

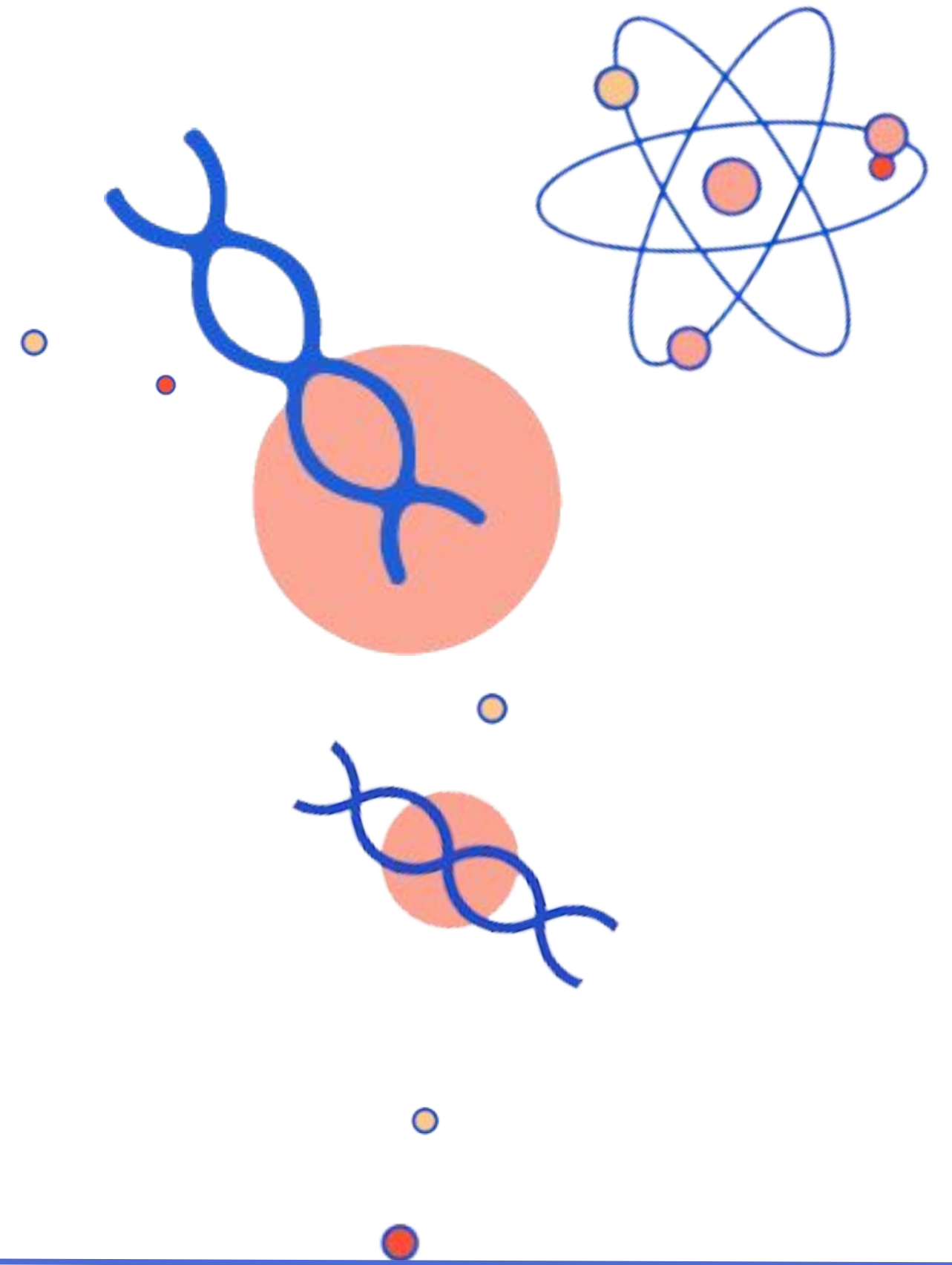
KAS EDUCATION & ENGAGEMENT COMMITTEE

Women Mentors, Women Mentees in STEM

Improving the Research Enterprise through a Robust and Diverse STEM Workforce

*Adriana Bankston, AAAS/ASGCT Congressional
Policy Fellow, U.S. House of Representatives*

March 7, 2025





Adriana's Profile

- Academic family & curiosity for science
- Pursued PhD in biochemistry, cell, and developmental biology (skeletal muscle growth)
- Worked at different kinds of universities (public, private, different size programs)
- Became interested in how universities can support the next generation (careers, training, mentoring)
- Support graduate students and postdocs from different backgrounds (+ women in STEM)
- Research, advocacy and development of tools to change research policy
- Congressional work to support the STEM workforce

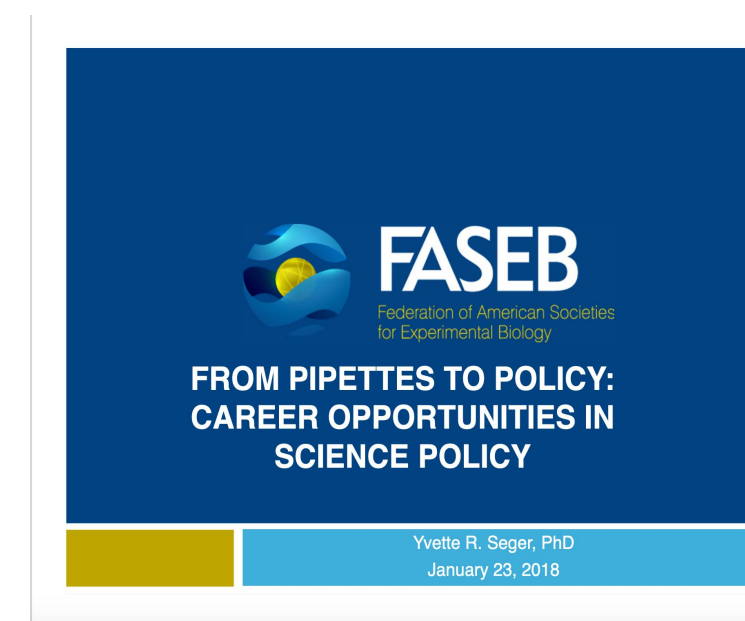
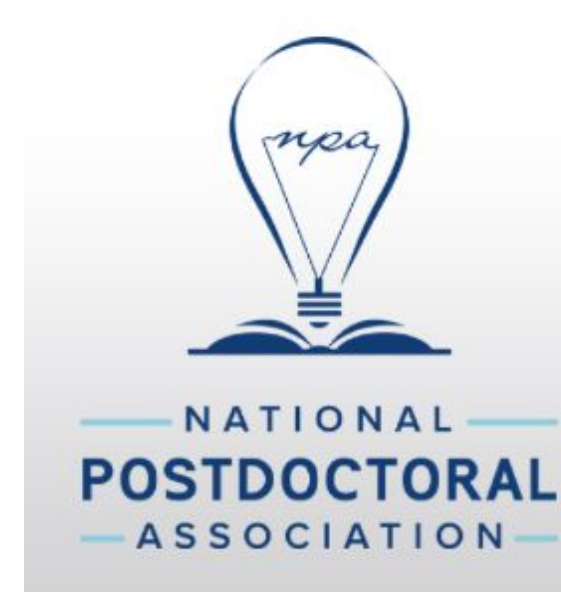
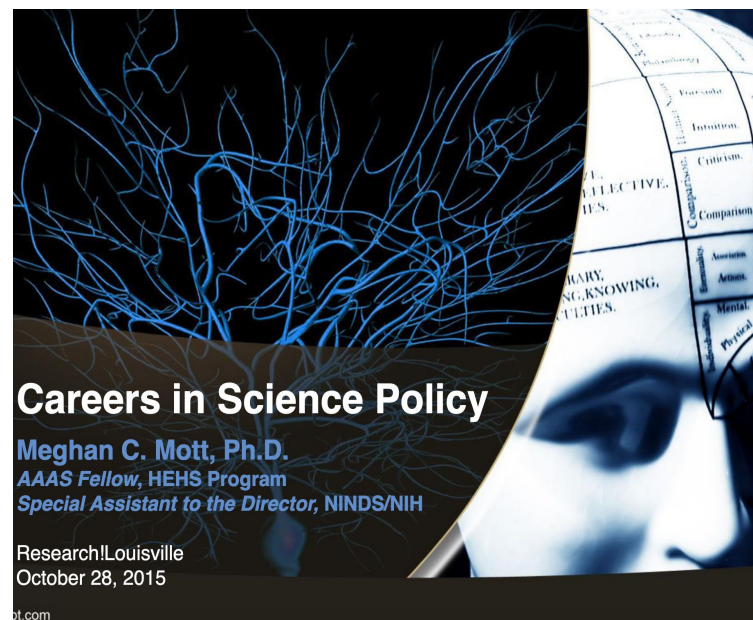
Training & Programming

