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Abstract for an Invited Paper
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Promoting Gender Equity in STEM: Theory and Applications

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This presentation will begin by briefly reviewing data on the current status of women in STEM disciplines: degrees earned, careers pursued, obstacles encountered. Next, it will draw on social science research to illuminate a variety of underlying causes for gender disparities in STEM. These, in turn, will be shown to suggest an array of concrete actions that individual scientists, group leaders, and institutions can take to improve gender diversity; a few that the speaker has found especially effective in her role as a college dean will be noted. While the primary focus of the talk will be on women in physics, some of the broader issues encountered by sexual and gender minorities in STEM will also be discussed. In the remainder of the presentation, two particular interventions in which the speaker has been involved for the past several years will be covered in more detail: one aimed at building career skills of women physicists in developing nations and the other aimed at improving the climate for LGBT physicists here in the United States. These illustrate the wide array of opportunities open to all of us for making our field more inclusive.