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TRANSFORMING TRAJECTORIES FOR WOMEN OF COLOR IN TECH

Evelynn Hammonds, Barbara Gutmann Rosenkrantz Professor of the History of Science
Professor of African and African American Studies
Chair, Department of the History of Science
Harvard University

Study Committee

EVELYNN HAMMONDS (Co-Chair)
Harvard University

JAMIKA BURGE
Capital One

ANN QUIROZ GATES
University of Texas at El Paso

KARL REID
Northeastern University

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Argonne National Laboratory

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Center for American Progress

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Columbia University

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Kapor Center for Social Impact

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Olin College of Engineering

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American Indian Science and
Engineering Society

MIA ONG
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KIMBERLY SCOTT
Arizona State University

SARITA BROWN
Excelencia in Education

ELENA FUENTES-AFFLICK
University of California, San
Francisco

MANUEL PÉREZ-QUIÑONES
University of North Carolina,
Charlotte

CYNTHIA WINSTON-PROCTOR
Howard University



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Study Approach

- 4 Public workshops: 1 in-person (90 attendees) and 3 virtual (551, 579, and 521 attendees)
- Engaged industry, government, academia, non-profit sector
- 10 Closed-session committee meetings
- Commissioned review of existing literature
- Extensive review of sector-specific literature by committee members
- Information requests to federal agencies
- Culminated in a virtual National Symposium to share the report's key messages (354 attendees)



Rationale

- Increasing the number of women of color in tech will be critical to building and maintaining a competitive workforce, especially as demand for professionals in tech fields continues to grow.
- In the tech workforce, Black women hold 3 percent of jobs, Latinx women hold 1 percent, Native American/Alaskan Native and Native Hawaiian/Pacific Islander women hold 0.3 percent, and all women of color are underrepresented in leadership positions in tech.
- Many past efforts to increase the number of women in tech have focused on white women, rather than address the specific contexts of women of color.



Overarching Conclusions

- Taking an intersectional approach is necessary to understand the factors that influence the experiences of women of color.
- Disaggregation of data is a high priority need across sectors.
- Women of color are not a monolith—different groups and sub-groups have different needs.



Recommendation Areas

- Future Research Agenda
- Higher Education
- Industry
- Federal Government
- Alternative Pathways to Tech
- Professional Organizations



Recommendation Areas: MSIs

- Future Research Agenda:

More investigation into experiences of women of color in tech and tech related fields at MSIs

- Higher Education

Widen recruitment efforts for students and faculty in tech departments and give greater consideration to students from MSIs, while also developing retention strategies to support students and faculty in these transitions

- Industry

Form Action Collaborative with meaningful partnerships with academia (particularly MSIs), government, and national labs

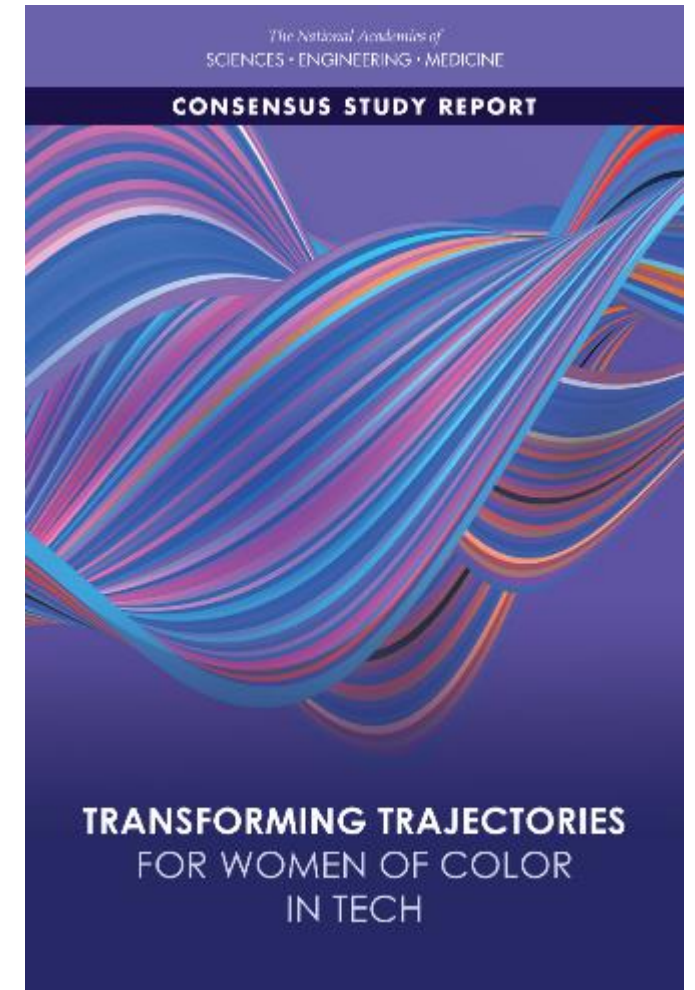
- Government

Scholarships for Native students teaching tech at TCUs

NEXT STEPS

Active and multi-faceted dissemination and outreach effort for the report:

Exploring the possibility of establishing an Action Collaborative on Transforming Trajectories for Women of Color in Tech



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To read or download a copy of the report, please visit: www.nap.edu.

For more information about the study or dissemination activities, please contact:

REBEKAH HUTTON, Study Director, rhutton@nas.edu

ASHLEY BEAR, Board Director, abear@nas.edu

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