AWIS
ASSOCIATION FOR WOMEN IN SCIENCE

Powered by Diversity:
Hiring and Retaining the Workforce of the
Future

National Diversity Equity Workshop
April 8-9, 2019

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AWIS Chief Business Development Officer

Why??

- Identify the steps and incentives to retain women and men at every step of the STEM career pathway

- Stimulate institutional and government policies that transform all sectors of the STEM workplace

STEM Workplace Attrition

Primary Reason Women with STEM Degrees Take Jobs Outside Field, by Race
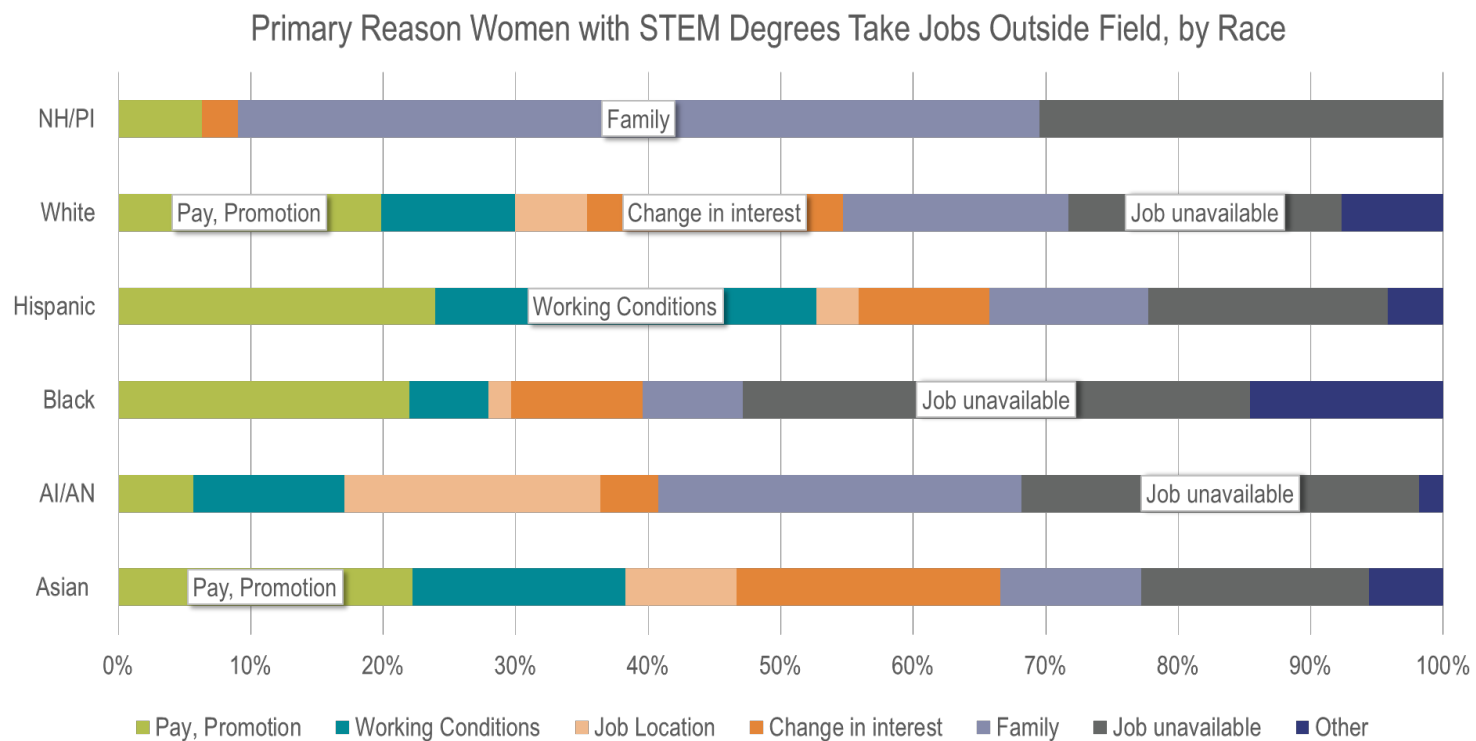
STEM Workplace Attrition

