Growing Diversity and Inclusion in STEM Disciplines: What will it take?

Despite four decades of effort to grow numbers of women in and minorities in the STEM disciplines, and some success stories, there are many fields in which the statistics remain stubbornly unchanged, and even a few fields where the trends are heading in the opposite direction. It is a matter of national priority that we overcome this hurdle to create the largest possible workforce of innovators to solve pressing societal problems and grow the economy. While erasing the factors that deter women and minorities from pursuing STEM fields poses a significant challenge, there are strategies small and large that institutions can pursue, even at local and individual scales, to encourage persistence of women and minorities in STEM disciplines, and to change the outcomes in their career trajectories. I will survey some of these strategies and share case studies on them.