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Maria (Mia) Ong is a Senior Research Scientist and Evaluator in the Education Research Collaborative at TERC, a science and mathematics education organization in Cambridge, Massachusetts. She is also the Founder and Director of Project SEED (Science and Engineering Equity and Diversity), a social justice collaborative affiliated with The Civil Rights Project/Proyecto Derechos Civiles at UCLA. Dr. Ong holds a B.A. in Sociology and Anthropology from Swarthmore College and a Ph.D. in Social and Cultural Studies in Education from the University of California at Berkeley. For nearly twenty years, she has conducted qualitative research focusing on gender and race in science, technology, engineering, and mathematics (STEM) in higher education and careers. Her work has appeared in reports to U.S. Congress and to the U.S. Supreme Court, as well as in journals such as Social Problems, Harvard Educational Review, and the Journal of Women and Minorities in Science and Engineering. Between 1996 and 2000, Dr. Ong directed an undergraduate physics program for underrepresented minority and female students at U.C. Berkeley; for this work, she was a co-recipient of a U.S. Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring.