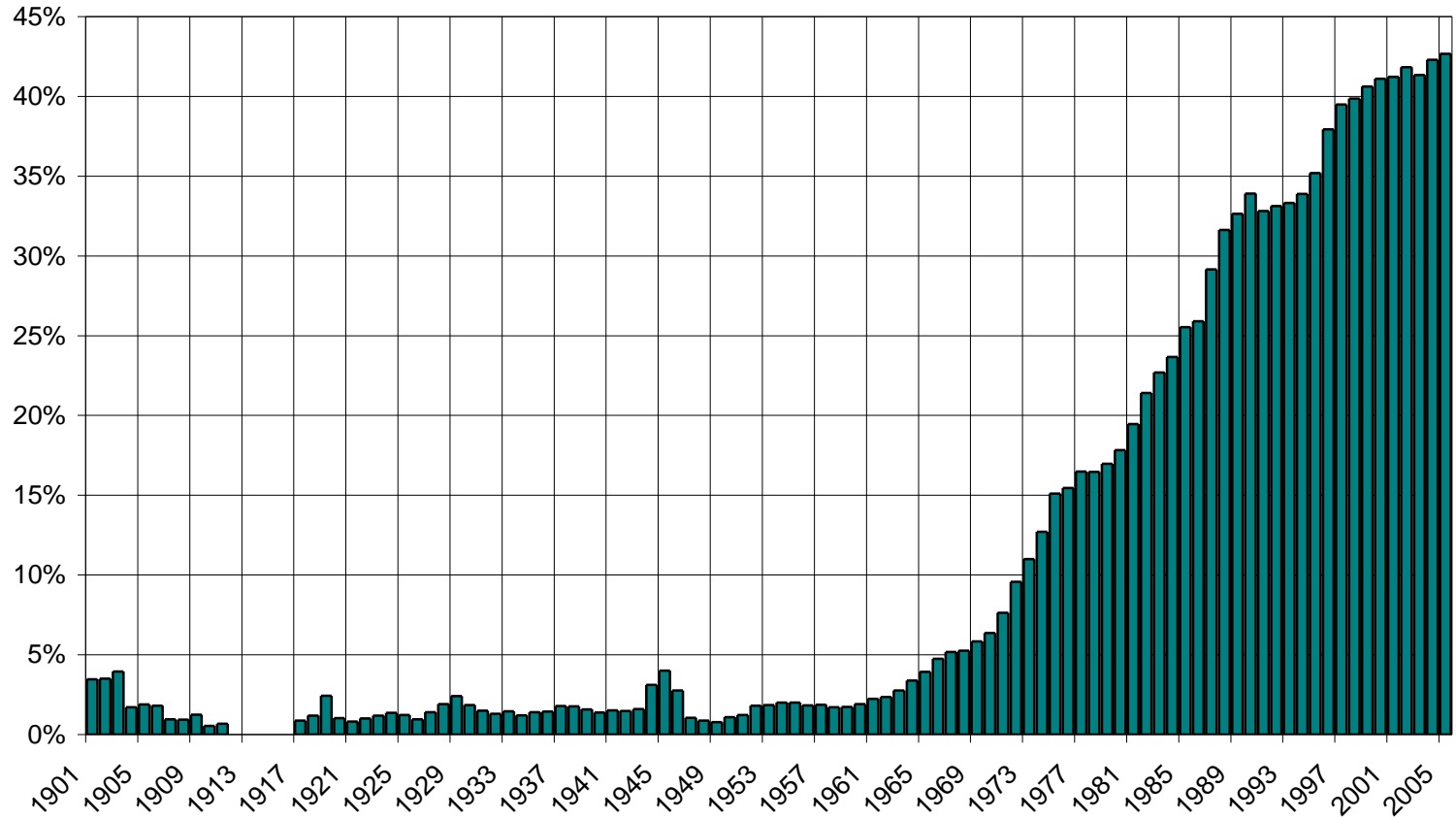
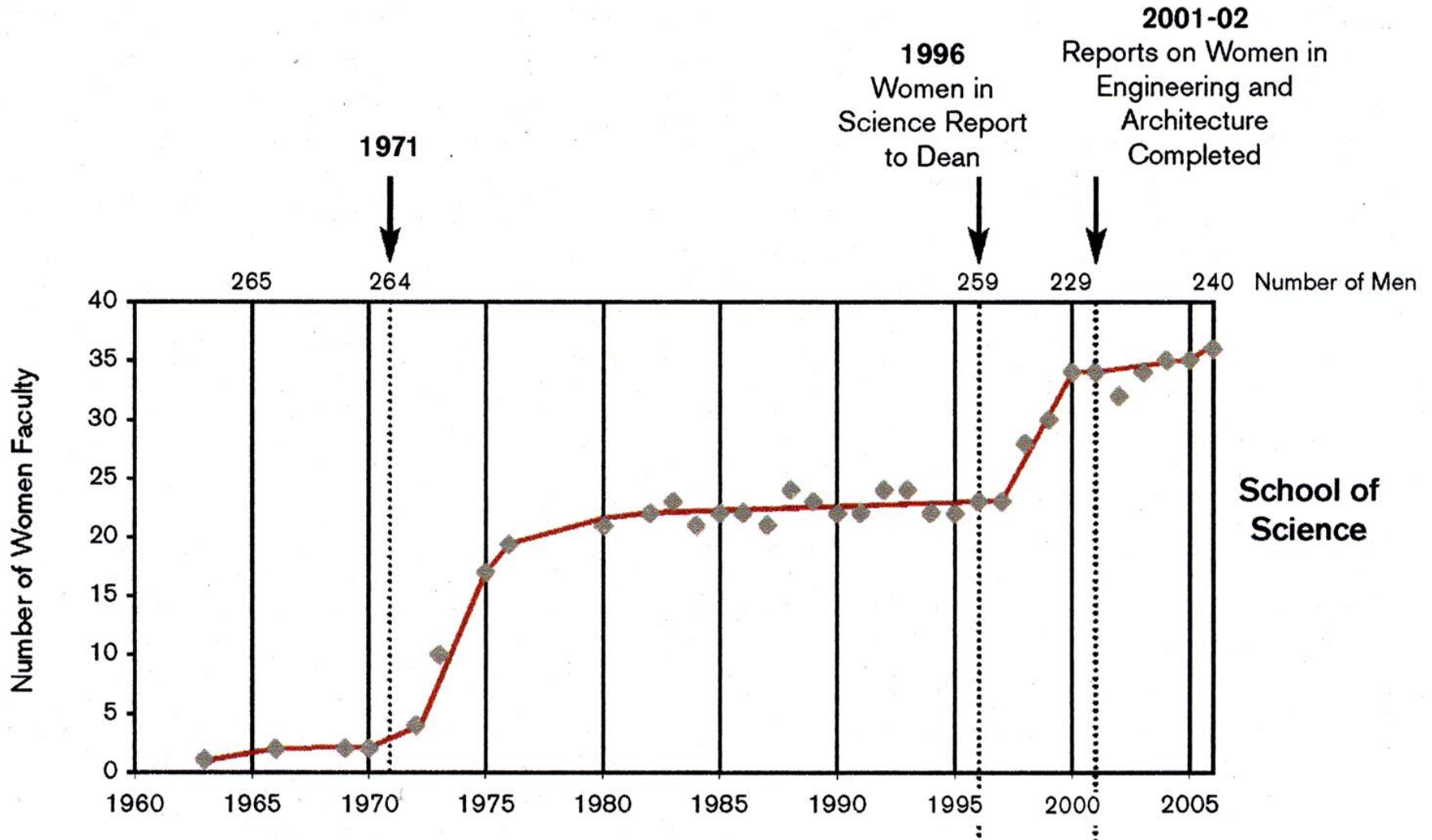


