

Key Findings

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Wonder Women
in STEM and
the Companies
that Champion
Them

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Key Findings for Individuals

Wonder Women in STEM and the Companies that Champion Them

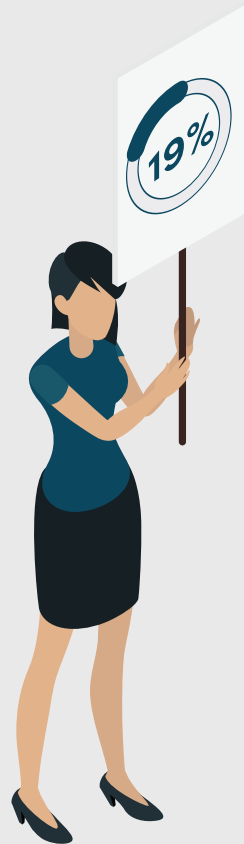
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How women succeed in STEM

Whether or not their companies have supportive programs in place, some women in STEM take their fate into their own hands, learn to navigate cultures that may be “macho” or male-dominated, and manage to achieve success. We discovered nearly one-fifth of women do achieve success in STEM.

Despite real workplace challenges facing women, success is possible. And it does not discriminate—across race and ethnicity, we found women in STEM are equally likely to succeed. In an effort to understand how they do it, we sought to understand what differentiates them from other women in STEM. We find that they are more likely than other women in STEM to be confident, be bold, invest in peer networks, sponsor others, build their personal brands, and be authentic.



We found in our nationally representative survey that 19% of women in STEM are:

- Satisfied with their current jobs
- Respected for their expertise
- In senior-level positions

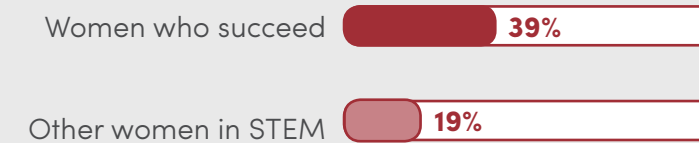
In other words, they are successful.

“The corporate world is not grade school. You don’t get to advance just by having a passing grade. You need more.”

They are confident

Successful women in STEM have confidence in their abilities—and manage to sustain it. In fact, we find successful women are more than *twice as likely* to be extremely confident in their abilities (39% vs 19%), when compared to other women in STEM.

Women in STEM who are "extremely confident" in their abilities



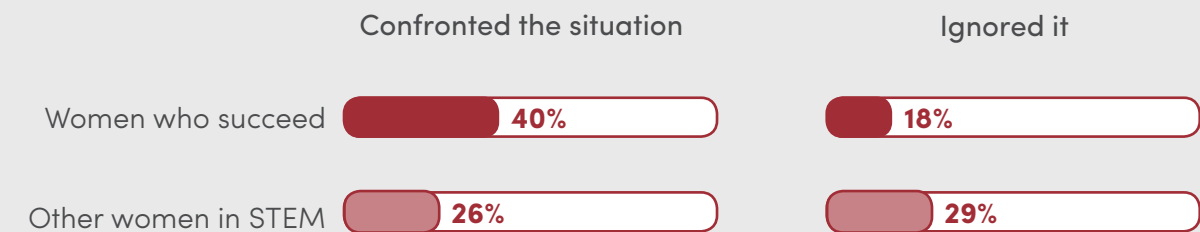
“Have I heard, ‘You’re not technical enough’ or, ‘You don’t have this or that’? Of course. But instead of discouraging me, it motivates me to succeed and prove them wrong.”

Tia White, Executive Director of Technology Management, Capital One

They are bold

We find 82% of women in STEM have had their contributions ignored at work. Feeling unheard can be distressing and disengaging. A common instinct is to let the incident pass without comment. But, when successful women in STEM are overlooked, they are more likely than other women to confront the situation directly.

