



STANFORD

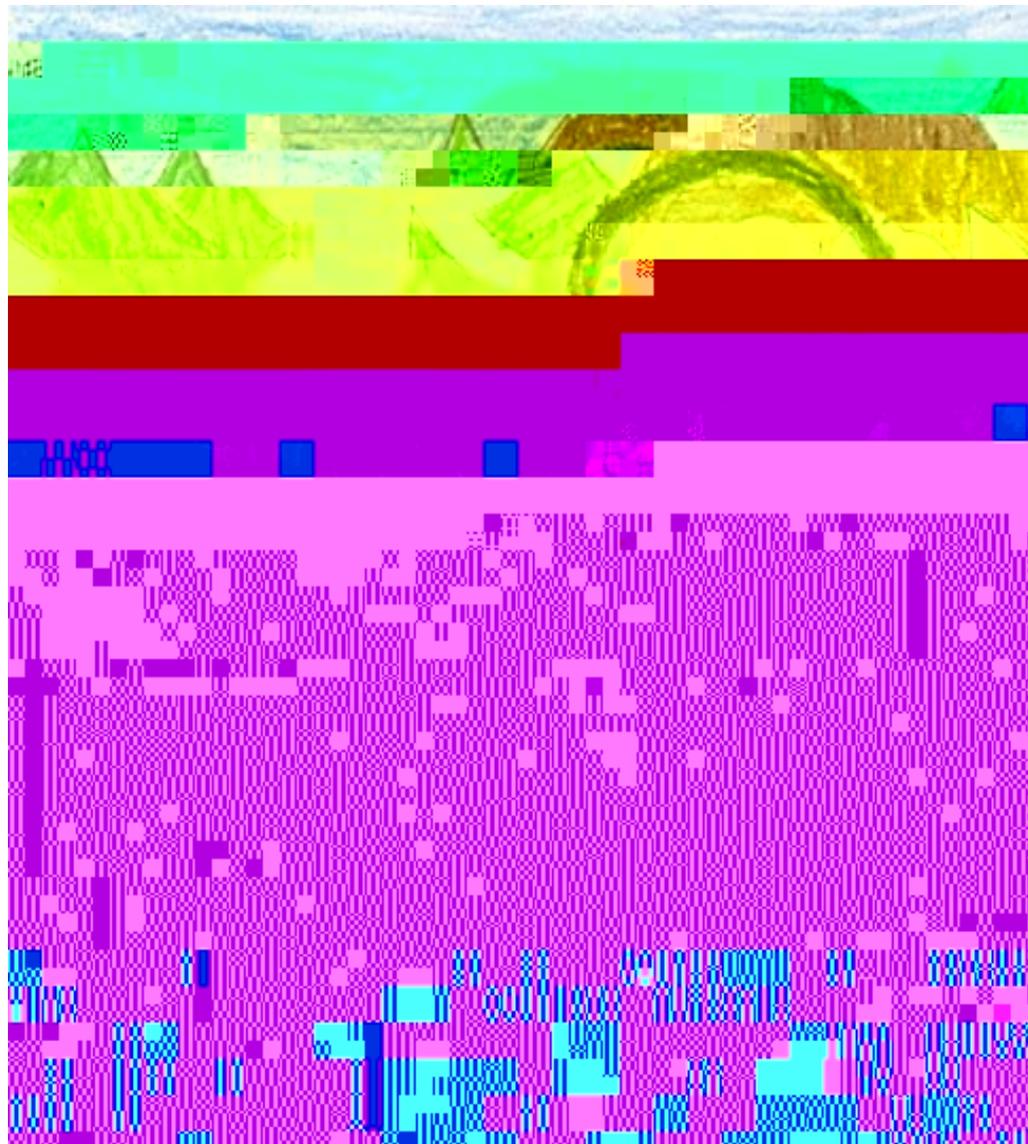
SCHOOL OF
HUMANITIES AND SCIENCES

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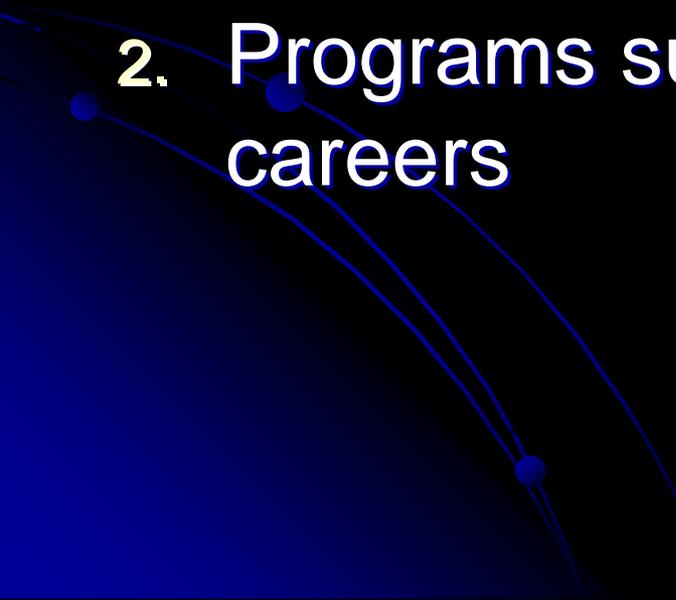