Primary Reason Women with Disabilities Take Jobs Outside Field, By Race
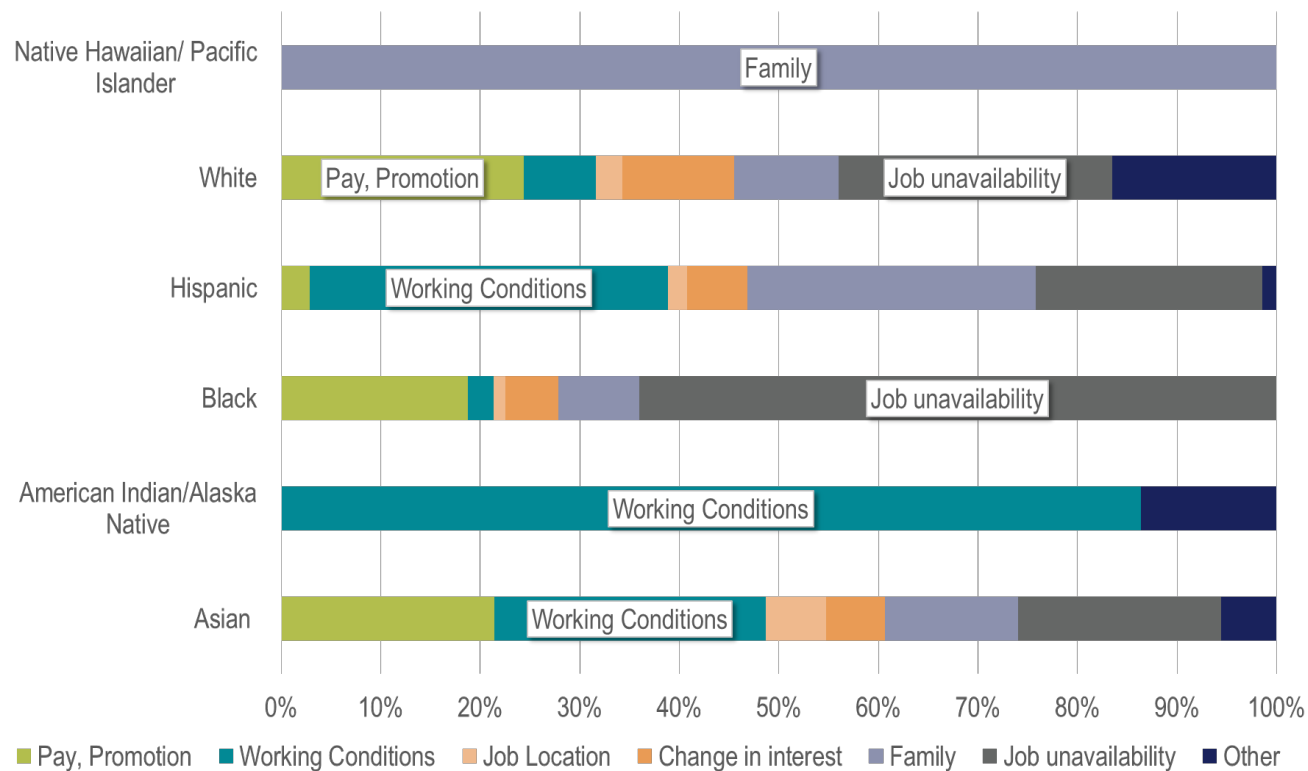
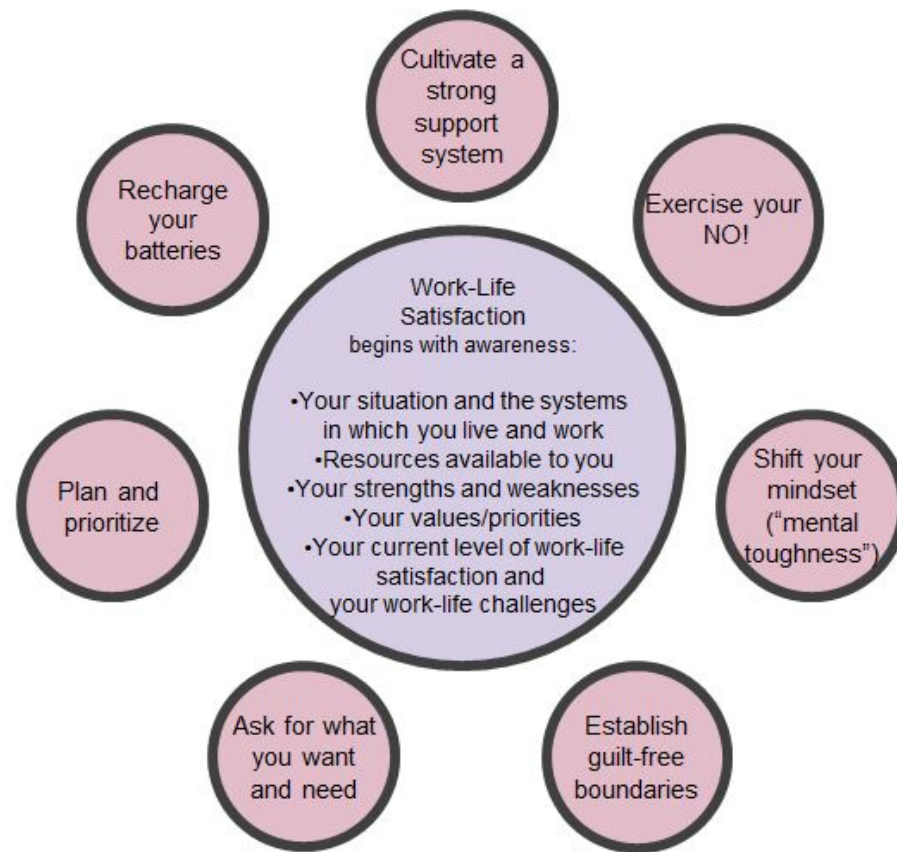How many of you have personally experienced work-life issues?

