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)

<table>
<thead>
<tr>
<th></th>
<th># out of 16</th>
<th># out of all 208</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidential Medal of Science</td>
<td>2 (12.5%)</td>
<td>8 (4%)</td>
</tr>
<tr>
<td>National Academy</td>
<td>10 (63%)</td>
<td>60 (29%)</td>
</tr>
<tr>
<td>American Academy</td>
<td>11 (69%)</td>
<td>115 (55%)</td>
</tr>
</tbody>
</table>
Number of Women Faculty in the School of Science at MIT (1960-2006)

1971: Women in Science Report to Dean
1996: Reports on Women in Engineering and Architecture Completed

Number of Women Faculty


Number of Men

School of Science
CHANGE DOES NOT HAPPEN WITH TIME ALONE
“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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenured</td>
<td>197</td>
<td>15</td>
</tr>
<tr>
<td>Untenured</td>
<td>55</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>252</td>
<td>22 (8%)</td>
</tr>
</tbody>
</table>
“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)
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 prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination. "I have always believed that contemporary 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 faculty newsletter within days and already 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 demoralizing — discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues in and in some ways has worsened at institutions across the country, despite the growing 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 percent in 1975, the gap between salaries for male and female professors actually 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 discriminates more than other top-flight universities; it is simply more
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).
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’
“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
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