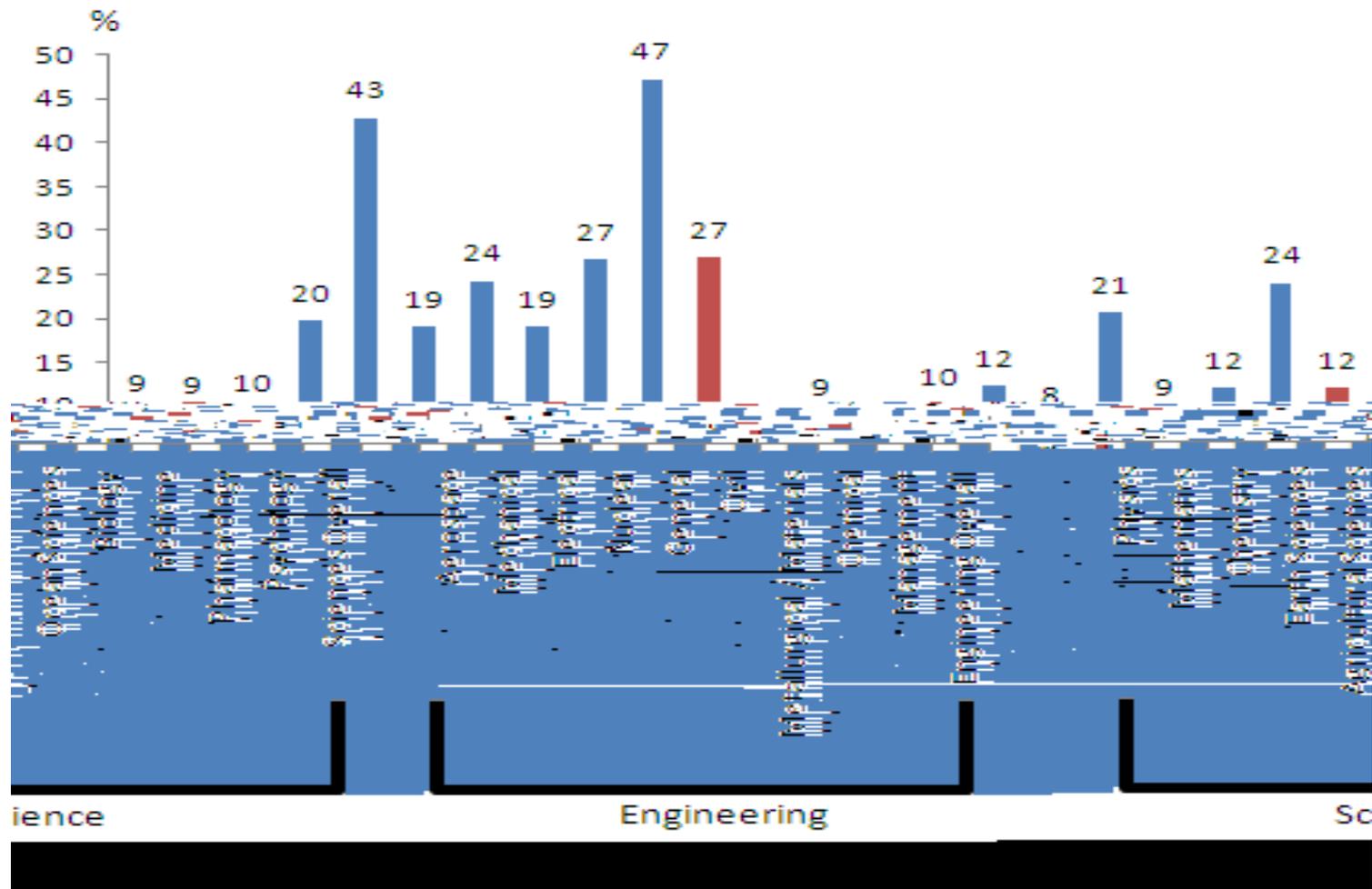
Programs to Support Girls and Women

1. Data collection

2. Programs supporting education and careers



Women's share of doctoral degrees in science and engineering (2009), Japan:

