"Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields"

UC ADVANCE PAID Roundtable
University of California, Irvine
October 17, 2012

Roundtable Pre-readings

The roundtable pre-readings are designed to provide Roundtable participants with a research context for the theme of the meeting: Increasing the participation of women of color in STEM and SBS fields at the University of California. The combined reports and article address the impact of race and gender bias ("Double Bind") on women of color in higher education over time, as well as contemporary faculty and graduate student attitudes and experiences relative to diversity at a UC campus. Authored by Shirley Mahaley Malcolm, Paula Quick Hall and Janet Welsh Brown, the conference report **"The Double Bind: The Price of Being a Minority Women in Science"** (1976) represents one of the earliest discussions of the challenges faced by women of color in science. The companion to this report is the Harvard Educational Review article **"Inside the Double Bind: A Synthesis of Empirical Research on Undergraduate and Graduate Women of Color in Science, Engineering, and Mathematics"** (2011) co-authored by Maria Ong, Carol Wright, Lorelle Espinosa and Gary Orfield. The final reading is an analysis of free responses associated with the 2011 UCI faculty and graduate student DECADE survey on diversity authored by Susan Coutin, Carrie Carmody, Douglas Haynes and Frances Leslie. Among respondents, they found conflicting meanings about diversity, uneasy attitudes towards existing and potential-diversity-related policies, and disparate assessments of campus climate for women and under-represented faculty and students.

In order to ensure maximum engagement at the Roundtable, participants should review the pre-readings in this folio prior to the meeting:

1976. S. Malcolm, P. Hall, and J. Brown. "The Double Bind: The Price of Being a Minority Woman in Science." American Association for the Advancement of Science, AAAS Report no. 76-R-3.

2011. M. Ong, C. Wright, L. Espinosa, and G. Orfield. "Inside the Double Bind: A Synthesis of Empirical Research on Undergraduate and Graduate Women of Color in Science, Technology, Engineering, and Mathematics." Harvard Education Review 18:2, 172-208.

2011. S. Coutin, C. Carmody, D. Haynes, and F. Leslie. "DECADE Climate Survey: Free Response Analysis." UC Irvine Report.

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