What do we know?

- Work/life integration challenges are worldwide

- Family-friendly policies and work/life programs make a difference

How do we know?

- Initial survey of AWIS members

- 2,624 respondents

- US-centric, majority were women

Cultivate a strong support system

Recharge your batteries

Exercise your NO!

Work-Life Satisfaction begins with awareness:

•Your situation and the systems in which you live and work
•Resources available to you
•Your strengths and weaknesses
•Your values/priorities
•Your current level of work-life satisfaction and your work-life challenges

Plan and prioritize

Shift your mindset ("mental toughness")

Ask for what you want and need

Establish guilt-free boundaries

Surveying the landscape

Award-wsolutions

Advancing co sive solutions
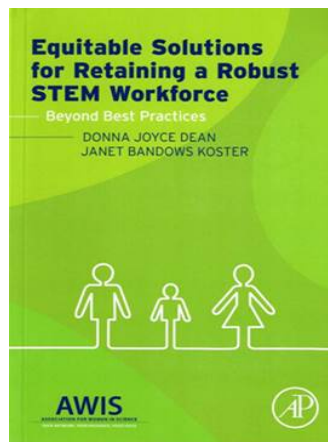
Part one

Surveying the landscape

Surveying the landscape

- Largest survey ever of working scientists

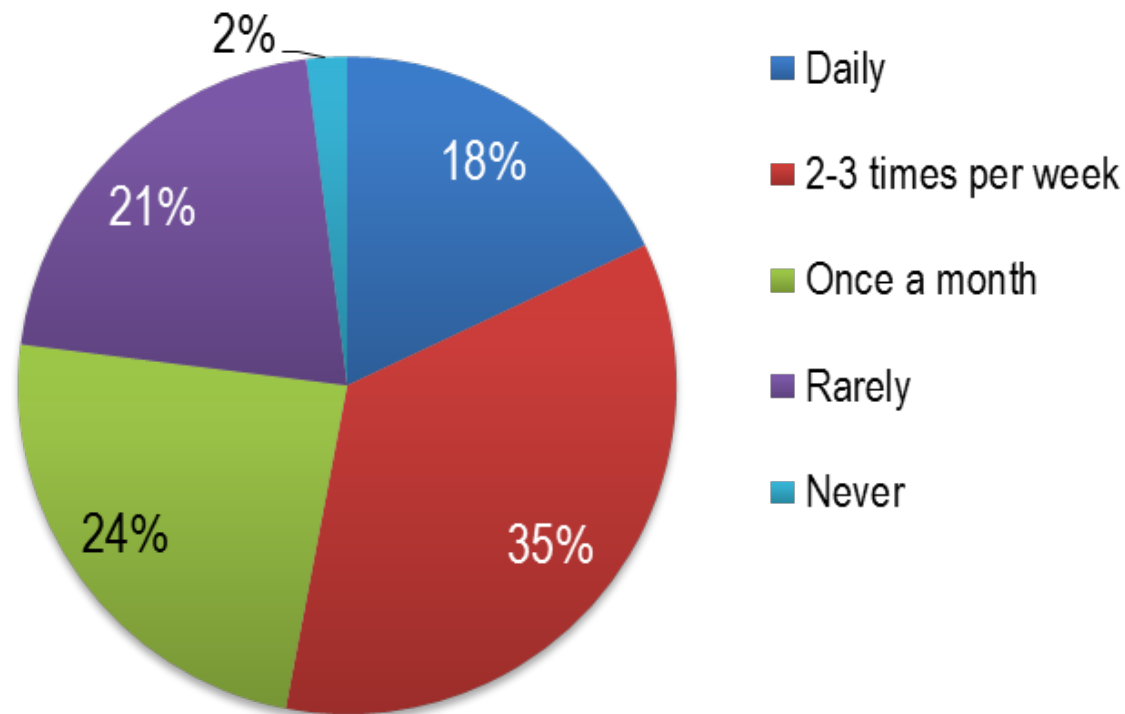- 4225 individuals from 115 countries

- 70% of respondents were men

Surveying the landscape
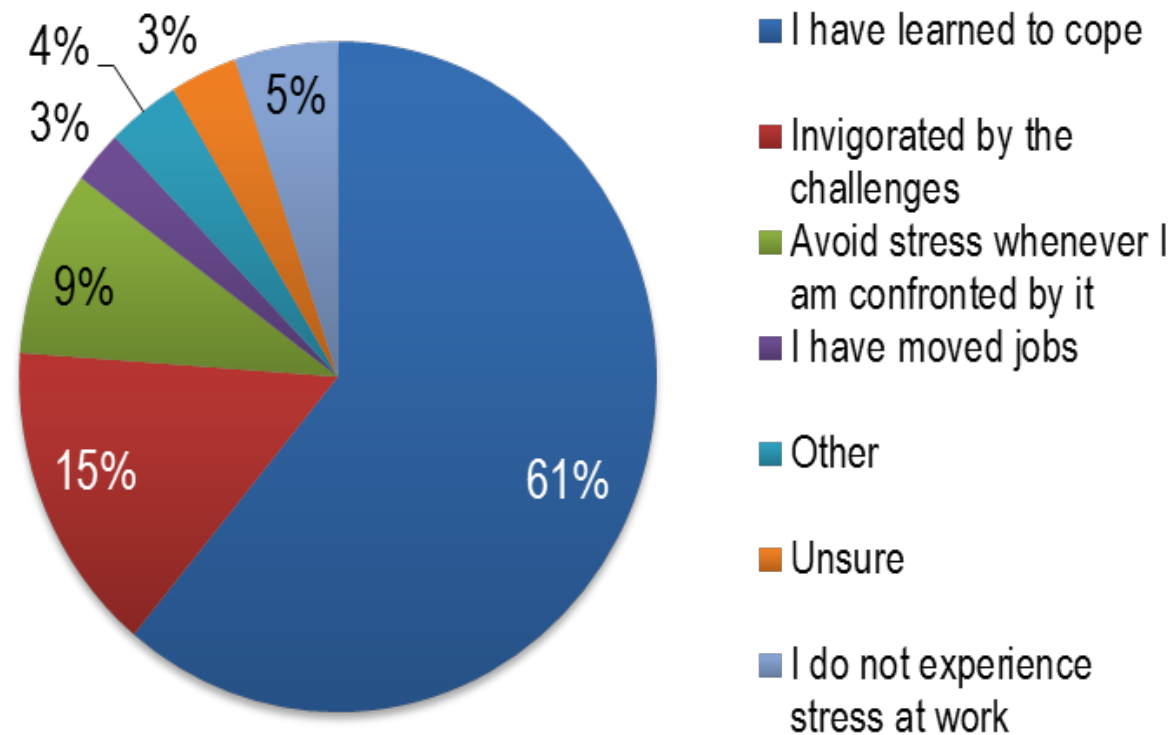
- 15 questions in four areas

Equitable Solutions for Retaining a Robust STEM Workforce
Beyond Best Practices
DONNA JOYCE DEAN
JANET BANDOWS KOSTER
AWIS

-approaches to work/life issues

-career/life decisions

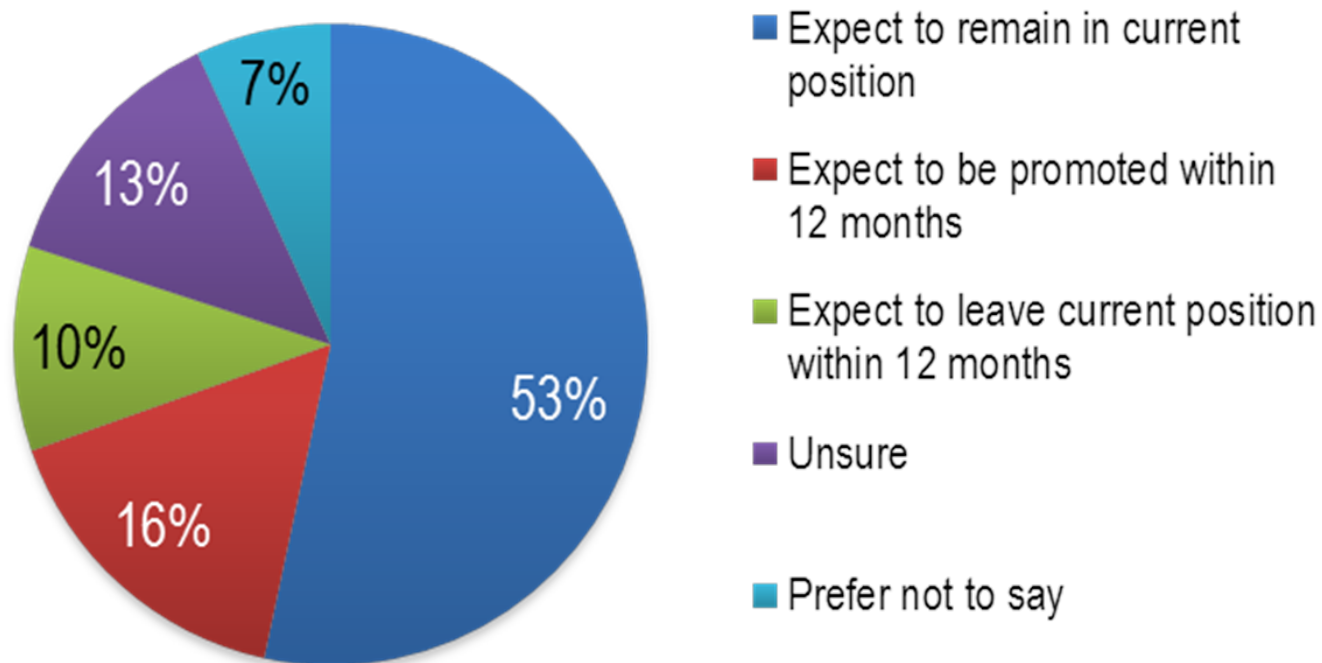-stress and work/life conflicts

-career mobility and security

How often do work demands conflict with personal life demands?

