



WOMEN IN STEM

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OUTLINE

- Why do we have less women in STEM?
- Who I am & What I do
- Personal Experience: My struggle
 - Fear of Failure
 - Imposter Syndrome
 - Fake it till you make it!
 - Make yourself heard
 - Networking
 - Asking for help

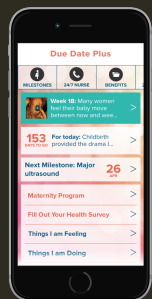
Q&A

WHY WE NEED WOMEN IN STEM

The difference a women's perspective



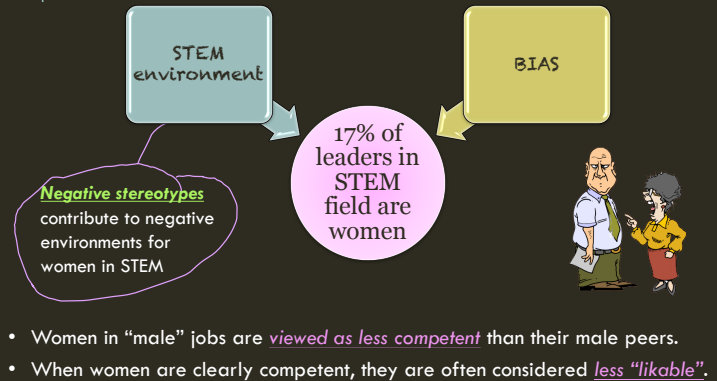
Amy Sheng,
a mom and bioengineer
working on "CellScope"



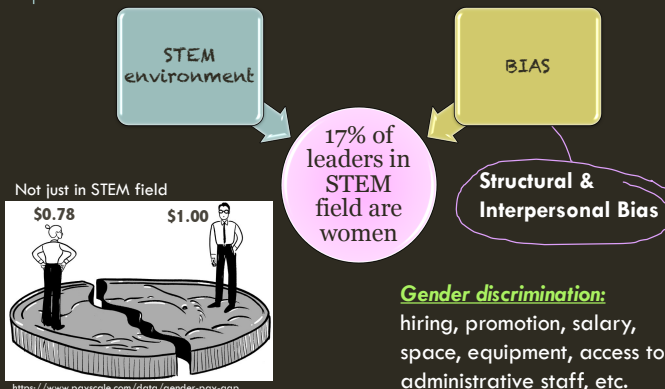
Leah Sparks &
Katherine
Bellevin
"Due Date Plus"

if you want to see the
change, be the change!

WHY WE HAVE LESS WOMEN IN STEM?



WHY WE HAVE LESS WOMEN IN STEM?



WHAT CAN WE DO TO OVERCOME GENDER BIAS IN STEM?

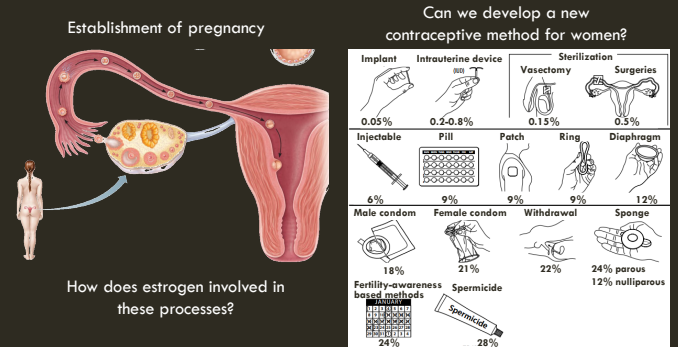


OUTLINE

- Why do we have less women in STEM?
- Who I am & What I do

WHO I AM

Assistant Professor at WSU



HOW DID I GET HERE?



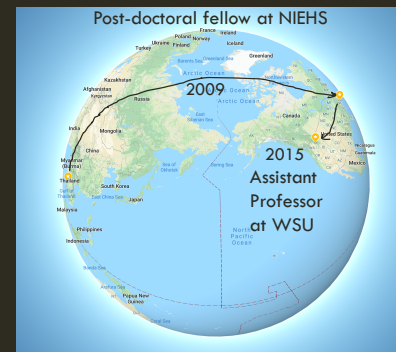
1st generation finished college

- Parents: 4th & 6th grade
- No one speaks English
- Not a straight As student

Education

- Bachelor: Nursing Science & Midwifery
- Practice as registered nurse
 - High job security
 - Routine schedule
 - Is this all I can do?
- PhD in Physiology in 2009

HOW DID I GET HERE?



