

MOVING *Women* FORWARD

Increasing Diversity

In spring 2017, PennDOT Secretary Leslie S. Richards and First Lady Frances Wolf launched the **Moving Women Forward Tour**, a series of town hall style events at institutions of higher learning across Pennsylvania, to speak directly with students and young professionals to encourage more women and minorities to pursue careers and leadership positions in transportation and government. To date, the Secretary has met with hundreds of leaders and students in State College, Philadelphia, Pittsburgh, Scranton, Harrisburg, and the Lehigh Valley.

“It is such an honor to share my experiences and have these important discussions with students and professionals statewide,” Richards said. “We need to continue driving home that diverse perspectives are valued and are of critical importance, and we hope that more women and minorities will consider joining the public service and transportation fields.”

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The Times-Tribune



PennDOT Way Blog



About Women and Minorities in the Workplace

- Women filled **47 percent of all U.S. jobs** in 2015, but only **24 percent of science, technology, engineering, and math jobs**.*
- Women made up **50 percent of all public-sector employees** in 2014, yet only **20 percent of leadership positions**.**
- Women were **nearly half (46.9%) of the labor force**, but only **39.8 percent of women held a management position** in 2017. The percentage of U.S. businesses with at least one woman in senior management jumped from 69 percent in 2017 to 81 percent in 2018, but the percentage of senior roles held by women decreased from 23 percent to 21 percent.***
- According to the 2018 Women in the Workplace report: †

“At the first critical step up to manager... women are less likely to be hired into manager-level jobs, and they are far less likely to be promoted into them—for every one hundred men promoted to manager, seventy-nine women are. Largely because of these gender gaps, men end up holding 62 percent of manager positions, while women hold only 38 percent.”

More About Women and Minorities in the Workplace

- **Eight in 10 Americans say it is at least somewhat important to have racial and ethnic diversity in today's workplaces.** However, the report[‡] found Blacks and Hispanics made up 27 percent of the overall U.S. workforce as of 2016, but together they accounted for only 16 percent of those employed in a STEM occupation, which in part was due to lack of access to high quality education to prepare them for these fields.
- In 2019, **121 women will serve in the 116th Congress**, which is an increase from the previous 107.[§] In addition, according to the Rutgers University Center for American Women and Politics, a **record number of women of color have been elected to the House of Representatives** (38). Next year will also see the first Muslim women, first Native American women and the youngest woman (29) to serve in congress.

STEM Education

STEM (Science, Technology, Engineering and Math) is an integrated, interdisciplinary, and student-centered approach to learning that encourages curiosity, creativity, artistic expression, collaboration, communication, problem solving, critical thinking and design thinking.

STEM education in Pennsylvania is built on the following foundational beliefs:

- All students are capable of STEM literacy;
- Iteration and reflection are an important part of the STEM learning process;
- STEM education transcends the classroom walls, integrating into the community;
- STEM education success depends upon the partnership between educators, students, families, postsecondary providers, legislators, business and industry.

Since taking office, Governor Wolf has demonstrated a commitment to STEM education in the commonwealth. **The administration aims to increase enrollment in STEM-specific majors at state-supported postsecondary institutions by 10,000 by 2020.** Between 2018 and 2026, STEM jobs will be growing at a rate of 9.1 percent annually, totaling approximately 190,000 new positions requiring STEM skills or content knowledge. Through 2026, occupations that include software developers will grow rapidly at a rate of 26 percent annually, while occupations that include engineering jobs will grow at a rate of 4 percent annually. Under Governor Wolf's leadership, Pennsylvania has made early and important progress in delivering more resources to schools and classrooms, and fostering collaborative, cross-sector dialogue to support STEM education, work-based learning, career pathways, and college access and completion.[¶]

* U.S. Department of Commerce Economics and Statistics Administration: <http://bit.ly/2qJR04p>

** Bureau of Labor Statistics: <http://bit.ly/2Tc9Y29>

*** Catalyst: <http://bit.ly/2zUGYmR>

† McKinsey & Company and LeanIn.org: <https://womenintheworkplace.com>

‡ Pew Research Center: <https://pewrsr.ch/2DHjbuE>

§ NPR: <https://n.pr/2K5mlc6>

¶ PA Department of Education, <http://www.education.pa.gov/Pages/STEM-Competition.aspx>