

## Women in STEM interactive question exercise

Question 1: What barriers do you face as a young woman in STEM?

- The idea that it's a "man's" world
- I'm too "girly" to know/be in environmental science
- Pay equity
- Being taken seriously
- I face stereotypes
- I like science but also like art – combine them
- Lack of promotional opportunities

Question 2: How do we encourage young women to pursue STEM fields?

- Give them opportunities
- Expose them to female role models
- By creating more chances for girls to get involved at younger ages more programming in rural areas
- Let them figure things out, rather than jumping in and solving things for them.
- We use intentional strategies to build their confidence
- SciGirls has these intentional strategies to empower girls
- Start encouraging early
- Let them know that they are good in math and science
- Welcome, exciting, this is you!
- Change games/toys (pink Barbie toys, blue boy toys)
- Make them excited about STEM by helping them find female role models
- Elect a woman president
- Build an effective mentorship model
- Down with gender stereotypes
- Provide more professional development for mentorships
- Create jobs in the workforce

Question 3: What can employers/institutions of higher learning do to support women who pursue an education and/or career in STEM?

- Talk to legislators
- Internships, friendly environments, change expectations at an early age
- Free child care
- Create internships
- Have open conversations about supporting women in the workplace. Push for scholarships and internships
- Give them FUNDING
- Scholarships, internships, more PR! Talk and show women who are successful not just in college but after
- Connect with schools and with afterschool program
- Scigirls and female role models work with schools
- Internships, scholarships, after school programs

- Create an atmosphere that allows for women to bring their whole self to work
- Make sure that their advisors and mentors are not sexist
- Professional development for professional growth
- Create an inclusive environment