Percentage of MIT Undergraduates Who Are Women



# Number of Women Faculty in the School of Science at MIT (1960-2006)



***Some accomplishments of 16 tenured women scientists hired early on at MIT relative to all tenured science faculty.***

*(In 1995 these same women analyzed the Status of MIT's Women Science Faculty)*

# out of 16

# out of all 208

Presidential Medal  
of Science

2 (12.5%)

8 (4%)

National Academy

10 (63%)

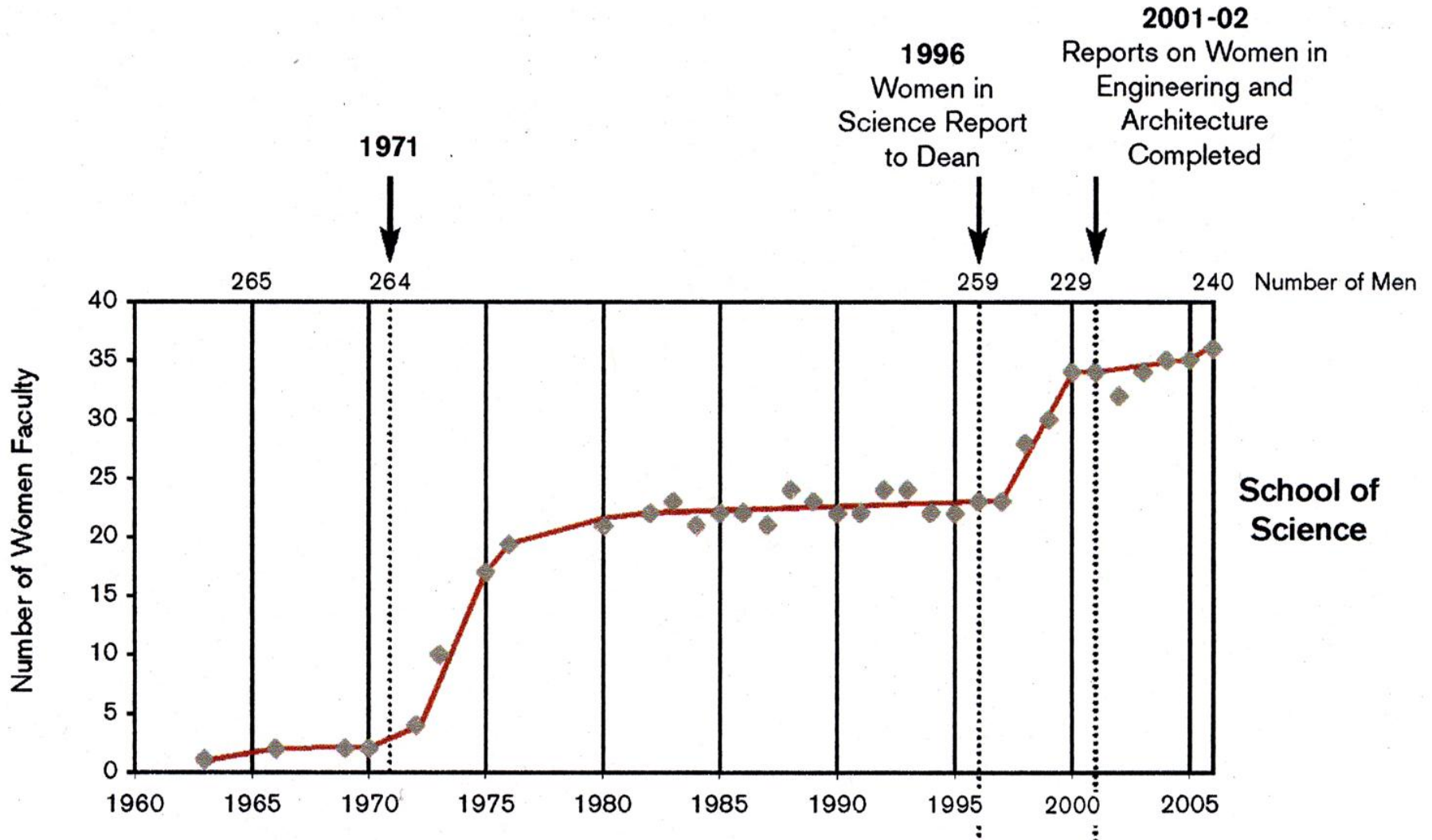
60 (29%)

American Academy

11 (69%)

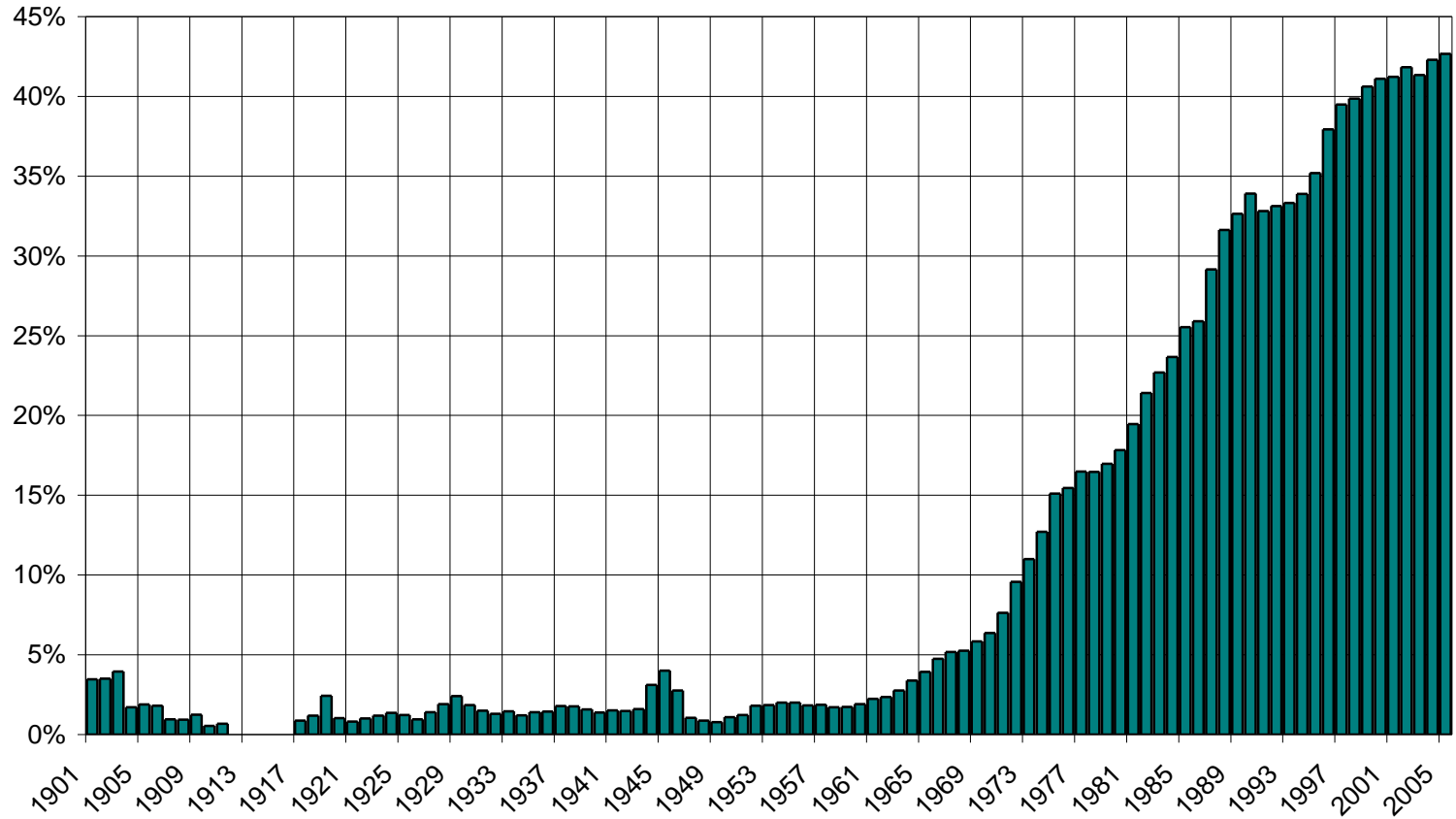
115 (55%)