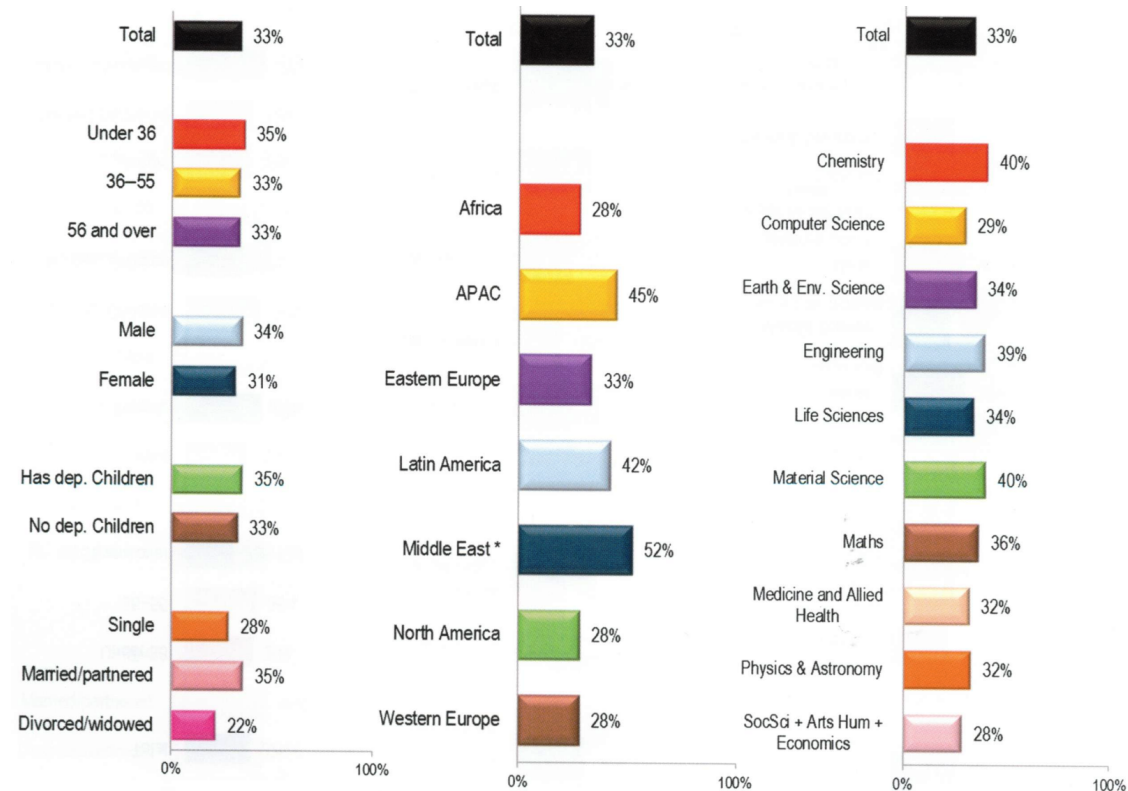# What is your attitude toward stress at work?

4%
3%
3%
5%
9%
15%
61%

- I have learned to cope
- Invigorated by the challenges
- Avoid stress whenever I am confronted by it
- I have moved jobs
- Other
- Unsure
- I do not experience stress at work

Implications

- Expect to remain in current position
- Expect to be promoted within 12 months
- Expect to leave current position within 12 months
- Unsure
- Prefer not to say

My institution is family-friendly

Surveying the landscape

- Follow-up survey conducted in 2019

- 1450 individuals responded

- Comparisons to 2012 survey data

Significant differences to 2012 results

Question	2012	2019
I am happy with my work-life integration	58%	62%
Ensuring I have good work-life integration has negatively impacted my career	32%	35%
At work there are others to whom I can delegate tasks	46%	51%
There is sufficient support for my partner/spouse at my institute	33%	29%

Work-life conflict

- How often do work demands conflict with life demands?

  - 26% rarely/never in 2019 compared with
    23% rarely/never in 2012

  - 55% weekly conflict in 2019 compared with
    53% weekly conflict in 2012

What has been your attitude towards stress at work?

Response	2012	2019
I cope with and manage stress	61%	57%
It motivates me to do my work	15%	20%
I avoid stress whenever I am confronted by it	9%	15%
I changed jobs because of it	3%	4%

The need for work/life programs and family friendly policies

- Men as well as women in the STEM workplace struggle with career and family obligations.

- **STEM** careers are "family unfriendly"

- Of researchers intending to leave their current job, 64% are leaving for reasons other than promotion and advancement.

BUT empowering the individual is not enough . . .

- Institutions need to be aware of the concerns of the early and mid-career workforce

- **BECAUSE**

- individual empowerment tools will not resolve all the issues.

