

Welcome to Town Hall!

Society of Women Engineers

Tonight's Agenda

- ▣ Dinner!/Announcements
- ▣ State of women in engineering
- ▣ Small group discussion with facilitators
- ▣ Large group recap and action items



Past Events

- ★ *SWEet Breakfast*
- ★ *SWEsther Karaoke Kickoff*
- ★ *Make Ice Cream with SWE*
- ★ *Danaher Infosession*
- ★ *Career Options: Tech Law*
- ★ *Bring an Ally for Puzzles and Chai!*
- ★ *Startup Spring: Ventures in Tech*



This Month...

- ▣ March 1st - Career Options: Technical Sales
- ▣ March 4th - Shadow an Engineer Applications DUE!
- ▣ March 6th - SWEet Breakfast
- ▣ March 6th - Career Options: Technical Writing
- ▣ March 7th - Visa Tech Talk
- ▣ March 8th - Light-up Jewelry Workshop
- ▣ March 13th - Town Hall Follow-Up
- ▣ March 19th - Alumni Dinner
- ▣ March 21st - Startup Spring: Ventures in Engineering

...and more! Check the SWEmail and/or Facebook for events and event updates!

Upcoming Opportunities



Shadow an Engineer Spring 2018

- Shadow an engineer at your field over the Spring Break (March 26 - March 30) to grow your knowledge and make connections
- Companies look for students in all engineering, math and statistics
- Most of the opportunities are in Bay Area
- Accept applications from all genders, majors and years!
- Apply at <https://tinyurl.com/sae-sp18-student> by March 4th @ 4PM
 - You can also view the company information at <https://tinyurl.com/sae-sp18-company>

OHP - Host an admitted student overnight!

Want to make an impact on females admitted to Berkeley Engineering?
Sign up at tinyurl.com/sweohp18-host to host a student for Overnight Host Program and show her what your story at Berkeley is like!

Date & Time: Friday, April 20th, 10 PM - Saturday April 21st, 9 AM
Priority will be given to those in on-campus housing (dorms or apartments).

Questions? Email Haruka (harukai5@berkeley.edu) or Louise (louise.feng@berkeley.edu)!

Spring 2018 Alumni Dinner (March 19th)

Come out to this semester's Alumni Dinner!

RSVP at <https://tinyurl.com/alumni-dinner-swe18>

What

- A great opportunity to network/chat with alumni and meet other members of SWE
- Each table will have one alumna, and you will have the opportunity to chat and ask her any questions you have
- We will periodically rotate you so you have a chance to meet everyone
- *Dinner will be provided!*

When 7:30 - 9pm Monday, March 19th

Where 290 Hearst Memorial Mining Building (HMMB)

Membership



Bronze: *attend any 3 events*

Must be ONE Social, ONE Professional, and ONE Outreach event.



Silver: *National member OR Committee member OR attend 5 events*



Gold: *National member AND Committee member*
(Note: gold members invited to end-of-semester banquet)

A special surprise for silver and gold members in the near future!

Sign into SWE events here: <https://tinyurl.com/sweevent2018>

National Membership

- Eligibility for National Scholarships
- Discounts on t-shirts and UCB events
- Opportunity to network on a national level (conferences)
 - Minneapolis, MN!
- Learn more at *swe.org*

Haven't joined a committee?

If you're interested in getting more involved, it's NOT too late! There are still a few committees accepting applications! (ex. Outreach, Social). Speak to the officer in charge or an exec if you're interested.

Town Hall

WE KNOW THAT:

Women
make up

20%
of

engineering
school graduates¹

BUT

only
12%
of

practicing
engineers.²

AND
we know that

30%
of

women who have left the engineering
profession cited organizational climate
as the reason.³

Source: SWE National Gender Culture Study

https://research.swe.org/wp-content/uploads/2016/08/16-SWE-029-Culture-Study-10_27_16-Final-CP.pdf

Why are women leaving STEM careers?

1. Work experiences impact women's decisions to leave

Isolation, hostile male-dominated work environments, ineffective executive feedback, and a lack of effective sponsors are factors pushing women to leave SET jobs.