# Number of Women Faculty in the School of Science at MIT (1960-2006)



**CHANGE DOES NOT HAPPEN WITH  
TIME ALONE**

Percentage of MIT Undergraduates Who Are Women



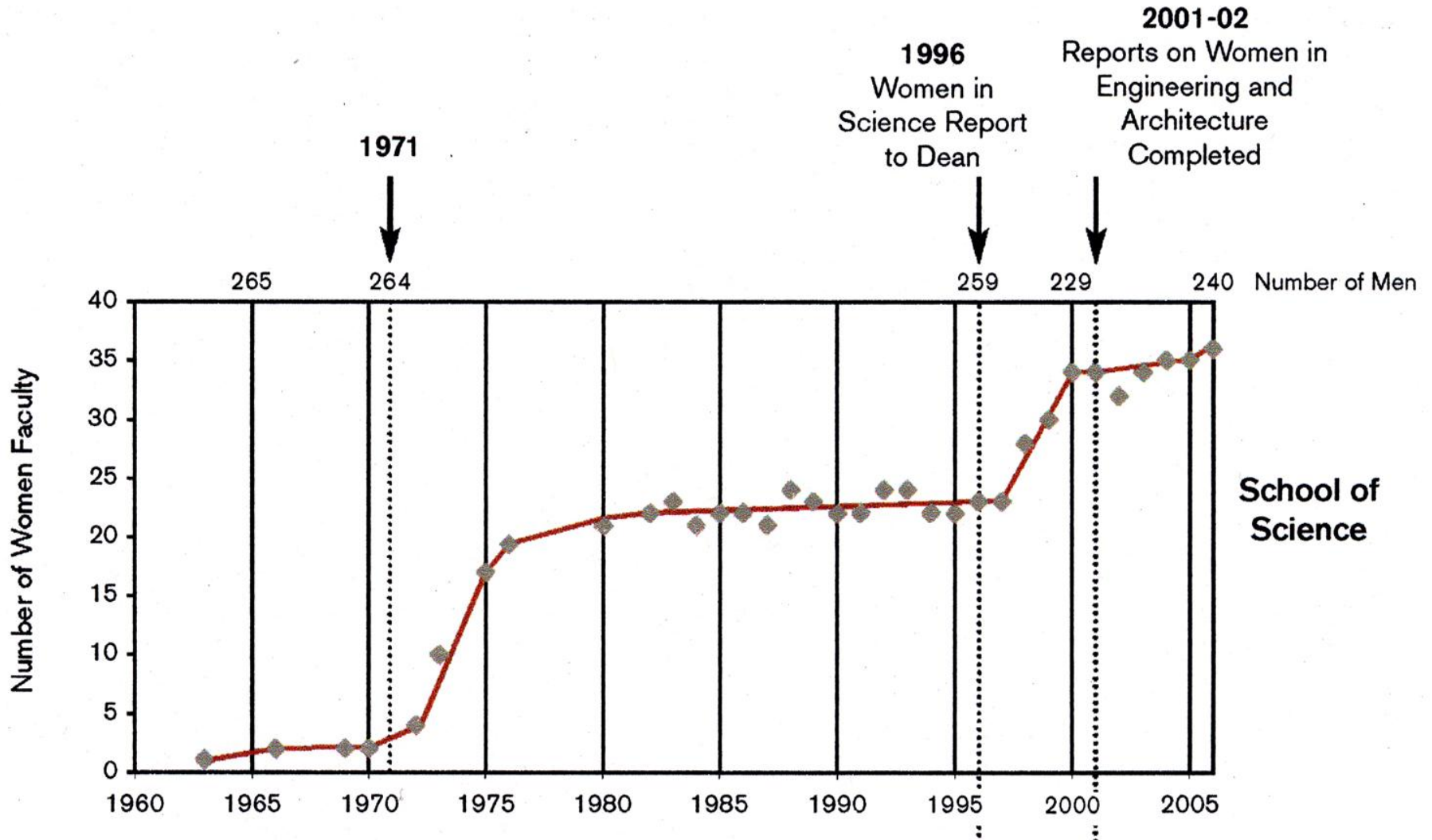
# “Invisible” Barriers

1. Sexual harassment

# “Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring

# Number of Women Faculty in the School of Science at MIT (1960-2006)



# # of women vs men faculty in Science at MIT - 1994

	Male	Female
Tenured	197	15
Untenured	55	7
Total	252	22 (8%)

