Highlights

- Patti Fries was recently promoted to Director of Consumer Insights here at DISH. In this month's DWN Featured Woman blog post, she says, "Make connections with people who inspire you, lean on each other's strengths, and strive to be a better team with each day. Always root for one another. After all, it's a lot more fun and fulfilling to win as a team." Catch the rest of her inspiring story here.

- Save the Date: Anniversary Celebration
  July 26th 4:30p.m. - 6:30p.m.
  Meridian back patio - Details to come

- DISH Women's Network has introduced a new Meridian Liaison program this month. The goals of this program are to increase member engagement, grow membership (including the men at DISH) and to facilitate feedback. Twenty-three liaisons have volunteered to start this program. Check out this month's blog post here to learn more about the new liaison program and see who your department liaison will be.

Pro Tip

- "Women can no longer have an "if I can" mindset. Not it's more about 'how I can'—be in tech, start something in tech, fund something in tech. That shift is exciting! And it happened because we created a network where we show, daily, that women are innovating."
  – Shaherose Charania, Co-Founder and CEO of Women 2.0

Just So You Know

- Did you know you can view our past events and newsletters on our website? Check out our past events here and the previous newsletters here.

- Click the icons below to follow us on Instagram, Pinterest, and LinkedIn

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Women in STEM Careers

At our last DISH ATM, we were given a mission to launch the first 5G nationwide Narrowband Internet of Things (IoT) network. This effort will launch DISH into a new phase of innovation. While most of DISH will be devoted to efforts that fund the future of DISH and the IoT effort, some DISH departments will be directly contributing to the wireless effort. In those ranks will be women who have careers focused in computer science, engineering, mathematics and the business units that support them.

Women's representation in STEM fields has increased since the 1970s, with exception of the fields of engineering and IT occupations. These STEM areas account for 80% of STEM employment. "While women earn almost 60% of the nation's bachelor's degrees, they account for only about 13% of computer science graduates. Across all industries, meanwhile, women hold only a quarter of STEM-based jobs (Anid, 2017)." One area of noticeable decline has been in the number of women in IT jobs. That number has declined since the 1990s (Landivar, 2013).

The problem seems to start as far back as grade school. Young girls are not encouraged to pursue math and science as much as boys are. This is troubling because some studies have shown that a lack of belief in intellectual growth may actually inhibit it. Socially, there is also an unconscious bias that science and math are typically male fields, while humanities and arts are typically female fields. Such cultural stereotypes can inhibit girls from pursuing their interest in STEM fields.
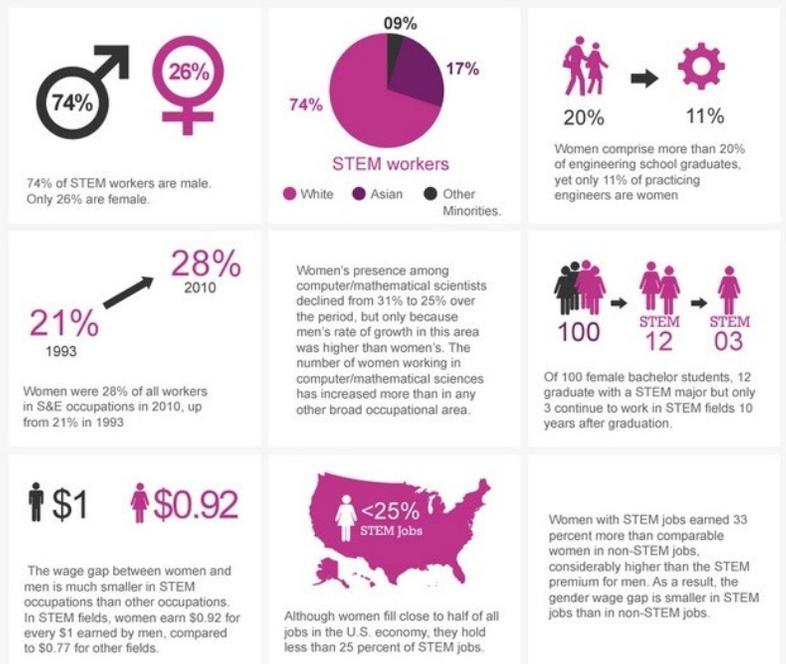
So, what can we do to encourage young women to pursue education and careers in STEM fields? Schools can create more classes and environments that will alleviate fears of women who are inexperienced in tech and less likely to pursue it. This may mean more classes for students without any tech experience or more classes taught by women. K-12 educators can create more hands-on workshops for girls and invite women in STEM fields to speak about their professions at career days. Also, it is important for organizations to highlight the work of women in STEM fields and give visibility to the amazing work they are doing.

We can support legislation that is working to correct the deficit of women in STEM fields, such as the following legislation that has passed earlier this year:

If you are already mid-career and are considering a move into a STEM field, many universities offer certificate programs or degrees in STEM subjects. There has been a rise in boot camp IT classes that may take between a few days to 6 months to complete. There are also several online options for training, such as Code Academy, Lynda.com, and many more. When pursuing additional education in these fields, a belief that you are capable of learning these different disciplines is key to being successful. Seeking encouragement and mentorship from other women in your field of study can also be a tremendous help.

Continued on the blog

STEM Facts on Women & Girls

74% of STEM workers are male. Only 26% are female.

STEM workers: White 74%, Asian 17%, Other Minorities 09%

Women comprise more than 20% of engineering school graduates, yet only 11% of practicing engineers are women

Women were 28% of all workers in S&E occupations in 2010, up from 21% in 1993

Women's presence among computer/mathematical scientists declined from 31% to 25% over the period, but only because men's rate of growth in this area was higher than women's. The number of women working in computer/mathematical sciences has increased more than in any other broad occupational area.

Of 100 female bachelor students, 12 graduate with a STEM major but only 3 continue to work in STEM fields 10 years after graduation.

The wage gap between women and men is much smaller in STEM occupations than other occupations. In STEM fields, women earn $0.92 for every $1 earned by men, compared to $0.77 for other fields.

<25% STEM Jobs. Although women fill close to half of all jobs in the U.S. economy, they hold less than 25 percent of STEM jobs.

Women with STEM jobs earned 33 percent more than comparable women in non-STEM jobs, considerably higher than the STEM premium for men. As a result, the gender wage gap is smaller in STEM jobs than in non-STEM jobs.

References:
Anid, Nada Marie (2017). Fighting for STEM Women in The Age of Trump. Forbes Opinion, 5/25/17.
Landivar, Liana Christin. Disparities in STEM Employment by Sex, Race, and Hispanic Origin. U.S. Department of Commerce, Economics and Statistics Administration, U.S. Census Bureau, census.gov