CRAFT seminar

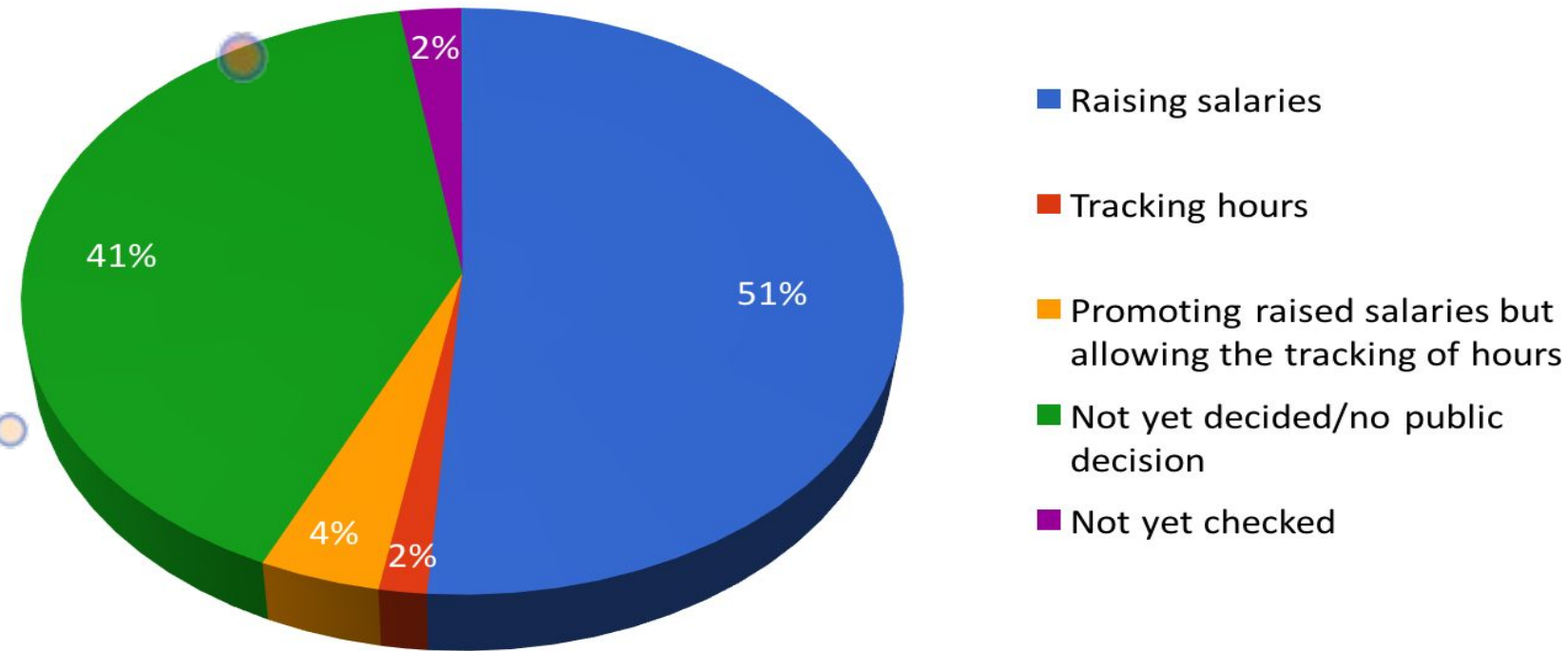
- Research symposium

Postdoc committee

Leadership NPA & GCC



Postdoctoral population affected by FLSA implementation plans



<https://f1000research.com/articles/5-2690/v2>

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Magazine | Feature Article

Research Culture: Actionable recommendations from trainees to improve science training

Stephanie M Davis, Harinder Singh, Cara M Weismann, Adriana Bankston, Fátima Sancheznieto

Future of Research, United States; Graduate Professional Success in STEM, University of California, Irvine, United States; School of Medicine and Public Health, University of Wisconsin Madison, United States

Aug 7, 2020 · <https://doi.org/10.7554/eLife.59806>

<https://elifesciences.org/articles/59806>

Workforce Data & Events

Leadership symposia

Workforce publications

Push for policy change

UNIVERSITY OF CALIFORNIA YOU'RE INVITED

UC Briefing: Impacts of COVID-19 on Early Career Researchers

To illustrate the impact of COVID-19 on the University of California's (UC) research enterprise, we would like to invite you to a virtual briefing focused on Early Career Researchers (ECRs) in the UC system. The panel will cover how the pandemic has adversely affected research projects, scientific careers and the basic needs of UC's graduate students and postdoctoral researchers.

Thursday
February 11, 2021
2:00 – 3:00 pm EST

RSVP by:
February 9, 2021 COB

Speakers

Na'iri Harbooni
Graduate student
UC San Francisco

Kira Tiedge
Postdoctoral researcher
UC Davis

Tyler Sano
Graduate student
UC Santa Cruz

Sara Gushgari-Doyle
Postdoctoral researcher
Berkeley Lab

Introductions

Theresa Maldonado
VP for Research & Innovation
UC Office of the President

Moderators


Owen Chodur
Grad Teaching & Research
Assistant, UC Davis
President, UC Graduate
and Professional Council

Jamaal Muwawakil
PhD Candidate