# “Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
3. Having children
4. Undervaluation, marginalization, and exclusion that lead to:
  - Inequities in resources and compensations
    - Space, salary, grants, prizes, teaching and committee assignments, etc.
  - Failure in hiring results in small numbers
  - Few or no women in academic administration

# Unintentional Gender Bias and Stereotyping

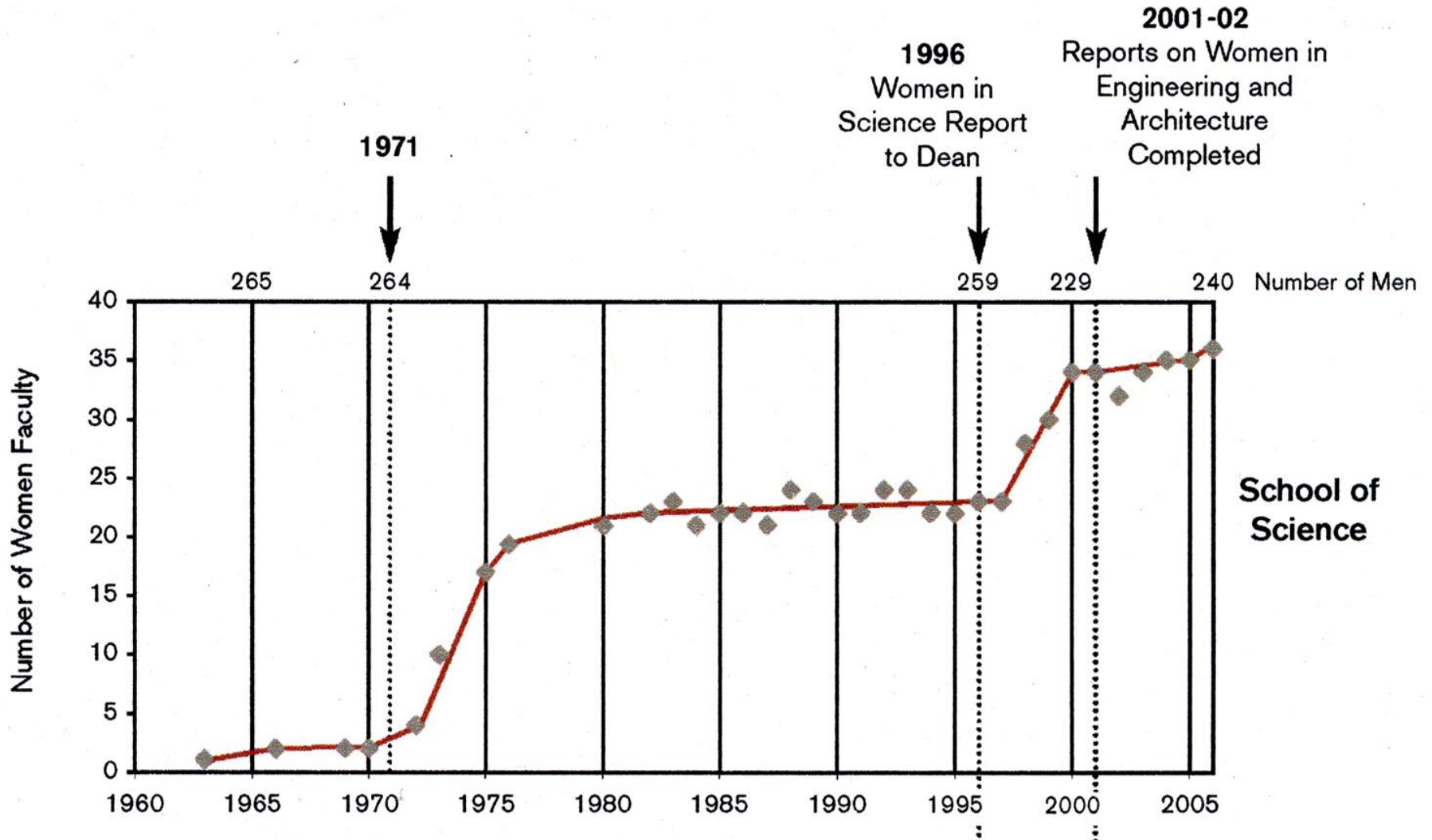
Two examples:

