

117TH CONGRESS
1ST SESSION

H. R. 4366

To increase the participation of historically underrepresented demographic groups in science, technology, engineering, and mathematics education and industry.

IN THE HOUSE OF REPRESENTATIVES

JULY 6, 2021

Mrs. CAROLYN B. MALONEY of New York (for herself, Ms. JACKSON LEE, and Ms. STRICKLAND) introduced the following bill; which was referred to the Committee on Science, Space, and Technology

A BILL

To increase the participation of historically underrepresented demographic groups in science, technology, engineering, and mathematics education and industry.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Women and Minorities
5 in STEM Booster Act of 2021”.

6 **SEC. 2. GRANT PROGRAM TO INCREASE THE PARTICIPA-**
7 **TION OF WOMEN AND UNDERREPRESENTED**
8 **MINORITIES IN STEM FIELDS.**

9 (a) FINDINGS.—Congress finds the following:

1 (1) According to the National Academy of
2 Sciences, STEM education is critical to ensuring the
3 United States maintains a diverse and competitive
4 workforce.

5 (2) According to the United States Census Bu-
6 reau, women were still vastly underrepresented in
7 the STEM workforce in 2019: comprising nearly
8 half of the United States workforce (48 percent),
9 but only slightly more than a quarter of STEM
10 workers (27 percent).

11 (3) According to the National Science Founda-
12 tion, women only represent 28 percent of all science
13 and engineering workers: comprising 29 percent of
14 physical scientists, 25 percent of computer and
15 mathematical scientists, and 13 percent of engineers.

16 (4) According to the National Center of Edu-
17 cation Statistics (NCES), women are more likely
18 than men to switch out of STEM majors: 32 per-
19 cent, compared to 26 percent. NCES has also found
20 that while a higher percentage of bachelor's degrees
21 are awarded to females than males (58 percent,
22 compared to 42 percent), within STEM fields a
23 lower percentage of bachelor's degrees were awarded
24 to females than males (36 percent, compared to 64
25 percent).

1 (5) According to the National Action Council
2 for Minorities in Engineering, Inc., the United
3 States needs to increase the number of underrep-
4 resented minorities who become engineers in order
5 to remain competitive in a world of technological in-
6 novation.

7 (6) According to Asian Americans Advancing
8 Justice (AAJC), data on Asian Americans and Pa-
9 cific Islanders (AAPIs) tend to hide the fact that
10 certain AAPI subgroups are still underrepresented
11 in STEM: with Cambodian (9 percent), Laotian (8
12 percent), Hmong (8 percent), and Native Hawaiian
13 and Pacific Islander (7 percent) workers signifi-
14 cantly underrepresented compared to other workers
15 in the United States (12 percent).

16 (7) Data also tend to hide the fact that certain
17 subgroups are underrepresented in postsecondary
18 education: with Cambodian (18 percent), Hmong (17
19 percent), Laotian (16 percent), and Native Hawaiian
20 and Pacific Islander (15 percent) students receiving
21 a bachelor's degree or higher at lower rates than
22 other students (30 percent). Furthermore, certain
23 subgroups also experience poverty at higher rates:
24 with Hmong (28 percent), Cambodian (21 percent),
25 Native Hawaiian and Pacific Islanders (20 percent),

1 and Laotian (17 percent) households living below the
2 Federal poverty level at significantly higher rates
3 than the overall population (15 percent).

4 (8) Finally, NCES has found that women and
5 underrepresented minorities leave STEM at higher
6 rates than their counterparts, leading to a need to
7 develop resources to retain these groups in STEM.

8 (b) PROGRAM AUTHORIZED.—The Director of the
9 National Science Foundation shall award grants to eligible
10 entities, on a competitive basis, to enable such eligible en-
11 tities to carry out the activities described in subsection (d),
12 in order to increase the participation of women and under-
13 represented minorities in the fields of science, technology,
14 engineering, and mathematics.

15 (c) APPLICATION.—Each eligible entity that desires
16 to receive a grant under this section shall submit an appli-
17 cation to the National Science Foundation at such time,
18 in such manner, and containing such information as the
19 Director of the National Science Foundation may reason-
20 ably require.

21 (d) AUTHORIZED ACTIVITIES.—An eligible entity
22 that receives a grant under this section shall use such
23 grant funds to carry out one or more of the following ac-
24 tivities designed to increase the participation of women or

1 minorities underrepresented in science and engineering, or
2 both:

3 (1) Online workshops.

4 (2) Mentoring programs that partner science,
5 technology, engineering, or mathematics profes-
6 sionals with students.

7 (3) Internships for undergraduate and graduate
8 students in the fields of science, technology, engi-
9 neering, and mathematics.

10 (4) Conducting outreach programs that provide
11 elementary school and secondary school students
12 with opportunities to increase their exposure to the
13 fields of science, technology, engineering, or mathe-
14 matics.

15 (5) Programs to increase the recruitment and
16 retention of underrepresented faculty.

17 (6) Such additional programs as the Director of
18 the National Science Foundation may determine.

19 (e) DEFINITIONS.—In this Act—

20 (1) the term “minority” means American In-
21 dian, Alaskan Native, Black (not of Hispanic ori-
22 gin), Hispanic (including persons of Mexican, Puerto
23 Rican, Cuban, and Central or South American ori-
24 gin), Asian (including underrepresented subgroups),
25 Native Hawaiian, Pacific Islander origin subgroup,

1 or other ethnic group underrepresented in science
2 and engineering; and

3 (2) the term “underrepresented in science and
4 engineering” means a minority group whose number
5 of scientists and engineers per 10,000 population of
6 that group is substantially below the comparable fig-
7 ure for scientists and engineers who are White and
8 not of Hispanic origin, as determined by the Sec-
9 retary of Education under section 637.4(b) of title
10 34, Code of Federal Regulations.

11 (f) AUTHORIZATION OF APPROPRIATIONS.—There
12 are authorized to be appropriated to carry out this section
13 \$15,000,000 for each of fiscal years 2022, 2023, 2024,
14 2025, and 2026.

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