PILLAR TWO

INCREASING THE NUMBER OF WOMEN IN SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM)
IN THE U.S. AND CANADA, WOMEN’S REPRESENTATION IN STEM HAS DRAMATICALLY IMPROVED OVER THE PAST 25 YEARS.

55% of Harvey Mudd College undergraduate computer science majors are women

42% of University of Toronto’s 2017-18 freshman engineering class are women

39% of Canadian women aged 25-to-34 held STEM degrees in 2011, far above the 23% held by 55-to-64 olds

NOW WE MUST CONTINUE THAT MOMENTUM

STEM disciplines are at the cutting edge of today’s economy. Tech-intensive employment is expected to surge by 17%, and women in STEM jobs earn 35% more than their counterparts in non-STEM employment – and even 40% more than non-STEM men

...But Challenges Remain

CONSCIOUS AND UNCONSCIOUS BIASES
Case Study: Science faculty chose male candidates over female candidates from identical resumes for hypothetical job openings

LACK OF AWARENESS REGARDING STEM PROGRESS AND OPPORTUNITIES
Women are less likely to choose to study STEM if they believe they are underrepresented in the field – despite evidence to the contrary in many schools

LIMITED ACCESS TO ROLE MODELS AND MENTORS
“You cannot be what you cannot see.” – Reshma Saujani, founder and CEO of Girls Who Code
PILLAR TWO

To overcome these hurdles, we make the following recommendations across four categories of action – and one over-arching recommendation:

Research suggests that we could triple the number of women in computing by 2025 with the right corrective measures.

CREATE ONLINE, MOBILE-FRIENDLY STEM PORTAL
A “one-stop-shop” STEM website identifying career paths, programs, tools, highlighting impressive statistics of progress and providing links to mentors

COMMUNICATE AND EDUCATE
More STEM courses, built to be more engaging, taught by more women and targeting women through specific recruitment

IDENTIFY AND SHARE TOOLS
Highlight STEM tools, partnerships and track progress

IDENTIFY AND PROMOTE PROGRAMS
Celebrate and share programs encouraging women in STEM

MENTOR AND EMPOWER WOMEN IN STEM
Strengthen the network and highlight success via mentorships, role model programs, and outreach to communities

In combating the persistent social biases that are holding women back, we are all part of the solution.

It will take cooperation and dedication from both countries’ public and private sectors to truly drive change.
Advancing women in business.

In February 2017, the U.S. and Canadian governments appointed ten top women business executives to the Canada-U.S. Council for Advancement of Women Entrepreneurs and Business Leaders.

**OUR MANDATE** is to develop recommendations that can reduce barriers that limit women’s participation in business, support and develop women’s professional advancement, and assist women in starting and scaling their businesses.

**OUR MISSION** is to increase the number of women business leaders and entrepreneurs, and contribute to economic growth, and competitiveness of the Canadian and US economies.

**FIVE KEY PILLARS**

- Supporting and growing women-owned businesses
- Increasing the number of women in STEM
- Attracting women entrepreneurs, encouraging women to start businesses
- Increasing women’s access to capital
- Advancing women as leaders in the private sector

**COUNCIL CO-CHAIRS**

- **Julie Sweet**
  - CEO - North America Accenture

- **Linda Hasenfratz**
  - CEO Linamar Corporation

**COUNCIL MEMBERS**

- **Elyse Allan**
  - CEO, GE Canada VP, GE

- **Deborah Gillis**
  - President and CEO Catalyst

- **Tamara Lundgren**
  - President and CEO Schnitzer Steel

- **Mary Barra**
  - Chairman and CEO General Motors

- **Tina Lee**
  - CEO T&T Supermarket Inc.

- **Dawn Farrell**
  - President and CEO TransAlta Corporation

- **Monique Leroux**
  - President of the Board of Directors Investissement Quebec

- **Annette Verschuren**
  - Chair and CEO NRStor Inc.