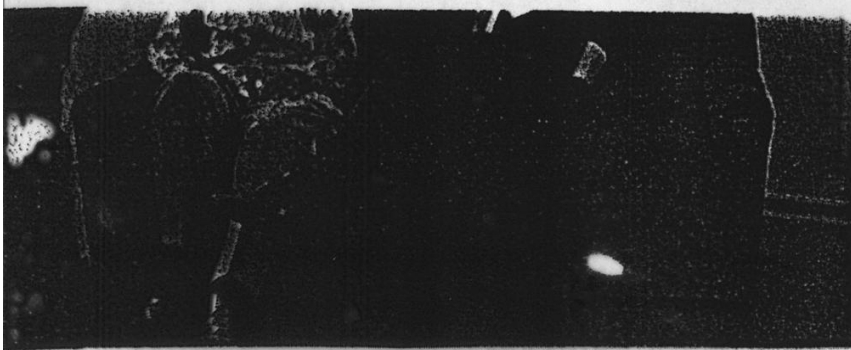
1. Reviewing a xeroxed manuscript
2. Blind auditions for orchestras

# Summary

***BOTH men and women slightly over-value work if they think it was done by a man, and slightly under-value work if they think it was done by a woman.***

# Number of Women Faculty in the School of Science at MIT (1960-2006)





Greg Marinovich/Gamma Liaison, for The New York Times

ork: Nelson Mandela with his Energy Minister, left, and a top Shell International official.

by SUZANNE DALEY

South Africa — The pink light of the runway at Waterkloof Air Force when Nelson Mandela settled into a seat aboard his presidential jet. The knelt to remove his shoes and, in what well-worn routine, helped him lift his h onto two pillows. start of a working day for the 80-year- he that would include a visit deep into er, moving from the luxurious jet to pter for a hot, bumpy, hourlong ride er back. d also be meetings here in Pretoria: ves, an envoy from Uganda, the Pres- ia, then more executives. In the

evening, he would address an auditorium full of white farmers to laud a new anticrime program.

His day would end 15 hours after it started, a grueling schedule that is not unusual for him, even in the twilight of his presidency.

After nearly five years in office, Mr. Mandela is still beloved, a leader who can scold an audience for two hours and still get a standing ovation, as he did recently after he told a largely white group in a rich Johannesburg suburb (the same one he lives in) that they had to stop defending their privileges and do more to transform the country into an economic democracy as well as a political one.

His popularity crosses all racial lines and is such

Continued on Page A6

ministration pledged for peacekeep- ing could only participate if they were in a NATO force with NATO

the last moment to make conces- sions.

At the White House, President

Continued on Page A11

Continued on Page A10

## M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most presti- gious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from perva- sive, if unintentional, discrimination.

"I have always believed that con- temporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the fac- ulty newsletter within days and al- ready posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a

report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and dem- oralizing — discrimination in areas from hiring, awards, promo- tions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national ex- perts say, continues and in some ways has worsened at institutions across the country, despite the grow- ing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 per- cent in 1975, the gap between salaries for male and female professors actu- ally widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute dis- criminate more than other top- flight universities; it is simply more

Continued on Page A16

## Lead Faces New York Council; Protests and Arrests Go On

L. COOPER

Commissioner Howard mounting criti- including State rnl McCall, were in the largest act ce yet protesting of Amadou Diallo. d just after was forced to at a City Council ice Department's t. Four officers a total of 41 shots

at Mr. Diallo, an unarmed West Afri- can immigrant, killing him in the vestibule of his Bronx apartment building on Feb. 4.

Before the hearing, Mr. Safir's aides said that he might not testify at the City Council hearing because of a scheduling conflict. But after being photographed at the Academy Awards ceremony in Los Angeles on Sunday night, the Commissioner flew back to New York to attend the hear- ing at City Hall.

The size of yesterday's protest — several hundred marched outside Police Headquarters in lower Man-

hattan, and the number of arrests was the highest yet in protests in the case — indicated that public anger over Mr. Diallo's shooting showed no signs of abating nearly seven weeks after the episode.

Singing "We Shall Overcome," Mr. McCall, the highest-ranking black elected official in the state, blocked the entrance to Police Headquarters and was arrested along with Earl G. Graves, the publisher of Black En- terprise magazine; Ed Lewis, the publisher of Essence magazine; the comedian Dick Gregory, and dozens of lawyers and several City Council

members fresh from their hearing on the Police Department.