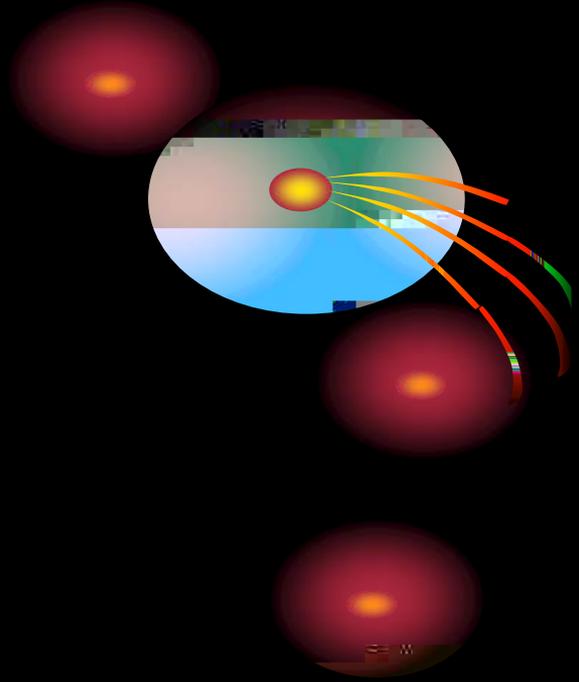


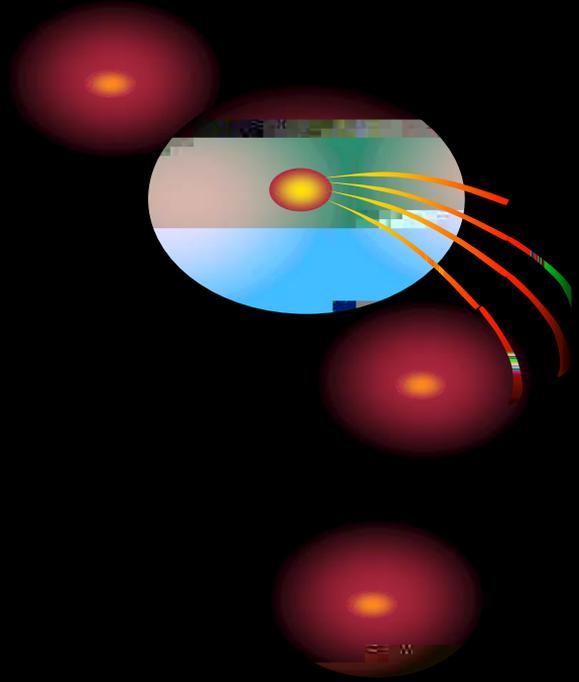
Three Policy Approaches

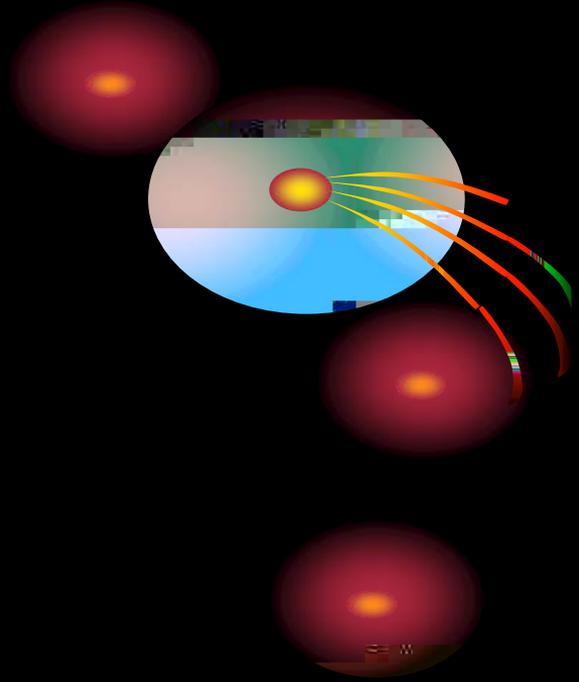
1. Increasing the Participation of Girls and **Women** in S&T, *or Fixing the Numbers of Women*
 2. Transforming Educational and Research Institutions, *or Fixing the Institutions*
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Institutions and Societies: Transformational Structures

- 3 Cultural stereotypes
- 3 Gender bias in hiring and promotion
- 3 Women's disproportionate domestic and care work
- 3 Work/life balance
- 3 Making S&T education female friendly
- 3 Considering dual-Careers
- 3 Career breaks
- 3 Etc.









Three Point Seatbelt





Next Steps:

- Develop internationally agreed upon methods of sex and gender
- Train the current generation of researchers and policy makers in gender methodology.
- Train next generation in gender analysis— i.e., mainstream gender analysis into S&T curriculum.

Practical initiatives:

- Granting agencies
- Hiring and promotion committees
- Editors of peer-reviewed journals

