

# INCREASING DIVERSITY IN STEM



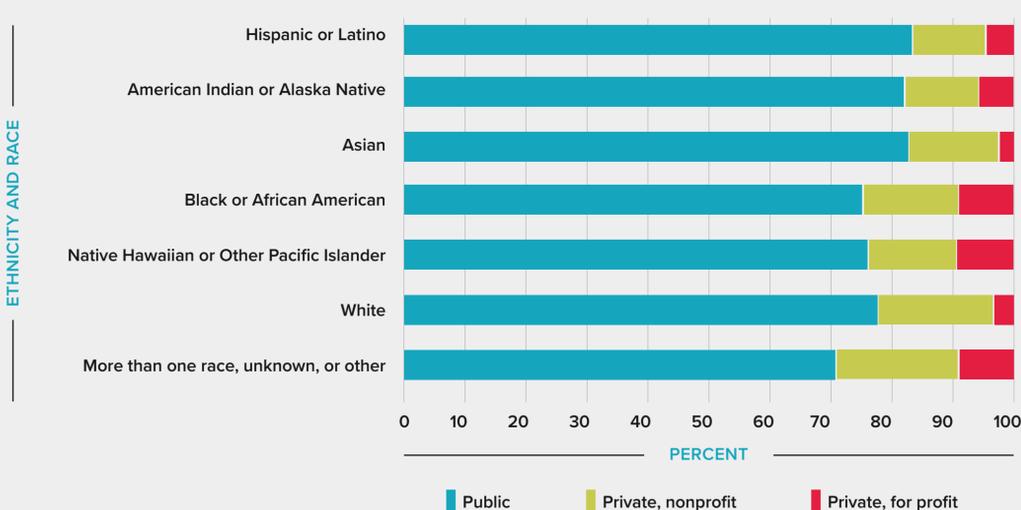
Universities and schools across America have been working hard to boost diversity in science, engineering, technology, and math (STEM). While the growth of women and underrepresented groups in STEM is still slow, the diversity initiatives at colleges are beginning to show some impact. *The 2021 Women, Minorities, and Persons with Disabilities in Science and Engineering* report recently released by the National Center for Science and Engineering Statistics (NCSES), indicates progress.

Women and underrepresented groups are gaining ground in science and engineering (S&E) as a whole, but engineering lags far behind healthcare and biology. Even though the pandemic has sabotaged some of the gains that have been made in increasing diversity in STEM, it still is a marquee issue that engineering colleges and companies are actively trying to solve.

## UNDERGRADUATE ENROLLMENT

Recent trends in undergraduate and graduate enrollment reflect the increasing diversity of the U.S. college and graduate-school populations. For example, there has been an increase in the share of Hispanic or Latino undergraduate students, from 18.9% in 2016 to 20.2% in 2018. Among all racial and ethnic groups, more women than men enrolled in college. In graduate school, the overall number of S&E students declined between 2016 and 2018, but the share of Hispanic or Latino students increased during this period, from 6.4% to 7.0%.

Undergraduate enrollment (2 and 4 year, full and part time), by type of school, ethnicity, and race: 2018