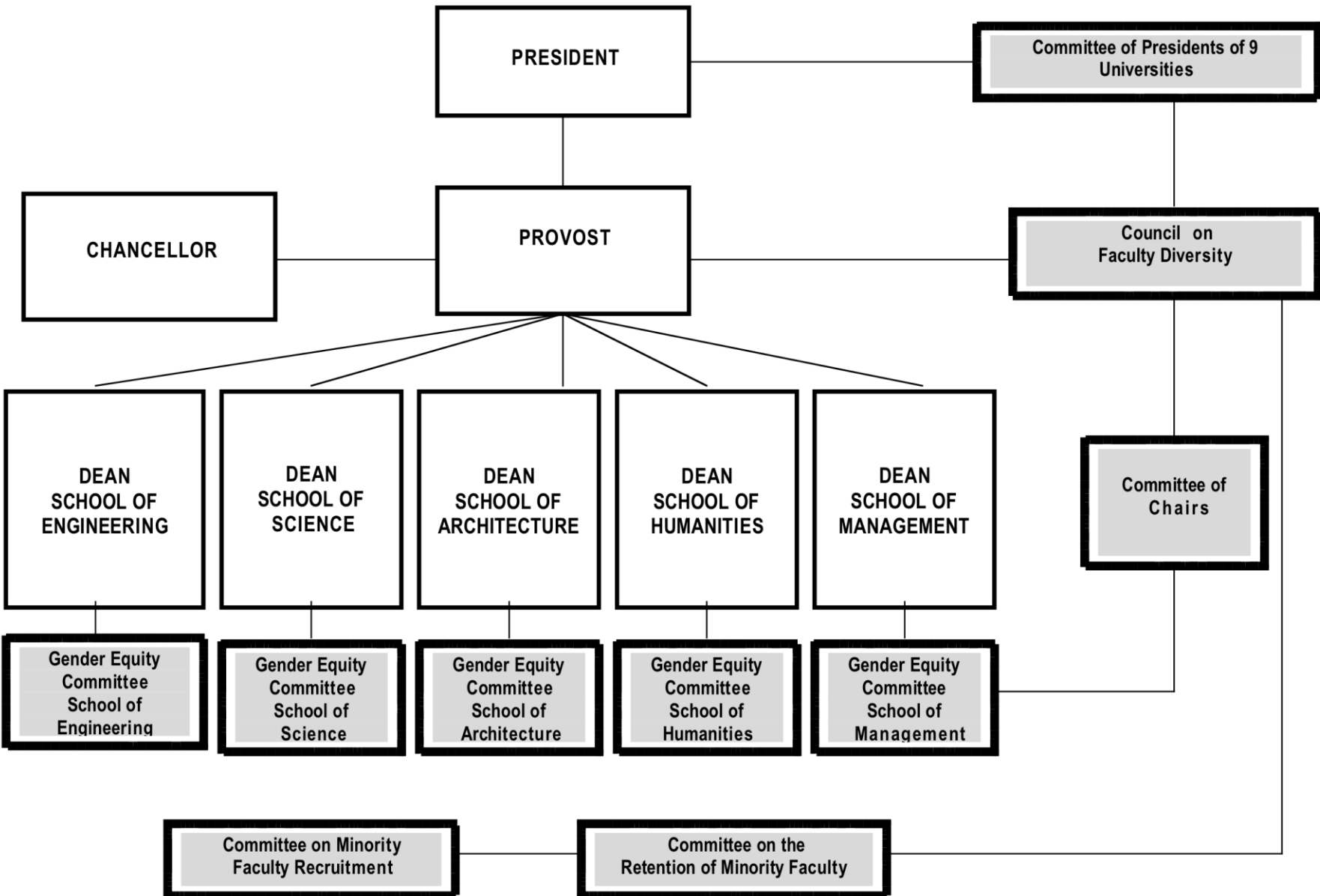
All were handcuffed, following po- lice guidelines, as Representative Charles B. Rangel of Harlem and former Mayor David N. Dinkins were last week.

But the main political drama yester- day was at the City Council hear- ing, where Council members had been eagerly awaiting a chance to question Mr. Safir, only to be re- buffed by his office over the last few days. Police officials refused to say