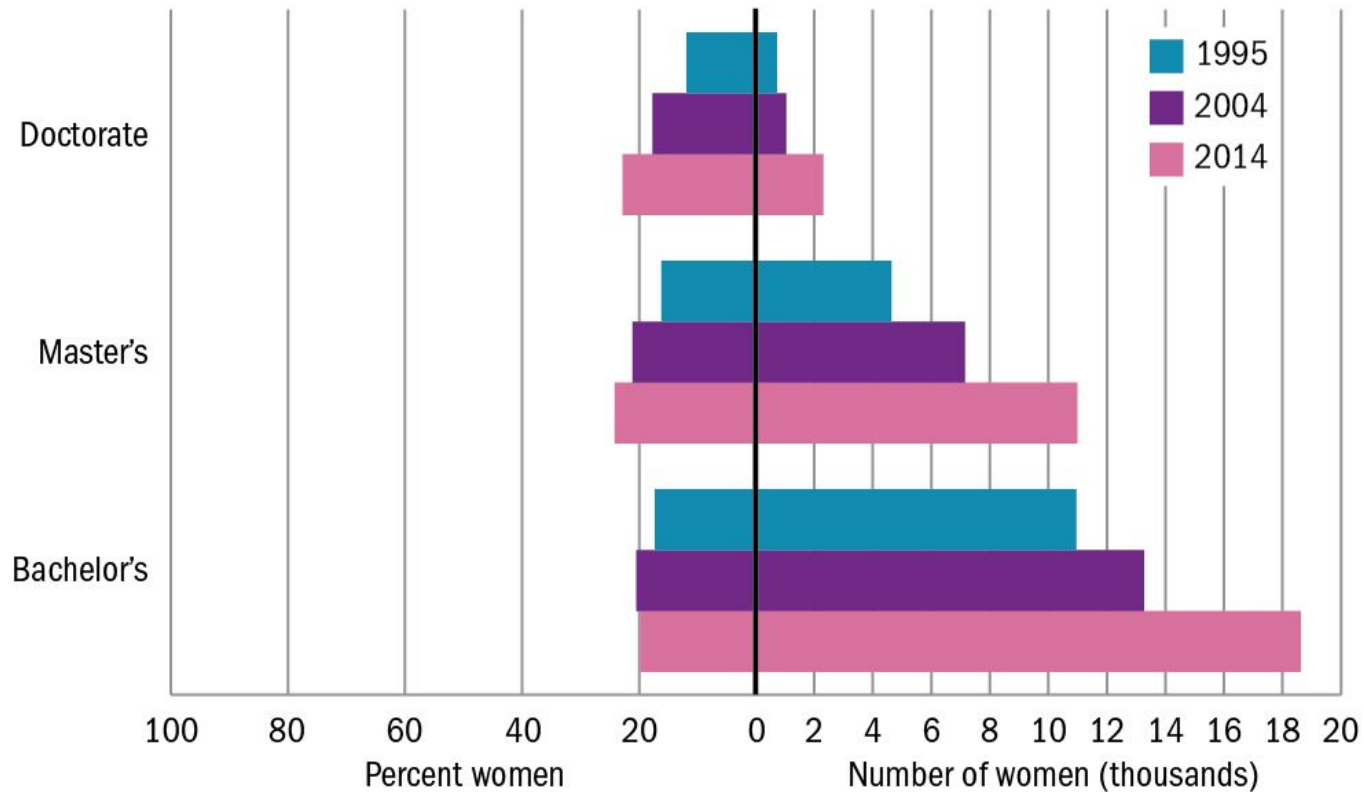
2. Lack of diversity in the boardroom

Globally, women made up **12.2%** of boards in the technology industry in 2015. In 2016, **women on corporate boards were almost twice as likely** as their male counterparts (**16%** and **9%** respectively) **to have professional technology experience** among Forbes Global 2000 companies.

Source: Catalyst article, January 2018

http://www.catalyst.org/knowledge/women-science-technology-engineering-and-mathematics-stem#footnote13_u6b3d2j

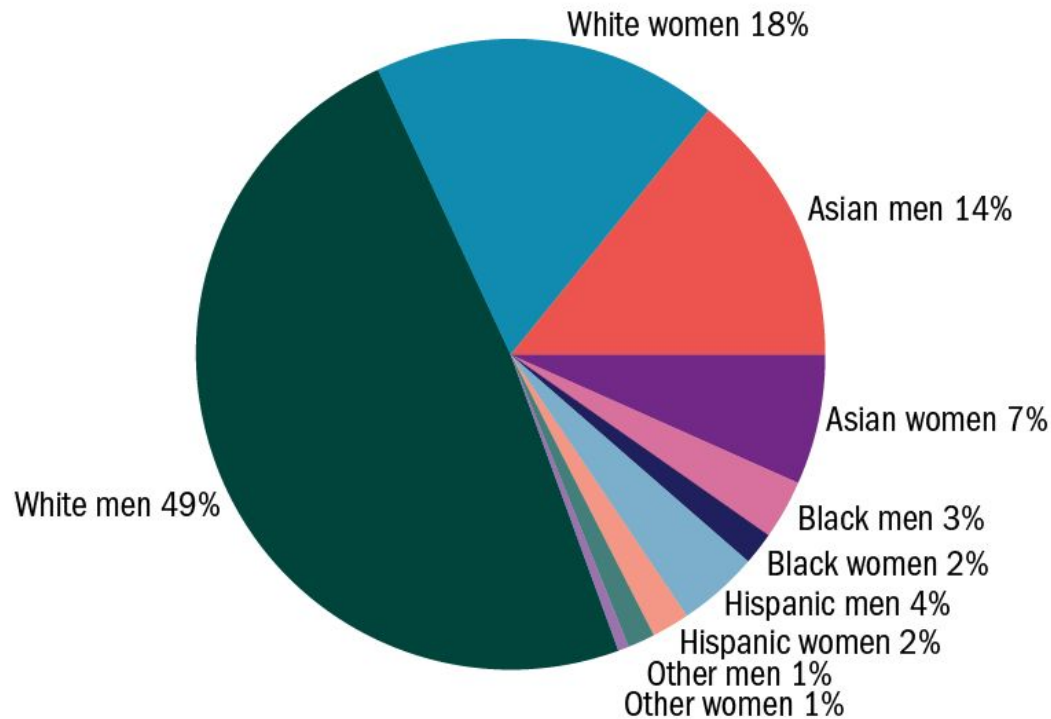
Low participation field for women: Engineering, 1995, 2004, 2014



Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017

Source: National Science Foundation

Scientists and engineers working in science and engineering occupations: 2015



NOTES: Hispanic may be any race. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and multiple race.
Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017

Source: National Science Foundation

SWE Workplace Experiences Survey

Three Patterns of Bias faced by professional women engineers:

1. Prove-It-Again Bias

61% of women vs. 35% of white men reported that they have to prove themselves repeatedly to get the same levels of respect and recognition as their colleagues.

2. Tightrope Bias

Women often walk a tightrope, navigating both pressures to behave in feminine ways and pushback for behavior seen as “too masculine.”

3. Maternal Wall Bias

Nearly 80% of men said having children did not change their colleagues' perceptions of their work commitment or competence; only 55% of women did.

Williams, Joan C., Su Li, Roberta Rincon, and Peter Finn. *Climate Control: Gender and Race Bias in Engineering?* Center for Worklife Law and Society of Women Engineers.

<http://research.swe.org/wp-content/uploads/2016/11/16-SWE-020-Work-Study-11-01-LM.pdf>



Diversity matters:
Companies are 15% more likely to
perform better if they are gender
diverse.

Source: Why Diversity Matters article, McKinsey & Co, January 2015
http://www.mckinsey.com/insights/organization/why_diversity_matters

Group Facilitators

- Tiffany Reardon
- Camille Crittenden, PhD
- Professor Kara Nelson
- Meltem Erol
- Professor Mary Scott
- Sally Winkler

Small Group Discussions

- Sharing of experiences (15 min)
- Identify major areas of concern (10 min)
- Next steps (10 min)

Sharing of Experiences

15 minutes

- *Share your experiences/opinions regarding:*
 - Microaggressions and unconscious bias
 - The classroom environment
 - Diversity in leadership (clubs, academia, etc.)
 - Additional topics of concern

Major Areas of Concern

10 minutes

What are the major challenges for
women in STEM at Berkeley?

Reflection and Next Steps

10 minutes

- What has SWE and the College of Engineering done well to tackle these challenges? What can we do better?
- What can allies do to provide support or to further improve the climate for women in engineering?

Recap

- Share 1-2 two of the major challenges you discussed
- Ideas for action?

Next Steps

- ▣ SWE Leadership will review proposed ideas/plans
- ▣ We will be connecting with our student groups/campus organizations in this effort

Continuing at Cal!

- ▣ Associate Dean of Equity and Inclusion: Professor Kara Nelson
 - Visit her at her office hours this Spring: Mon 4-5 PM, 221 Bechtel
- ▣ Enroll in for Women Invested in Lifelong Leadership (WILL) Seminar series next fall!
- ▣ Attend our **Town Hall Follow up Event** on **March 13th, 6-7:30 PM in 290 HMMB**
- ▣ Share your experiences through the Double Shelix Podcast
- ▣ Ideas for Advocacy Events/Action Items? Let us know!

More Advocacy Resources

- SWE Legislative Action Center:
<http://societyofwomenengineers.swe.org/legislative-action-center>
- Start or sign a petition: [Change.org](http://change.org)
- California Legislature/Bills: <http://leginfo.legislature.ca.gov/>
- For women considering running for office:
<http://incubator.sheshouldrun.org/>
- Grassroots for bringing STEM individuals into office:
<http://www.314action.org/>
- Women in Leadership Conference: <http://www.wilconference.org>

Stay in Touch! Good luck on Midterms!



Sign up for our mailing list:
<https://tinyurl.com/swemailinglist>



swe.berkeley.edu



www.facebook.com/ucbswe



www.twitter.com/ucb_swe
Follow us @ UCB_SWE



www.instagram.com/ucb_swe
Follow us @ ucb_swe