The core issues

- Workers' career and life concerns

- Outmoded workplace policies

- Institutional responsibility

Implications for institutions

- **Explicit family friendly policies**

  > Dual career couples

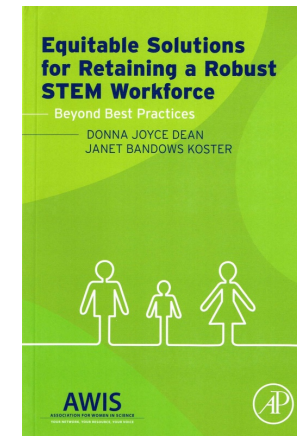 > Childcare, dependent and elder care

Part two

Award-winning solutions

Award-winning solutions

- 12 Case Studies Drawn from Elsevier New Scholars Awardees, with:

    - Rationale & Goals

    - Project Description and Outcomes

    - Implementation Highlights

    - Lessons Learned

    - Sustainability

    - Conclusions

    - Practical Tools

Equitable Solutions for Retaining a Robust STEM Workforce
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Award-winning solutions

- Addressing work/life issues (3 case studies)

- Dual careers and strategic decision making (2 case studies)

- Child care and dependent care in professional contexts (3 case studies)

- Promoting family-friendly policies (4 case studies)

Career "must-do's"

- Early and mid-career visibility outside the institution/organization is particularly important

- Professionals must communicate the results of their work to others

- Professionals must participate in key meetings in their fields, which necessitates travel

Part three

Advancing comprehensive solutions

Best practices – dual careers

- Establish widely publicized dual career policies
- Specific high-level university official with time dedicated to handle dual career hiring
- Provide centralized funding to help departments fund positions for second hires
- Regional collaborations among organizations and institutions can foster successful recruitments and retentions

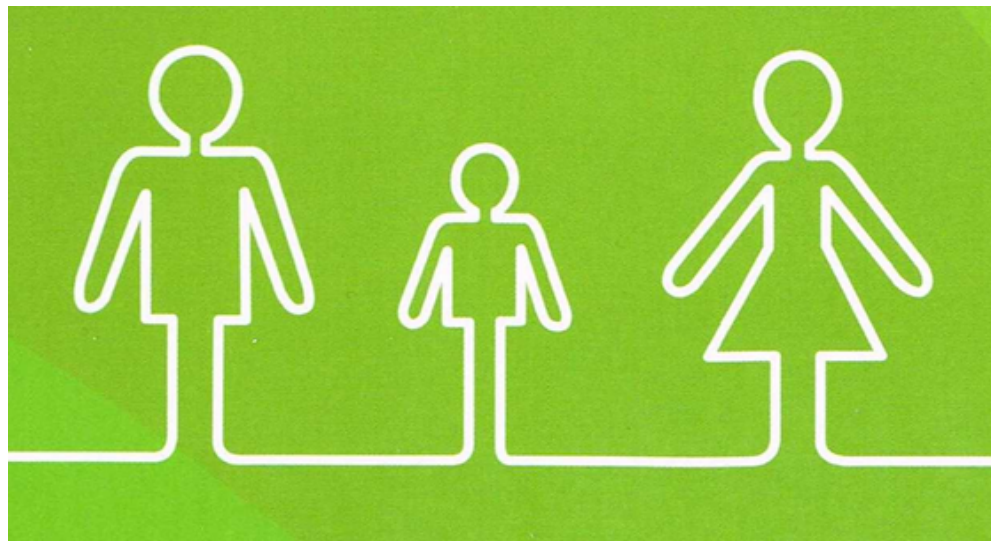# Best practices – childcare & eldercare

- Affordable childcare center with space for infants
- Secure childcare positions for recruitment purposes
- Offer dependent care travel grant
- Emergency childcare, adoption expenses, eldercare referrals
- Lactation rooms
- Awareness of various options available for both men and women & central funding for family leave needs

Creating and sustaining a life and family-friendly culture

Policies alone don't work!

- Make room for fathers
- All policies are entitlements, not requests
- Providing training and toolkits
- Well advertised and publicly posted explanations of benefits for everyone
- Senior administration responsible for advertising and enforcing the policies

The goal: A better workplace for EVERYONE

Thank You

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