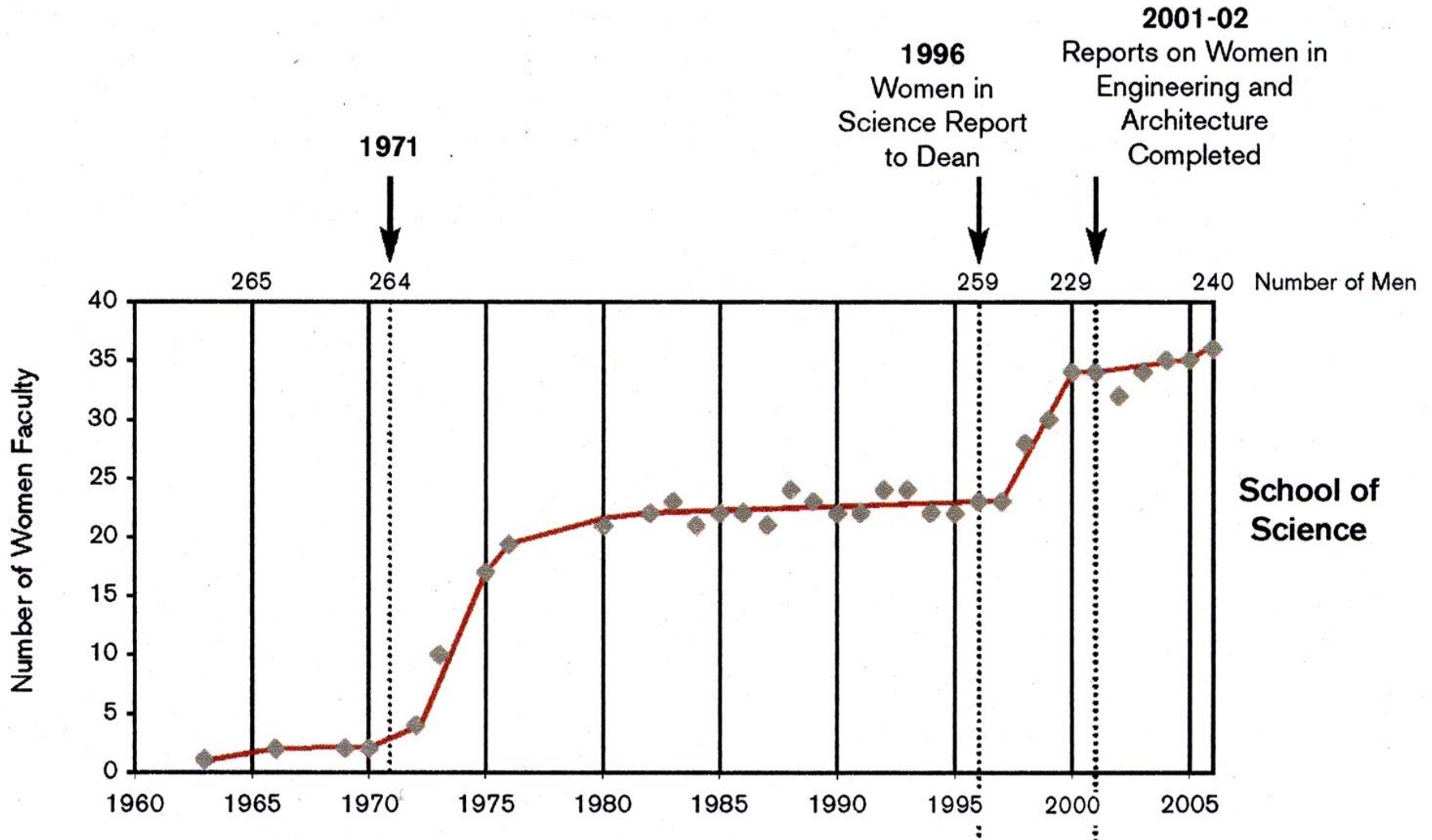
Continued on Page A28



THE NEW YORK TIMES is available for home or office delivery in most major U.S. cities. Call, toll-free: 1-800-NYTIMES. On the Internet: 1-800@nytimes.com. ADVT.



# Number of Women Faculty in the School of Science at MIT (1960-2006)



How do you remove the *Underlying Cause* of the *Marginalization and Undervaluation* of Women Scientists?

namely,

***Unintentional Gender Bias***

# Harvard's former President Summers

## January 14, 2005

1. Family responsibilities impact women's career choices.
2. Differences in "INTRINSIC APTITUDE" between men and women explain the small number of women in Science and Engineering.
3. Bias inevitably ceases to exist (economic theory).

# Harvard's former President Summers

## January 14, 2005

1. Family responsibilities impact women's career choices. **TRUE**
2. Differences in "INTRINSIC APTITUDE" between men and women explain the small number of women in Science and Engineering.  
**NO EVIDENCE TO DATE**
3. Bias inevitably ceases to exist (economic theory). **Largely FALSE**

**A report from the National Academy of Sciences has reviewed the literature on this subject.**

# “Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
3. Having children
4. Undervaluation, marginalization, and exclusion that lead to:
  - Inequities in resources and compensations
    - Space, salary, grants, prizes, teaching and committee assignments, etc.
  - Failure in hiring results in small numbers
  - Few or no women in academic administration
5. Unconscious bias – ‘the Larry Summers hypothesis’

# “Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
3. Having children
4. Undervaluation, marginalization, and exclusion that lead to:
  - Inequities in resources and compensations
    - Space, salary, grants, prizes, teaching and committee assignments, etc.
  - Failures in hiring results in small numbers
  - Few or no women in academic administration
5. Unconscious bias – ‘the Larry Summers hypothesis’

# Some Recent public comments by Harvard faculty about Summers' hypotheses

*“Feminists do not believe in diversity which is not to their advantage. They rose to power by ...making society aware that women are treated unjustly under the assumption that women are no different from men. Feminists do not care to argue this assumption, and seeming to do so was exactly what got Summers into trouble with MIT biologist Nancy Hopkins ‘64, who denounced him for proposing to inquire whether women are naturally less capable in science than men. Her scandalous act of obscurist intolerance was welcomed by Harvard feminists with glee, mixed with surprise that she could get away with it.”*

Professor Harvey Mansfield  
Harvard Crimson, Commencement issue  
June 2008

and...

*“People who storm out of a meeting at the mention of a hypothesis, or declare it taboo or offensive without providing arguments or evidence, don’t get the concept of a university or free inquiry.”*

Professor Steve Pinker  
2007

# The Greatest Taboo

*“Steven Pinker says it is taboo to suggest that women are innately inferior. But I believe the greatest taboo, by far, is to think that women are not innately inferior. If we all truly believed this, then we would have to finally ask ourselves why so few women (and minorities) are advancing, and realize that the answer lies within all of our hearts.”*

Professor Ben Barres, Stanford

From a lecture given at Harvard, 2008

**Percent of MIT Science Faculty  
who are women = 17%**

**Percent of US Senators who are  
women = 17%**

# Some of Students Identified in 2006 Johns Hopkins' Study of Mathematically and Verbally Precocious Youth





