
Diversity in CS (Gender Gap in STEM)

River Kelly

Gender in STEM

- “just over 40% of men listing a STEM course compared with roughly 19% of women.” (1)

Figure 1 The proportion ranking a STEM college course as first preference

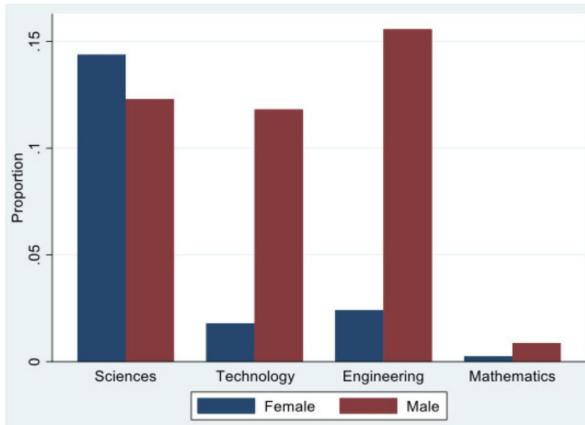
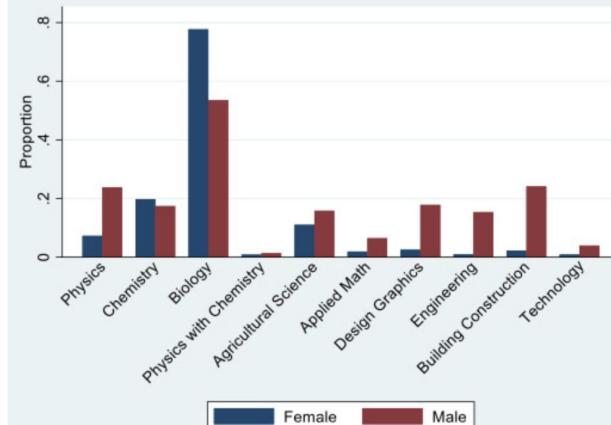


Figure 2 The proportion choosing a STEM subject in secondary school





Gender in STEM

Explaining the Gender Gap in STEM

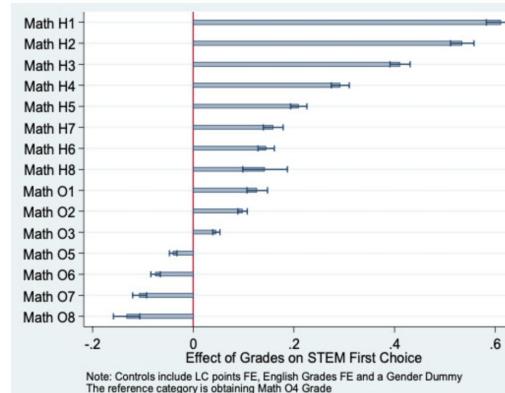
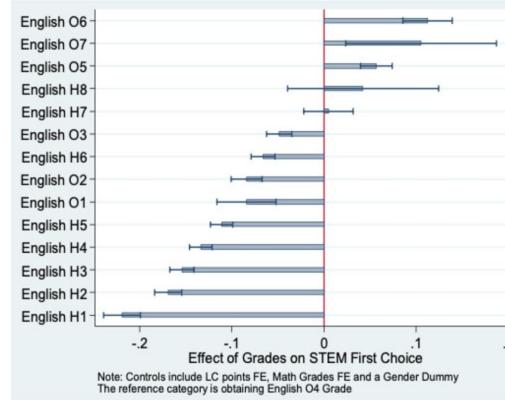
- Differential general achievement

Gender in STEM

Explaining the Gender Gap in STEM

- Differential general achievement
- Comparative advantage

Figure 3 The effect of maths and English grades on ranking STEM first



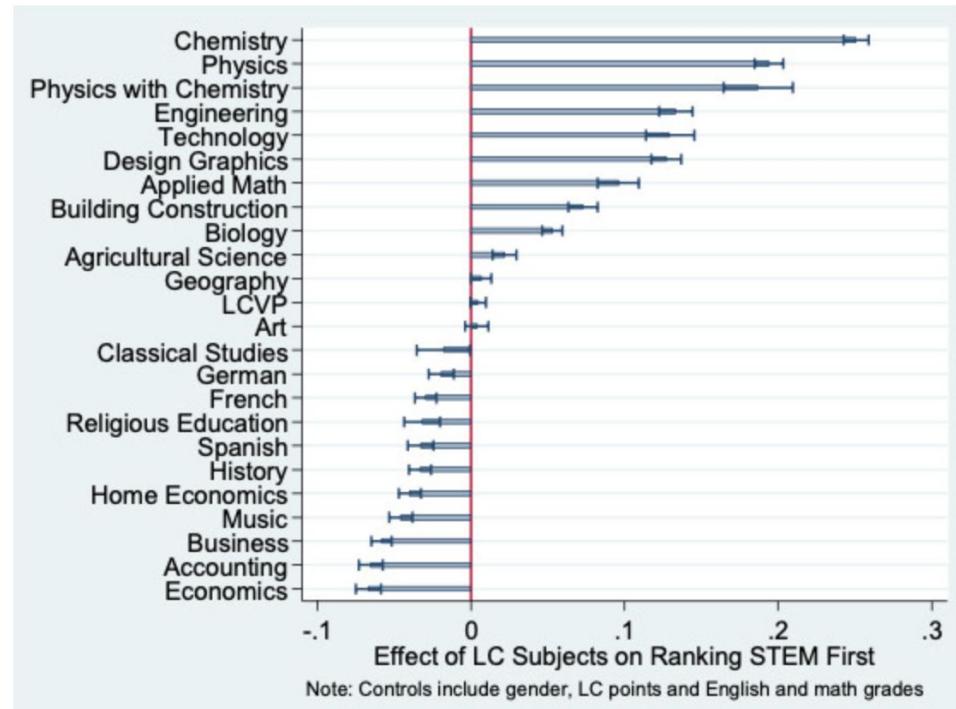
(1)-All info taken from VoxEU

Gender in STEM

Explaining the Gender Gap in STEM

- Differential general achievement
- Comparative advantage
- Subject choices in secondary school

Figure 4 The effect of Leaving Certificate subjects on ranking STEM first





Closing the Gender Gap in STEM

- Equality of Opportunity
 - "take affirmative action to ensure that applicants are employed, and employees are treated [fairly] during employment, without regard to their race, creed, color, or national origin". (2)
- Equality of Outcome
 - Scandinavia, and other gender-equal countries



Unintended Consequences

- Affirmative action
 - “alleged that Harvard discriminated against Asian-American applicants by favoring black and Hispanic applicants in their admissions process.” (3)
- Scandinavia experiment
 - “more gender-equal countries produce comparatively fewer women in the STEM fields” (5)

Closing the Gap

We still do not have a clear answer to how to close the gender gap in STEM fields.

- Jordan Peterson
 - Men like things
 - Women like people



Work Cited

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3. "Judge Rules in Favor of Harvard in Divisive Affirmative Action Lawsuit." The Stanford Daily, 4 Oct. 2019, www.stanforddaily.com/2019/10/03/judge-rules-in-favor-of-harvard-in-divisive-affirmative-action-lawsuit/.
4. Stoet, Gijsbert, and David C. Geary. "The Gender-Equality Paradox in Science, Technology, Engineering, and Mathematics Education." *Psychological Science*, vol. 29, no. 4, 2018, pp. 581–593., doi:10.1177/0956797617741719.
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