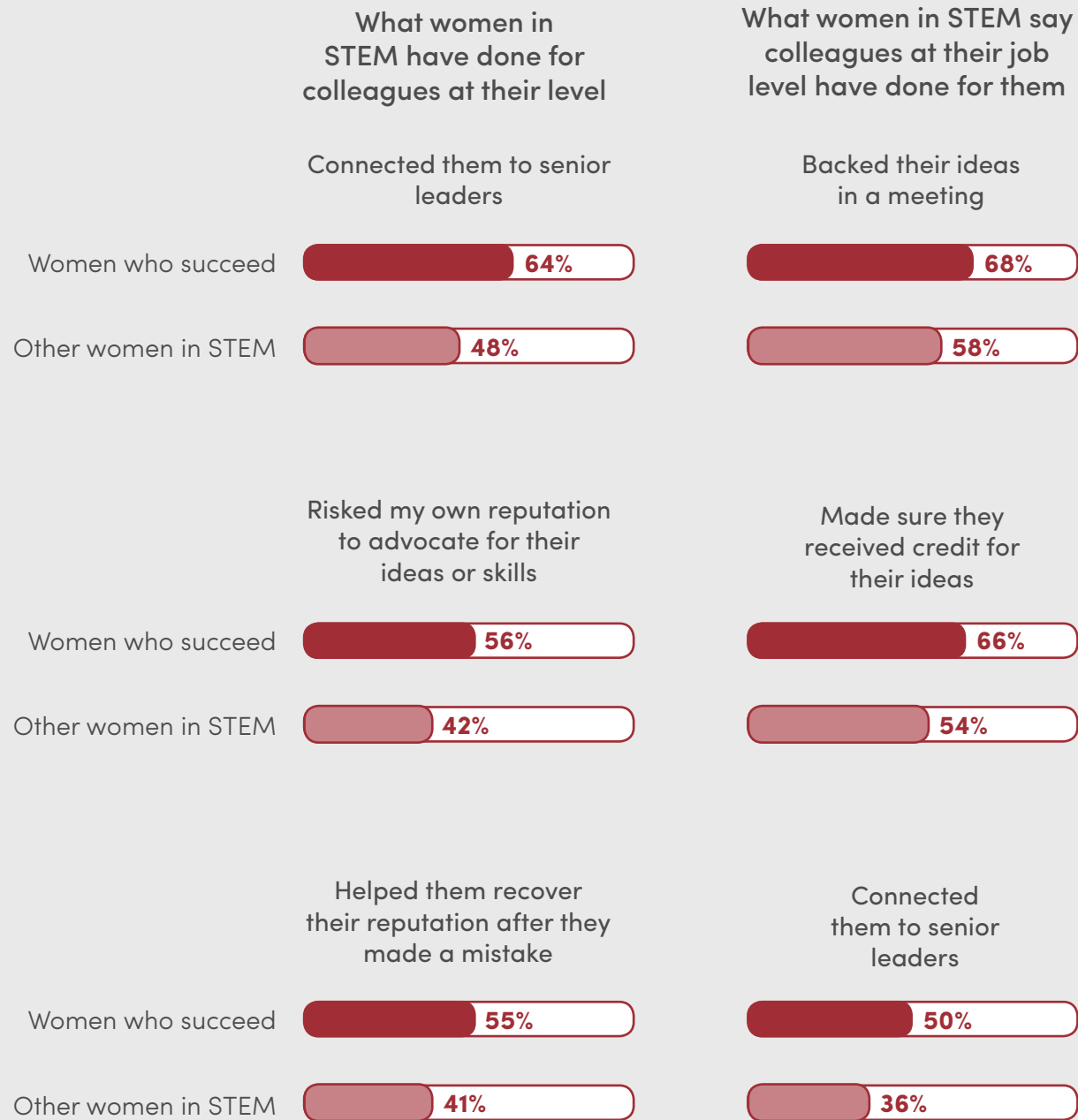
When women in STEM have had their contributions ignored, here's how they most recently responded:



“I had a manager who used to say, ‘You’re not technical enough.’ I asked the guy, ‘You know I have a tech degree, right? What do you mean I’m not technical enough?’”

They invest in peer networks

Successful women in STEM are more likely than other STEM women to help peers connect to senior leaders, to risk their own reputations to advocate for the ideas and skills of their peers, and to help them recover their reputations after making a mistake. These are some big risks successful women in STEM take on behalf of their colleagues—and it pays off. In return, their colleagues act in support of their ideas, make sure they receive credit, and deliver access to corridors of power.



