

# Women in STEM: Inclusion and the Impostor Syndrome

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“Let us choose for ourselves our path in life and let us try to strew that path with flowers.”

Emilie du Chatelet (Mathematician, Physicist and Author)

“We look at science as something very elite, which only a few people can learn. That’s just not true.”

Mae C. Jemison (first African-American woman in space)

“The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler.”

Albert Einstein (Physicist)

**Impostor Syndrome:** a widespread perception causing individuals to doubt their accomplishments and develop an internalised fear of being exposed as a fraud.

## Supporting Resources

Diversity & Inclusion - <https://cslbehinqquiz.survey.fm/women-in-science-quiz>

1. <https://news.stlpublicradio.org/post/if-we-want-answers-big-stem-questions-we-need-more-diverse-question-askers-says-siue-professor#stream/0>
2. <https://www.edsurge.com/news/2015-05-30-8-questions-to-ask-when-designing-stem-for-girls>
3. <http://edition.cnn.com/2014/10/14/tech/10-female-scientists-you-should-know/index.html>
4. <https://www.sciencemag.org/features/2019/01/passion-pathways-careers-diversity-and-inclusion-stem-postdocs>
5. <https://www.apa.org/pi/women/programs/academe/stem-research-project>

Impostor Syndrome - <https://testyourself.psychtests.com/testid/3803>

1. [https://www.youtube.com/watch?time\\_continue=1&v=ZQUxL4Jm1Lo&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=1&v=ZQUxL4Jm1Lo&feature=emb_logo)
2. <https://www.technologynetworks.com/tn/articles/feeling-like-a-fraud-impostor-syndrome-in-stem-324839>
3. <https://www.psychologytoday.com/gb/blog/real-women/201809/the-reality-imposter-syndrome>
4. <https://www.themuse.com/advice/5-different-types-of-imposter-syndrome-and-5-ways-to-battle-each-one>

## Priming Questions

1. Much has been studied and written over the past 50 years about diversity, access, and equity in STEM, but how much has changed? Where are there time-tested examples of successful interventions in higher education that have increased the participation and success of women, underrepresented minorities, persons with disabilities in STEM?
2. How do we ensure that there is a clear career path for women who work flexibly or part time with recognition and reward based on quality of work and not length of day worked/ family responsibilities?
3. Have you ever been in a situation where you doubted yourself or your achievements/progress due to the imposter syndrome?
4. Do you have beliefs about your own success that might be holding you back?