UC Santa Barbara
UC Student Regent

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Biden signs chips and science bill into law

BY MORGAN CHALFANT AND ALEX GANGITANO - 08/09/22 11:00 AM ET



President Biden signed into law on Tuesday bipartisan legislation to provide billions of dollars in incentives to the domestic semiconductor industry and fund scientific research that proponents say will help boost U.S. competitiveness and solve supply chain challenges.

"Today is a day for builders. Today America is delivering," Biden said at the bill signing event at the White House. "And I, honest to God, believe that 50, 75, 100 years from now, people who will look back on this week, they'll know that we met this moment."

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FAS FEDERATION OF AMERICAN SCIENTISTS

ISSUES PUBLICATIONS GET INVOLVED ABOUT CONTACT DONATE SEARCH

DAY ONE PROJECT

Changing Policy from a Noun to a Verb.



Women in STEM Blog Posts

Women in STEM: Still So Few and Far Between

by Adriana Bankston and Christina Szalinski



The environment of women in STEM

According to a 2014 U.S. Bureau of Labor Statistics report, women make up 47 percent of the total U.S. workforce. However, **women are underrepresented in the fields of science and engineering.** In the sciences, while women comprise 53 percent of biological scientists and 52 percent of medical scientists, they comprise only 39 percent of chemists and material scientists and 28 percent of environmental scientists and geoscientists. In engineering, the statistics are even more grim: women comprise 16 percent of chemical engineers, 12 percent of aerospace engineers, 12 percent of civil engineers, and just 7.2 percent of mechanical engineers, just to give a few examples. In addition to these statistics, women have seen no employment growth in science, technology, engineering, and mathematics (STEM) jobs since 2000.