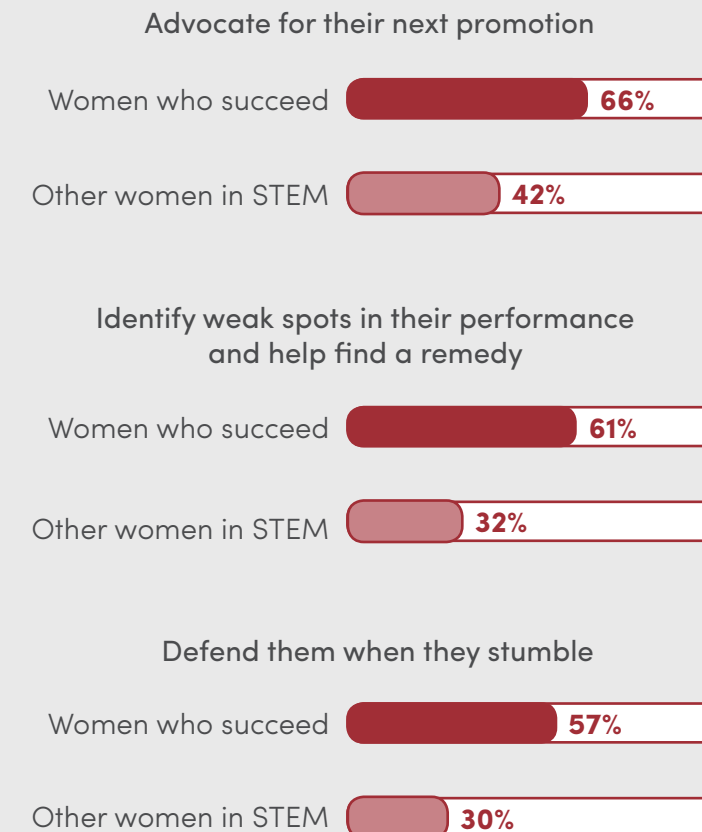
They sponsor others

Successful women in STEM invest deeply in those below them. A majority of them report sponsoring someone at their companies (only 37% of other women in STEM do the same). As sponsors, they are giving meaningful advocacy to others within the organization.

Women in STEM who sponsor others at their companies



When women in STEM are sponsors, here's what they do to advance their primary protégés' careers:



“As I progressed in my career in Booz Allen, I could see I had enough clout to advance as many women as I could and create an environment where they can be successful. I’m proud that part of my legacy is strong, empowered, women leaders.”

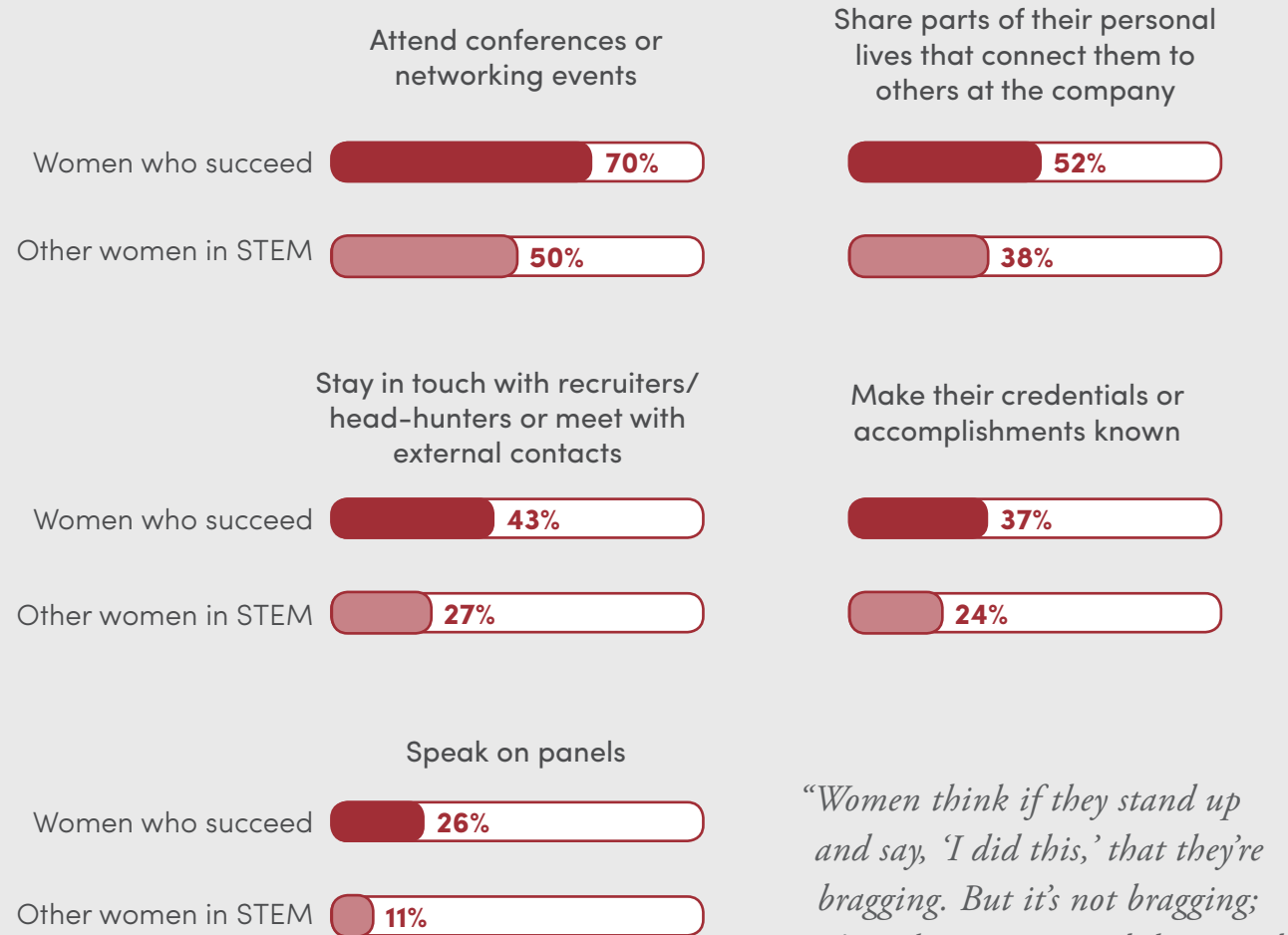
Susan Penfield, Executive Vice President and Chief Innovation Officer, Booz Allen