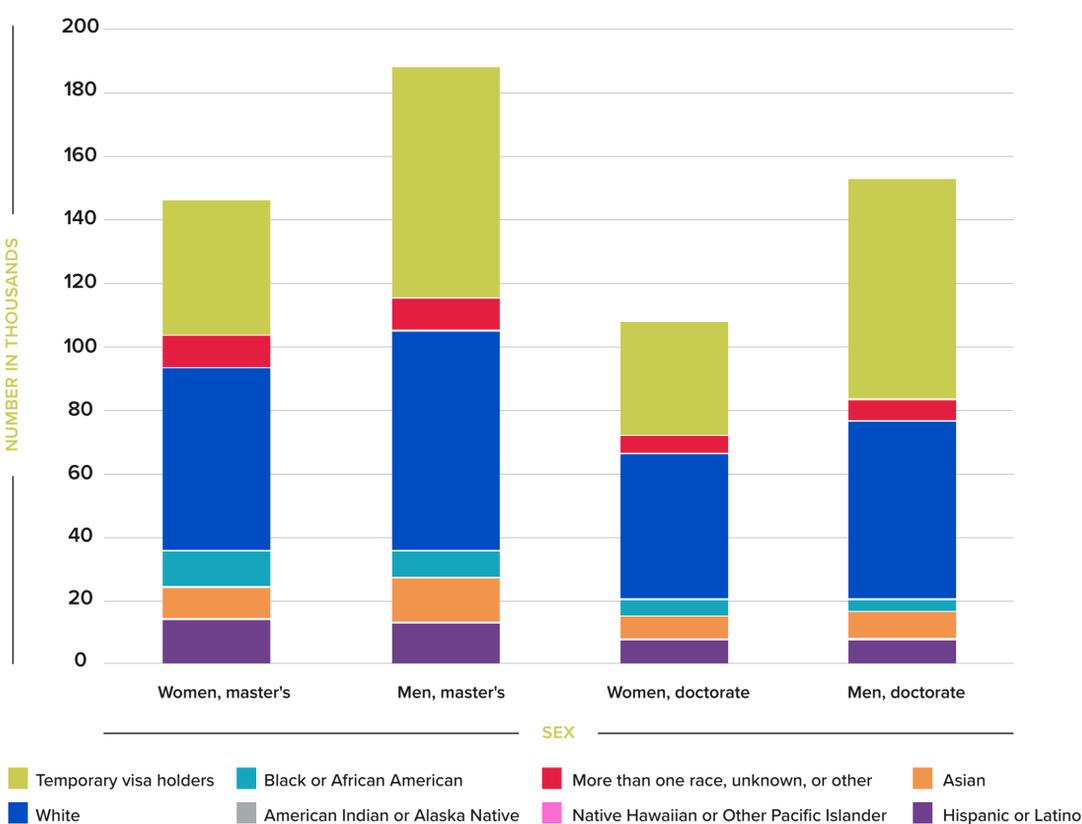


NOTE: Race and ethnicity breakouts and percentage calculations are for U.S. citizens and permanent residents only.

## GRADUATE ENROLLMENT

Among students enrolled in graduate school in S&E fields in 2018, for S&E master's programs, Black or African American women made up 7.7% of all women enrolled, a larger share than found for Black or African American men (4.7%). In addition, among Black or African American students, women outnumber men at this level (11,290 versus 8,888 enrolled in S&E master's programs).

Graduate students in science and engineering, by ethnicity, race, citizenship, and sex: 2018

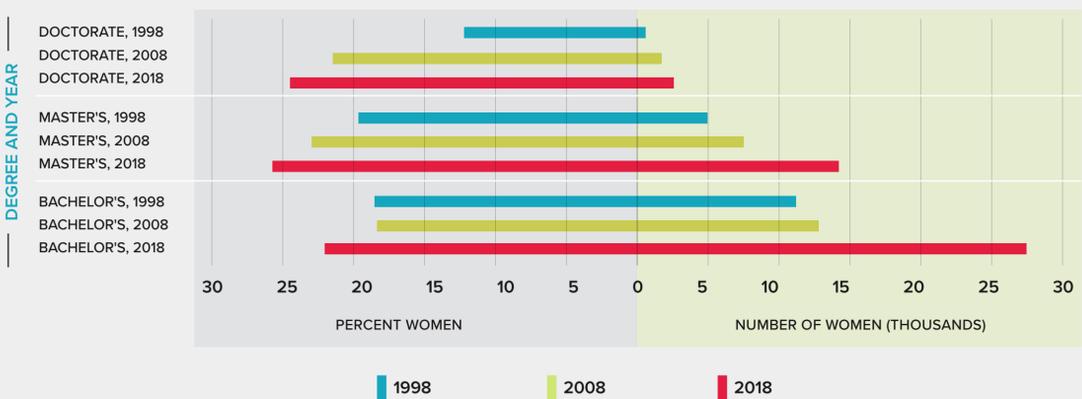


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## WOMEN IN ENGINEERING

Engineering is a S&E field with one of the lowest shares of female degree recipients. However, both the number and share of women receiving engineering degrees increased at all levels over the past two decades. The number of women receiving engineering doctoral degrees is small, about 2,700 in 2018, yet the share of degrees earned by women in this field doubled, from 12.3% to 24.5% since 1998.

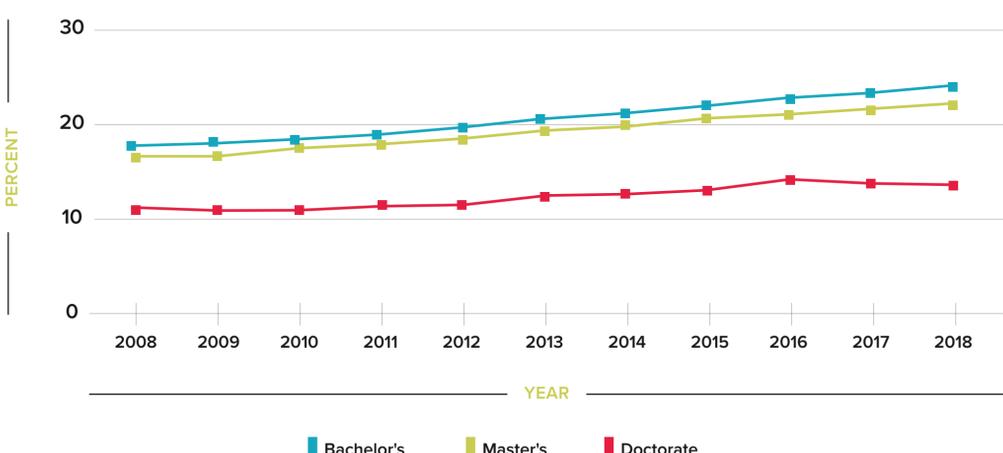
Degrees awarded to women: Engineering, 1998, 2008, 2018



## UNDERREPRESENTED GROUPS

The share of S&E degrees awarded to members of underrepresented groups—those who are Hispanic or Latino, Black or African American, American Indian, or Alaskan Native—has increased over the past decade. Historically Black colleges and universities and high-Hispanic-enrollment institutions—have played an important role in awarding bachelor's degrees to students who later earn doctorates in S&E fields, helping to advance representation in these fields. Despite this progress, these groups continue to be underrepresented among S&E degree recipients relative to their representation in the overall population.

Science and engineering degrees earned by underrepresented minorities, as a percentage of degree type: 2008-18



Source: National Center for Science and Engineering Statistics