Margaret Mann Lesley (1891-1988) was a pioneer as a woman in biology. Smithsonian photo.

Dr. Anne Kornahrens

AAAS Science & Technology Policy Fellow at NSF

Junior member since 2015

Interview by Dr. Adriana Bankston

"I advocate for empowering more women in STEM, and for the fact that women can be scientists."



Lab Manager

News Magazine Lab Management Products & Services Top

Women Leaders in STEM Spotlight: Adriana Bankston

CEO and principal legislative analyst encourages women in STEM to support one another and develop a community of allies

Mar 08, 2023 | 3 min read

MICHILEEN BRYAN, LAUREN EVERETT

PDF Version



In recognition of [International Women's Day](#) today, March 8, we are sharing the careers and experiences of several women leaders in science. These accomplished women will also give presentations and host Q&A sessions during *Lab Manager's Women Leaders in Science Digital Summit*, taking place March 14-15. This free digital event will provide career development guidance to women working in scientific organizations and offer advice on how to address challenges, reach goals, and command a room.

<https://www.ascb.org/careers/women-stem-still-far/>

<https://awis.org/project/dr-anne-kornahrens/>

Men as advocates for women in STEM!

Power imbalances in academia are so prevalent, and women are fighting many battles. Truly changing the landscape for women to feel more powerful in academia will require the participation of various groups, and a conscious effort from men to help with this change at multiple levels. This post will describe this issue and provide a few possible solutions on how the scientific community can contribute.

11. September 2019

Adriana Bankston

<https://thefemalescientist.com/article/adriana-bankston/2332/men-as-advocates-for-women-in-stem/>

<https://www.labmanager.com/women-leaders-in-stem-spotlight-adriana-bankston-29897>

NASEM Report and Legislation

Relevant Resources for Women in STEM

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Sciences
Engineering
Medicine

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SEARCH Q

Sexual Harassment in Academic Science, Engineering, and Medicine

SHARE f t in ✉



<https://www.nationalacademies.org/our-work/sexual-harassment-in-academia>

FYI / ARTICLE

Workforce Diversity Initiatives in the CHIPS and Science Act

SEP 16, 2022

The new CHIPS and Science Act includes a variety of provisions aimed at promoting diversity, equity, and inclusion within the STEM workforce through grant support and workforce research, and by instituting new requirements for data collection and ethical research conduct.