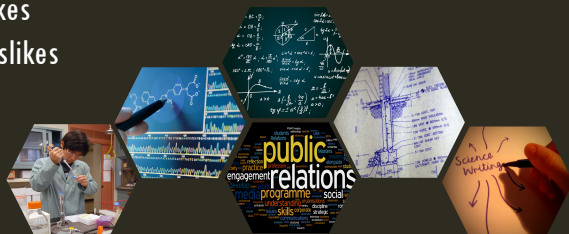
1st gen. student immigrant

If I can do it, you can too!

YOU!

FIND YOUR PASSION IN STEM

- Likes
- Dislikes



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FEAR OF FAILURE

At puberty, 50% of girls feel paralyzed by the fear of failure.
- <https://amysmartgirls.com>



IMPOSTER SYNDROME

A psychological pattern in which you doubt your accomplishments and have a persistent internalized fear of being exposed as a "fraud".

"Luck" instead of
Qualifications/Accomplishments

With all these smart people,
they are going to figure out
that I am not smart.

It will not go away, you have to overcome it

I STILL
CAN'T BELIEVE
THEY'RE
LETTING ME
DO THIS!

THEY'RE
TOTALLY
ON TO ME.

IT'S ONLY A
MATTER OF TIME
TILL
THEY FIND ME OUT.

TO OVERCOME THE IMPOSTER SYNDROME

Acknowledge that it's there

Talk to someone about it

Realize you are not alone

Collecting & revisiting positive feedback

Of all those
Other awesome
candidates,
they chose me.
They hired
ME!

FAKE IT TILL YOU MAKE IT!

Superman pose



TED Ideas worth spreading

AMY CUDDY Associate Professor, Harvard Business School
Your body language may shape who you are

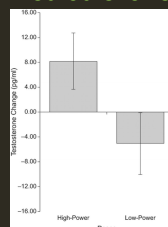
Body language affects how others see us, but it may also change how we see ourselves. Social psychologist Amy Cuddy argues that "power posing" — standing in a posture of confidence, even when we don't feel confident — can boost feelings of confidence, and might have an impact on our chances for success. NOTE: Some of the findings presented in this talk have been referenced in an ongoing debate among social scientists about robustness and reproducibility. Read "Criticisms & updates" below for more details as well as Amy Cuddy's response.

Be confident!

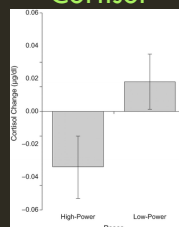
HIGH-POWER VS. LOW-POWER POSES



Testosterone



Cortisol



Fake it till you become it!

Carney, D. R., Cuddy, A. J. C., & Yap, A. J. (2010). Power Posing: Brief Nonverbal Displays Affect Neuroendocrine Levels and Risk Tolerance. *Psychological Science*, 21(10), 1363–1368. <https://doi.org/10.1177/0956797610383437>

It's the repetition of affirmations
that leads to belief.
Once that belief becomes
a deep conviction,
things begin to happen.

- Muhammad Ali

"I'm the greatest!"



BELIEVING IN THE POTENTIAL FOR INTELLECTUAL GROWTH, IN AND OF ITSELF, IMPROVES OUTCOMES.

“Boys do not pursue mathematical activities at a higher rate than girls do because they are better at math.

They do so, at least partially, because they think they are better.”

—Shelley Correll, Sociologist Professor
Stanford University



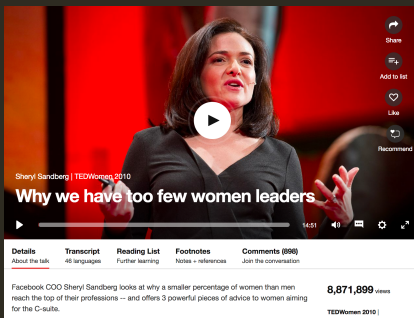
You are who you THINK you are.

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MAKE YOUR VOICE HEARD

Sit at the table



If someone has to look behind their shoulder to see you, you are both literally and physically behind them!

DON'T LEAVE BEFORE YOU LEAVE

“When asked to choose between marriage and career, female college students are twice as likely to choose marriage as their male classmates.”

Some women don't pursue careers to this extent because they want to have a family

- Don't enter the workforce already looking for the exit.
- Don't put on the brakes.
- Accelerate. Keep a foot on the gas pedal until a decision must be made.

