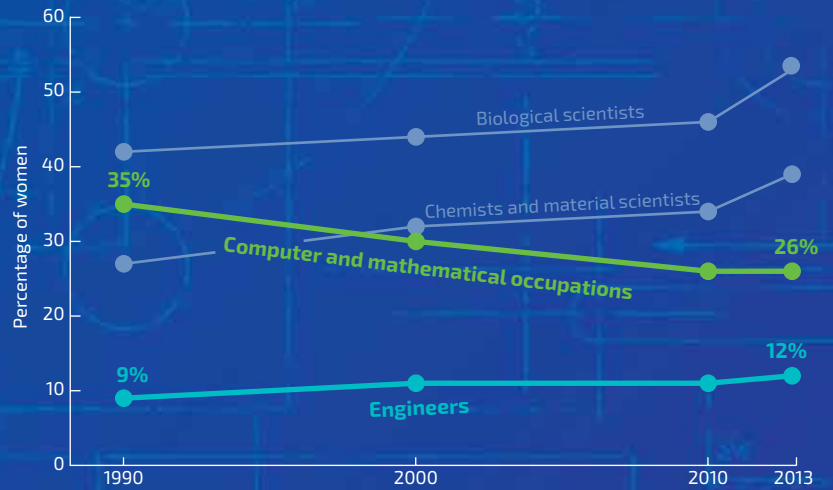


# WHY ARE THERE STILL SO FEW WOMEN IN ENGINEERING AND COMPUTING?

Just 12% of engineers are women, and the number of women in computing has fallen from 35% in 1990 to just 26%.

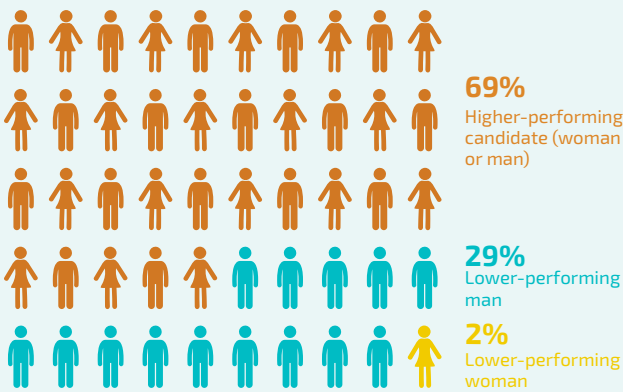
WOMEN IN SELECTED STEM OCCUPATIONS, 1990–2013



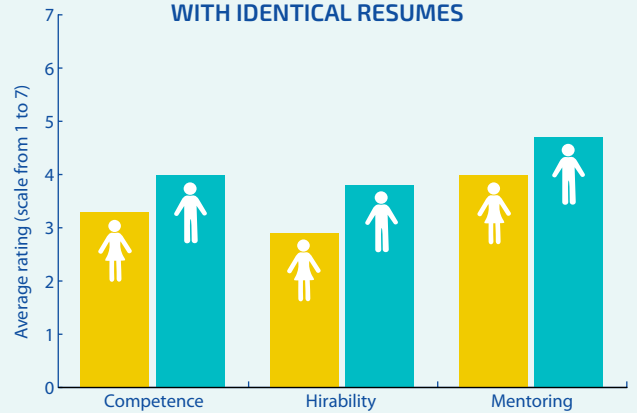
## Stereotypes and biases hold everyone back.

Think you're hiring the right person? You might not be. Studies show that stereotypes and biases often lead employers—both men and women—to select male candidates, regardless of qualifications.

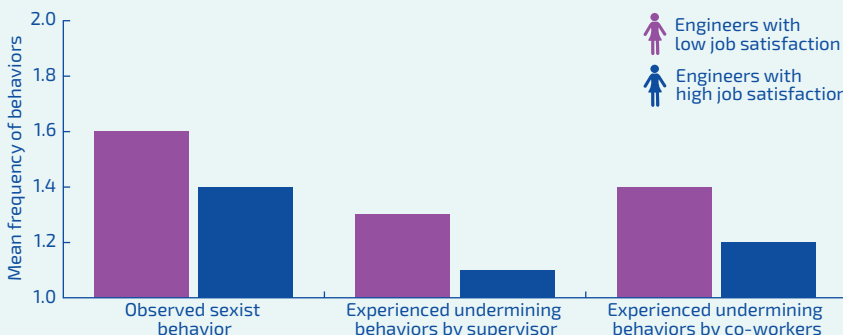
CHANCE OF CHOOSING THE RIGHT CANDIDATE



HOW EMPLOYERS RATE MALE AND FEMALE CANDIDATES WITH IDENTICAL RESUMES



JOB SATISFACTION OF WOMEN ENGINEERS IN THE WORKFORCE



One study found that the women who leave engineering are just like the women who stay. The difference is the workplace culture.

Harvey Mudd College dramatically increased the number of women computer science majors at the school in just five years by



Revising their required introductory computer science course to emphasize broad applications of computer science and accommodate different levels of experience.

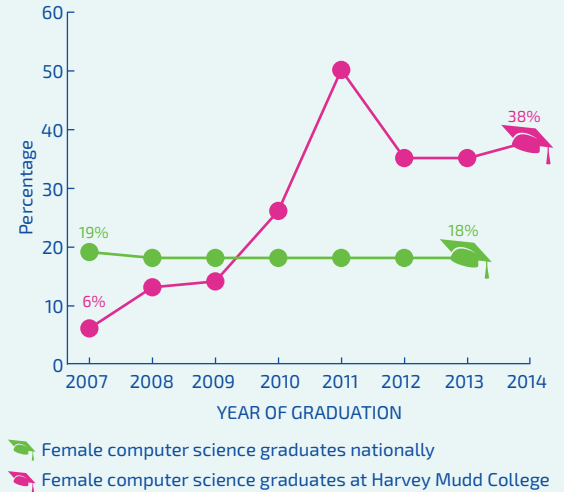


Providing students with early research opportunities.



Sending women students to the Grace Hopper Celebration of Women in Computing.

FEMALE COMPUTER SCIENCE GRADUATES NATIONALLY AND AT HARVEY MUDD COLLEGE, BY GRADUATION YEAR, 2007-2014



What if we expanded these efforts to businesses and K-12 education?

## Workforce diversity is good for business.

In less than 10 years, the United States will need 1.7 million more engineers and computer scientists. Adding women strengthens the talent pool and leads to better creativity, innovation, and productivity.



Solve the Equation. #addwomen