Andrea Peterson

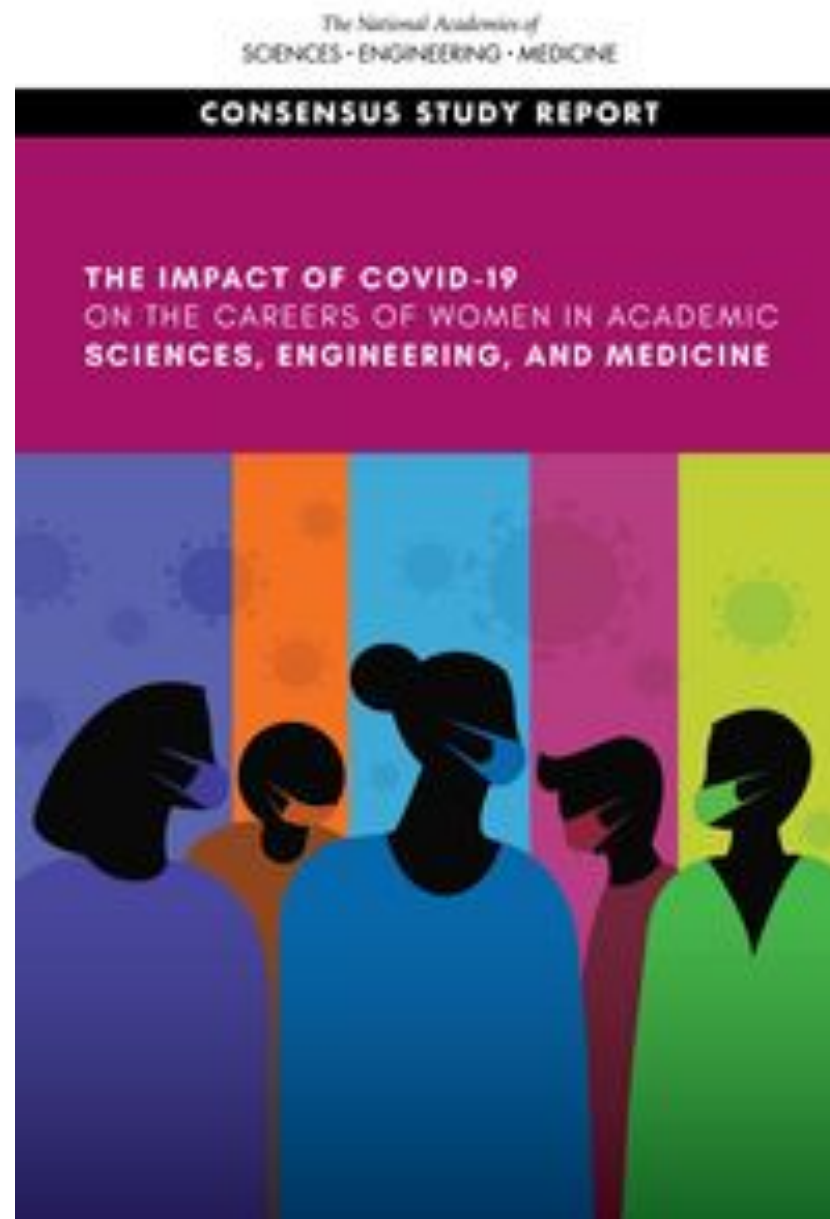


House Science Committee Chair Eddie Bernice Johnson (D-TX). (Image credit - Bill Clark / AP)

<https://www2.aip.org/fyi/2022/workforce-diversity-initiatives-chips-and-science-act>

COVID-19 Women in STEM

<https://www.nationalacademies.org/our-work/investigating-the-potential-impact-of-covid-19-on-the-careers-of-women-in-academic-science-engineering-and-medicine>



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NEWS | 20 May 2020

Are women publishing less during the pandemic? Here's what the data say

Early analyses suggest that female academics are posting fewer preprints and starting fewer research projects than their male peers.

[Giuliana Viglione](#)

<https://www.nature.com/articles/d41586-020-01294-9>

naturemedicine

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Comment | [Published: 17 February 2022](#)

Pandemic-related barriers to the success of women in research: a framework for action

[Pamela B. Davis](#) , [Emma A. Meagher](#), [Claire Pomeroy](#), [William L. Lowe Jr](#), [Arthur H. Rubenstein](#), [Joy Y. Wu](#), [Anne B. Curtis](#) & [Rebecca D. Jackson](#)

Nature Medicine **28**, 436–438 (2022) | [Cite this article](#)

14k Accesses | 23 Citations | 618 Altmetric | [Metrics](#)

Women in academia have fallen behind with publications and grant funding during the COVID-19 pandemic and risk dropping out of the research workforce altogether, unless urgent action is taken by institutes and funders.

<https://www.nature.com/articles/s41591-022-01692-8>

H. R. 10518

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to encourage girls and underrepresented minorities to pursue studies and careers in STEM fields.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 19, 2024

Mrs. BEATTY (for herself, Ms. BROWN, Mr. FOSTER, Mr. GRIJALVA, Mr. JOHNSON of Georgia, Ms. LEE of Pennsylvania, Mr. LYNCH, Mrs. MCIVER, Mr. SWALWELL, and Ms. NORTON) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to encourage girls and underrepresented minorities to pursue studies and careers in STEM fields.

