

# Gender disparities in STEM awards & recognition hinder the advancement and retention of women.



## WOMEN AND AWARDS

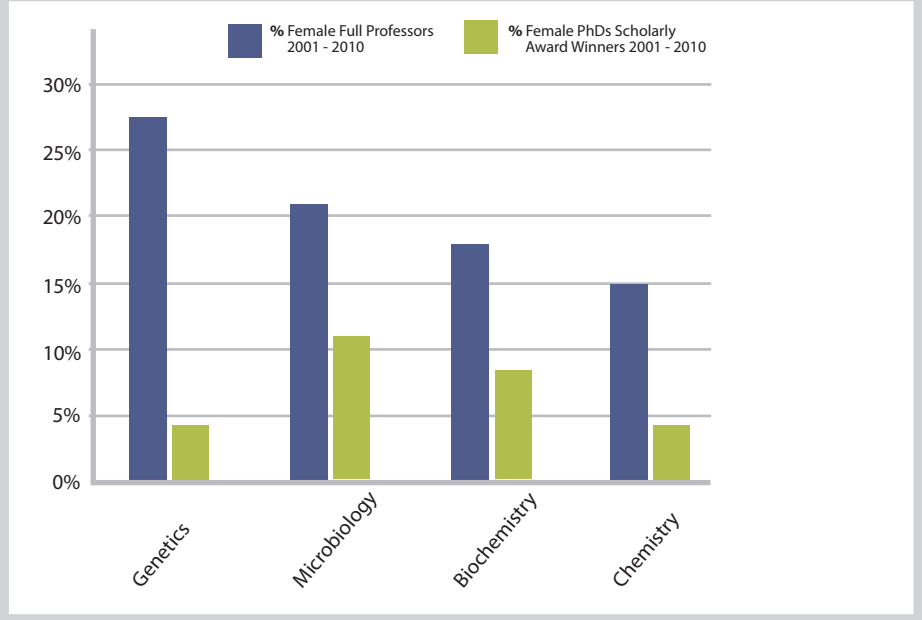
In 2010, AWIS partnered with disciplinary societies to pioneer processes that foster the diversity of scientific award recipients.

## WHAT TYPES OF AWARDS DID AWIS REVIEW?

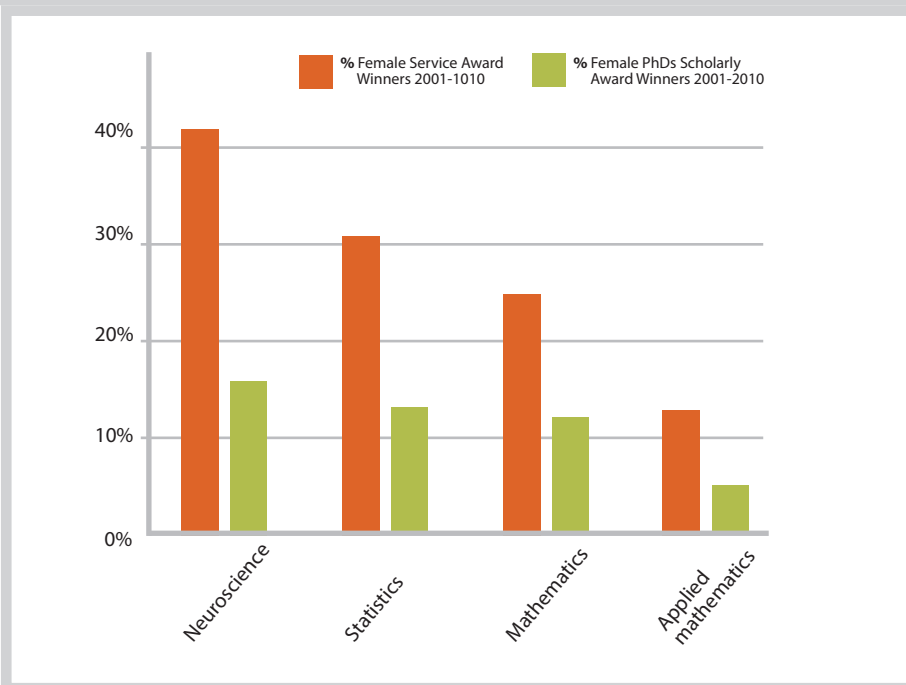
- Scholarly Awards
- Early Career Awards
- Service Awards
- Teaching/Mentoring Awards

After analyzing the data, it became clear that **women were consistently underrepresented among recipients of scholarly and research awards.** Ironically, **women seemed to be overrepresented among recipients of teaching and service awards.** These results were consistent within all pioneer societies.

## WOMEN BARELY MAKE A BLIP, RECEIVING A LOW PERCENTAGE OF SCHOLARLY AWARDS



## WOMEN RECEIVE NEARLY TWICE AS MANY "SERVICE" AWARDS COMPARED TO "SCHOLARLY" AWARDS



## CONCLUSIONS

Equal recognition in scholarly awards and prizes would help women overcome barriers to success in STEM, and provide a more diverse group of role models for young scientists.

- Too few women were being nominated for scholarly awards.
- Evaluation processes did not rely on merit.
- Selection processes were not rigorous and free of unconscious bias.

## SOLUTIONS

AWIS recommended that societies review their awards programs, paying close attention to:

- Outmoded policies and practices
- Implicit bias
- Using data to illustrate the issue to review committees
- Available AWIS resources to educate members and encourage nominations and establish fair evaluations.

To see how disciplinary societies stack up visit [www.awis.org](http://www.awis.org).

For resource citations, more research about implicit bias, nomination, and selection procedures, visit the AWIS website and view the AWARDS webcasts at [www.awis.org](http://www.awis.org)

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