Is Science a Meritocracy?: Issues of Diversity & Equity

The gradual attrition of students at all stages on the path to a science-related career is commonly called the "leaky science pipeline." Certain gender and/or racial groups leak out faster at any or all stages. These are called under-represented minorities (URMs) because their demographics in science-related professions do not reflect the national profile. In this presentation, the demographics of scientists in various fields will be presented. The common issues proven to adversely affect certain groups—stereotype threat, impostor syndrome, implicit bias—will be described. Research-based suggestions to combat the adversity will be given.

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