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KEYS FOR NETWORKING SUCCESS

Find help & give help

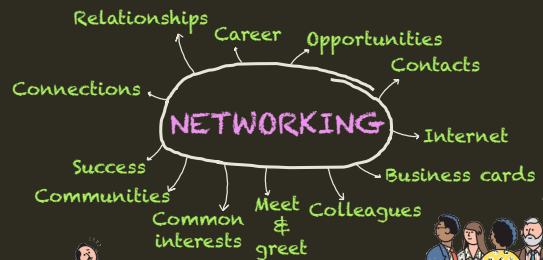
1. Two-way street
 - Give & Take
 - Offer something that you can
2. Be genuine with people you are talking to
 - Show that 'you are really interested in them/their story'

KEYS FOR NETWORKING SUCCESS

3. Don't ask for a job
 4. Use professional social media
- 
5. Don't take too much time
 6. Let other person speak
 7. Follow-up with a thank-you note or email

<https://www.kangan.edu.au/students/blog/successful-networking-tips>

NETWORKING WAS HOW I GOT THIS JOB



Don't sit with your friends

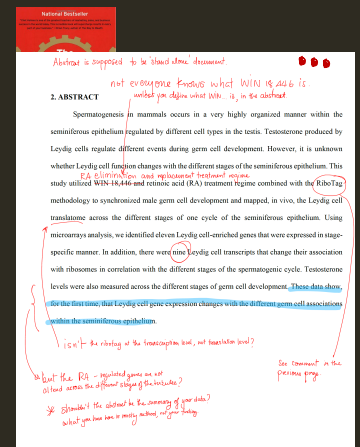
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TIME MANAGEMENT

Chet Holmes

1. Touch it once — red dots



TIME MANAGEMENT

Chet Holmes

1. Touch it once — red dots
2. Make lists — stick to the 3 most important things
 - Do the most important task first thing in the morning

TIME MANAGEMENT

Chet Holmes:

1. Touch it once — red dots
2. Make lists — stick to the 3 most important things
 - Do the most important task first thing in the morning
3. Plan how long you will spend time on each item
4. If you have big task, break it down into small tasks
5. Plan when will you do it



GET YOUR WORK & PERSONAL LIFE UNDER CONTROL

February 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27 11:00 AM: PBR Open	28 8:00 AM: Lab meeting 8:30 AM: Workshop 9:00 AM: Serepta's 9:30 PM: Meet with	29 8:00 AM: Philosophy of 8:30 AM: TBCS4 9:00 AM: Meet with 9:30 PM: Meet with	30 10:30 PM: Meeting with 11:00 PM: Meet with 11:30 PM: Meet with 12:00 PM: Meet with	31 8:00 AM: Philosophy of 8:30 AM: TBCS4 9:00 AM: Meet with 9:30 PM: Meet with	1 8:00 AM: Pay Grabs 8:30 AM: Set up 9:00 AM: Meet with 9:30 PM: Meet with	2 8:00 AM: PBR Open 8:30 AM: PBR Open
3 11:00 AM: PBR Open 11:30 AM: Photo day 4:00 PM: Day After	4 8:00 AM: Lab meeting 8:30 AM: Workshop 9:00 AM: Serepta's 9:30 PM: Meet with	5 8:00 AM: Philosophy of 8:30 AM: TBCS4 9:00 AM: Meet with 9:30 PM: Meet with	6 11:00 PM: Meeting about 12:00 PM: Meet with 12:30 PM: Meet with 1:00 PM: Meet with	7 8:00 AM: Philosophy of 8:30 AM: TBCS4 9:00 AM: Meet with 9:30 PM: Meet with	8 8:00 AM: Pay Grabs 8:30 AM: Set up 9:00 AM: Meet with 9:30 PM: Meet with	9 8:00 AM: PBR Open 8:30 AM: PBR Open
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FIND COURAGE TO ASK QUESTIONS/HELPS

It is in human nature to help others.

If they are busy, they would say so.



WHAT IF THEY SAY NO?

Could you point me to the right person or right direction?

WE NEED TO HELP EACH OTHER

Lifting as we climb



RESOURCES


<https://www.awis.org/>

<https://www.aauw.org/what-we-do/stem-education/>





Q&A



Don't be afraid to ask the "dumb" question, everyone else will be relieved you had the guts to ask!

--- Sheryl Sandberg ---