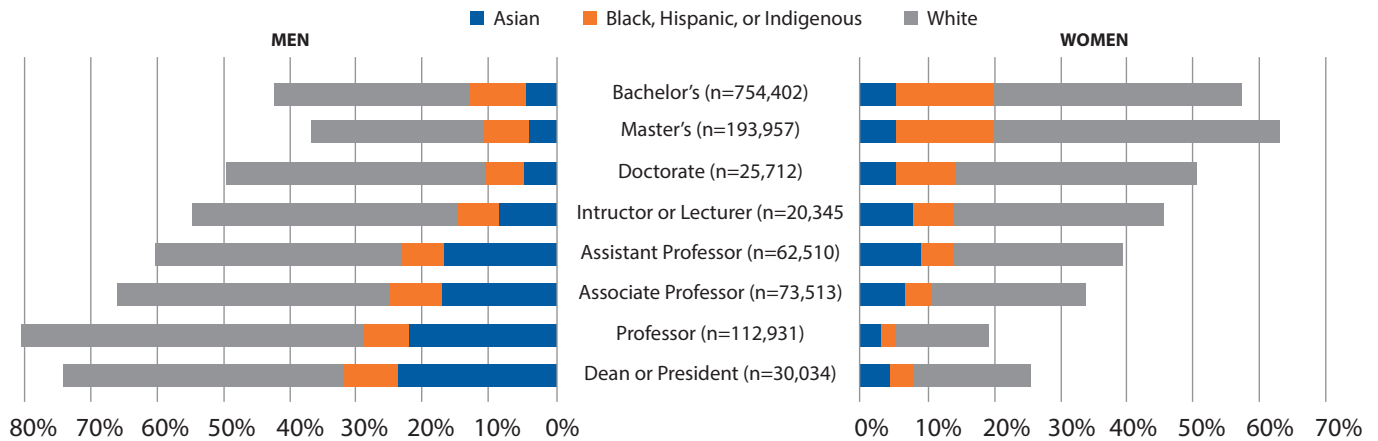


Member Leadership Survey

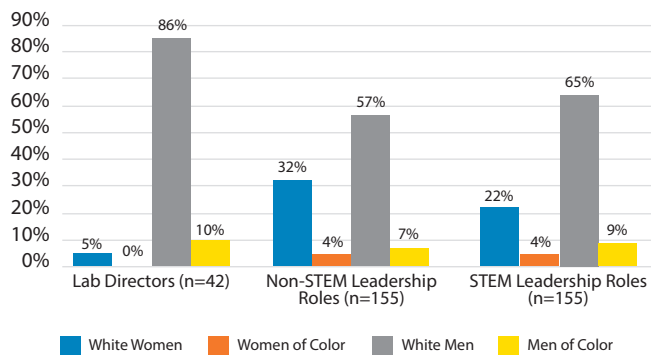
Regardless of sector, women, especially women of color, continue to be significantly underrepresented in leadership roles. Preliminary findings from new AWIS research shine a light on the underlying reasons why.

Academic STEM Career Progression by Gender and Race, 2015



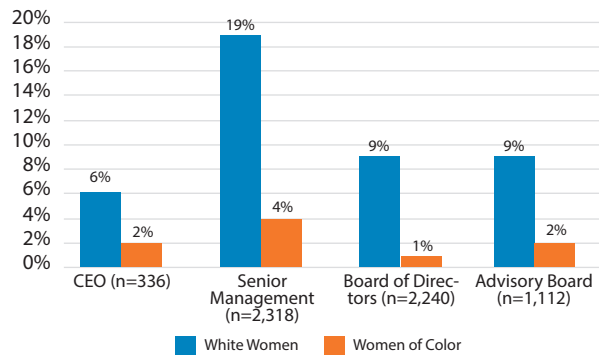
Source: Metcalf, H. and Russell, A. (2019). Original Analysis of 2015 NSF Survey of Doctorate Recipient and IPEDS Data.

National Lab Leadership by Gender and Race, 2019



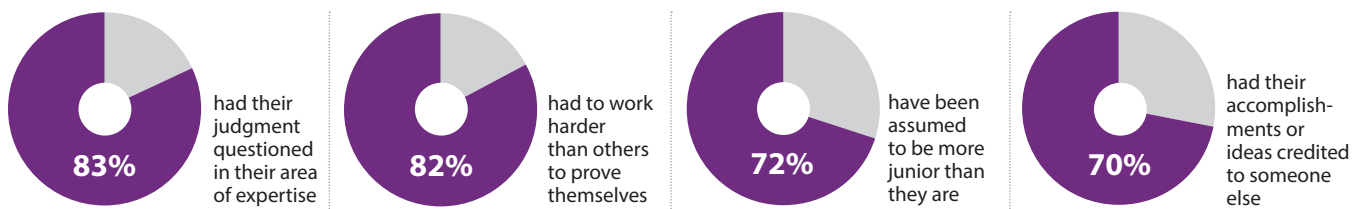
Source: Metcalf, H. (2019). Original Analysis of National Lab leadership positions posted on lab websites.

Women in BioTech IPO Leadership Roles by Race, 2013-2018



Source: Metcalf, H., Russell, A., and Blum, J. (2019). Original Analysis of US-based Biotechnology Company IPO Data, 2013-2018.

Over the winter, we surveyed 125 AWIS members about their leadership experiences. Most responding AWIS members are serving or have served in leadership roles, facing many gender- and race-related barriers along the way that still influence aspiring leaders' journeys to the top.



In addition, **women of color** among our responding members are **14% more likely** to face assumptions that they are more junior or have less experience than they do and about **10% more likely** to have someone else take credit for their ideas.

Learn more about what you can do to remove these barriers to leadership roles in our forthcoming report.