They build their brands

Successful women in STEM build strong personal brands and reputations, so that their leadership capabilities precede and follow them.

What women in STEM do to manage their personal images or professional brands



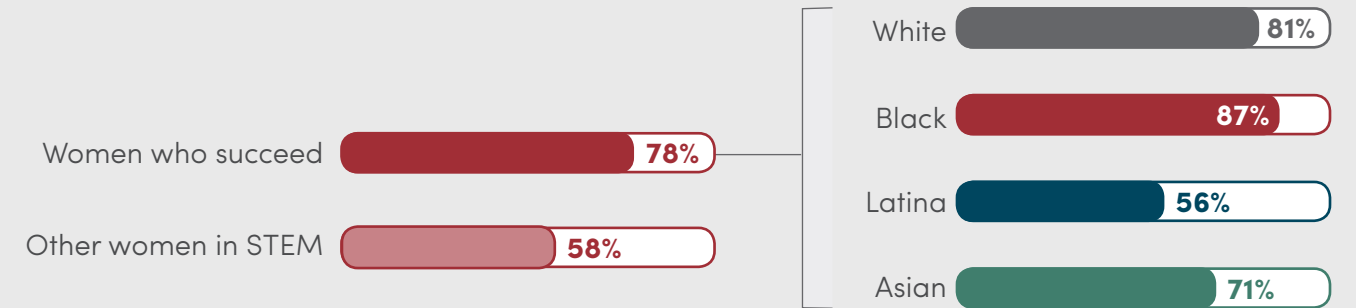
“Women think if they stand up and say, ‘I did this,’ that they’re bragging. But it’s not bragging; it’s making your capabilities and successes known.”

Paige Ripani, Principal, Booz Allen Hamilton

They are authentic

“Bring your authentic self to work” can sound like a cliché, but most successful women in STEM do just that. For successful Latinas in STEM, on the other hand, authenticity is not a differentiator. In fact, Latinas who succeed are more than twice as likely as other Latinas in STEM to change the way they look, the way they speak, and the way they act for the sake of their careers.

Women in STEM who are their authentic selves at work



“If you are two different people at home and at work, then you are not authentic. I aspire to be the same person, wherever I go.”

Nasrin Rezai, Global Enterprise and Security Leader, GE

Methodology

The research consists of a survey of individuals in the US with science, technology, engineering, and math (STEM) credentials; in-person focus groups and Insights In-Depth® sessions (a proprietary web-based tool used to conduct voice-facilitated virtual focus groups) involving over 250 people; and one-on-one interviews with over 60 men and women currently working in STEM.

The survey was conducted online and over the phone in November and December 2017 among 3,212 respondents (1,172 men, 2,031 women, and nine not identifying as male or female) between the ages of 21 and 65 with STEM credentials and with at least a bachelor's degree; 2,547 respondents are currently employed in STEM occupations. "STEM credentials" were defined as having an undergraduate or graduate degree in a STEM field and at least six months of work experience at a private or public for-profit business that utilized this STEM training, or having at least six months of work experience in a technology-related field at a private or public for-profit business. Data were weighted to be representative of the US population on key demographics (age, sex, education, race/ethnicity, and census division). The base used for statistical testing was the effective base.

The survey was conducted by NORC at the University of Chicago under the auspices of the Center for Talent Innovation, a non-profit research organization. NORC was responsible for the data collection, while the Center for Talent Innovation conducted the analysis.

In the charts, percentages may not always add up to 100 because of computer rounding or the acceptance of multiple responses from respondents.

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