



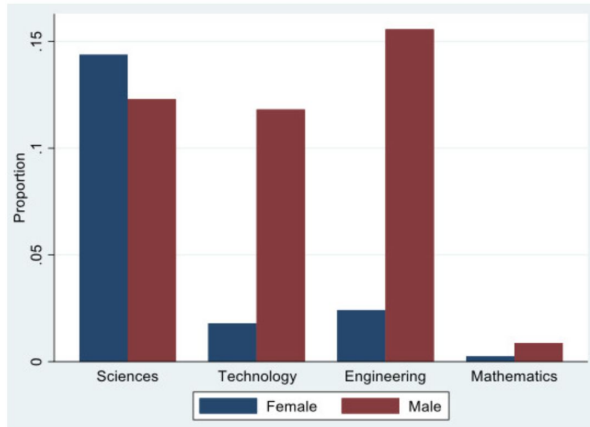
# Diversity in CS (Gender Gap in STEM)

River Kelly

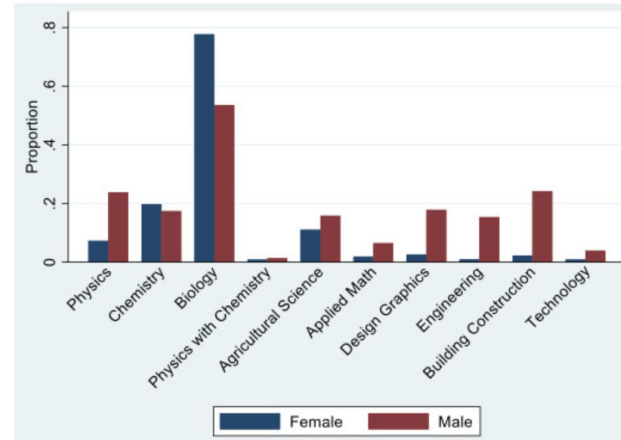
# Gender in STEM

- “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

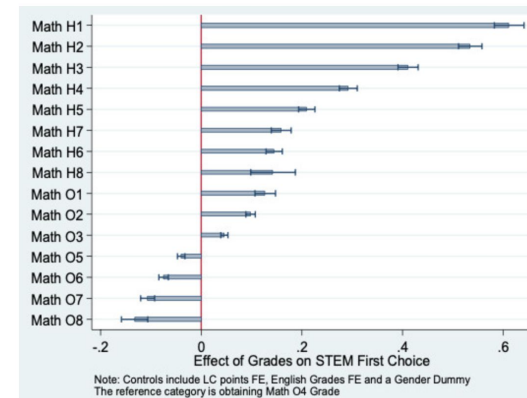
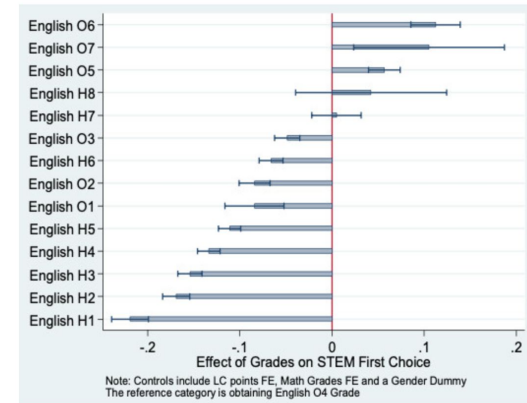
(1)-All info taken from VoxEU

# 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



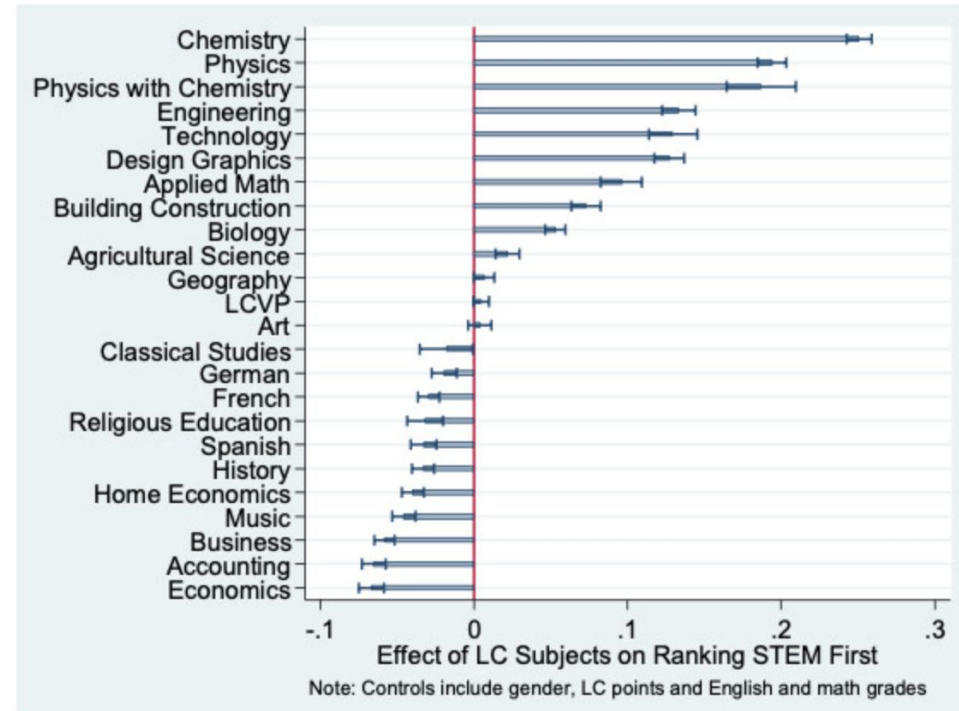
(1)-All info taken from VoxEU

# 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



(1)-All info taken from VoxEU



# 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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2. "Affirmative Action." Wikipedia, Wikimedia Foundation, 10 Sept. 2020, [en.wikipedia.org/wiki/Affirmative\\_action](https://en.wikipedia.org/wiki/Affirmative_action).
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5. Peterson, Jordan. "The Gender Scandal: Part One (Scandinavia) and Part Two (Canada)." Jordan Peterson, 24 Feb. 2019, [www.jordanbpeterson.com/political-correctness/the-gender-scandal-part-one-scandinavia-and-part-two-canada/](https://www.jordanbpeterson.com/political-correctness/the-gender-scandal-part-one-scandinavia-and-part-two-canada/).