21st Century STEM for Girls and Underrepresented Minorities Act

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to **encourage girls and underrepresented minorities to pursue studies and careers in STEM fields.**

<https://www.congress.gov/bill/118th-congress/house-bill/10518/text>

H. R. 1403

To amend the Workforce Innovation and Opportunity Act to create a new national program to support mid-career workers, including workers from underrepresented populations, in reentering the STEM workforce, by providing funding to small- and medium-sized STEM businesses so the businesses can offer paid internships or other returnships that lead to positions above entry level.

IN THE HOUSE OF REPRESENTATIVES

MARCH 7, 2023

Ms. HOULAHAN (for herself and Mr. BAIRD) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Workforce Innovation and Opportunity Act to create a new national program to support mid-career workers, including workers from underrepresented populations, in reentering the STEM workforce, by providing funding to small- and medium-sized STEM businesses so the businesses can offer paid internships or other returnships that lead to positions above entry level.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

STEM RESTART Act

To amend the Workforce Innovation and Opportunity Act to create a new national program to support mid-career workers, including workers from underrepresented populations, in reentering the STEM workforce, by providing **funding to small- and medium-sized STEM businesses so the businesses can offer paid internships or other returnships** that lead to positions above entry level.

<https://www.congress.gov/bill/118th-congress/house-bill/1403/text>

DEI in the STEM Workforce



FEDERAL REGISTER

The Daily Journal of the United States Government



Request for Information; Strategic Plan

A Notice by the National Science Foundation on 12/16/2020

Racial Equity and Diversifying the STEM Workforce: Achieving NSF's mission to promote the progress of science will require a globally competitive and diverse scientific and engineering workforce that can tackle large scientific and societal challenges. Therefore, the Strategic Plan should include strategies and goals to increase diversity within and to bolster the STEM workforce. It should also make clear how racial equity is valued or promoted across all NSF programs and personnel.

Pew Research Center

RESEARCH TOPICS ALL PUBLICATIONS METHODS SHORT READS


Home > Research Topics > Science > STEM Education & Workforce

REPORT | APRIL 1, 2021

STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity

Higher education pipeline suggests long path ahead for increasing diversity, especially in fields like computing and engineering

BY RICHARD FRY, BRIAN KENNEDY AND GARY FUNK



Raychel Lewis, a cell culture technician, sets up equipment to test COVID-19 samples from recovered patients at a lab in New York City. (Misha Friedman/Getty Images)

<https://www.pewresearch.org/science/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/>

<https://www.aauw.org/resources/research/the-stem-gap/>

AAUW

f t i y in

Explo

RESEARCH & DATA

The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics

- Download Solving the Equation Report
- Download Why So Few Report

Women underrepresented at different levels in STEM

College - 21% of engineering majors are women; 19% of computer and information science majors are women

Health - 21% of health executives and board members are women

Jobs - 38% of women who major in computers work in computer fields, 24% of those who majored in engineering work in the engineering field

Salaries - men in STEM annual salaries are nearly \$15,000 higher per year than women (\$85,000 compared to \$60,828). And Latina and Black women in STEM earn around \$33,000 less (at an average of around \$52,000 a year)

<https://www.aauw.org/resources/research/the-stem-gap/>



Barriers to change

Environment
Bias in disciplines

Few role models
Male-dominated cultures

Lower pay
Fewer women higher on ladder

Recommendations

Encourage exploration
Role models

Mentorship and training
Lift as you go up

Financial flexibility and equity
Childcare support



Contact info

LinkedIn:

<https://www.linkedin.com/in/adrianabankston/>

Twitter:

<https://twitter.com/AdrianaBankston>

Website:

<https://adrianabankston.com/>