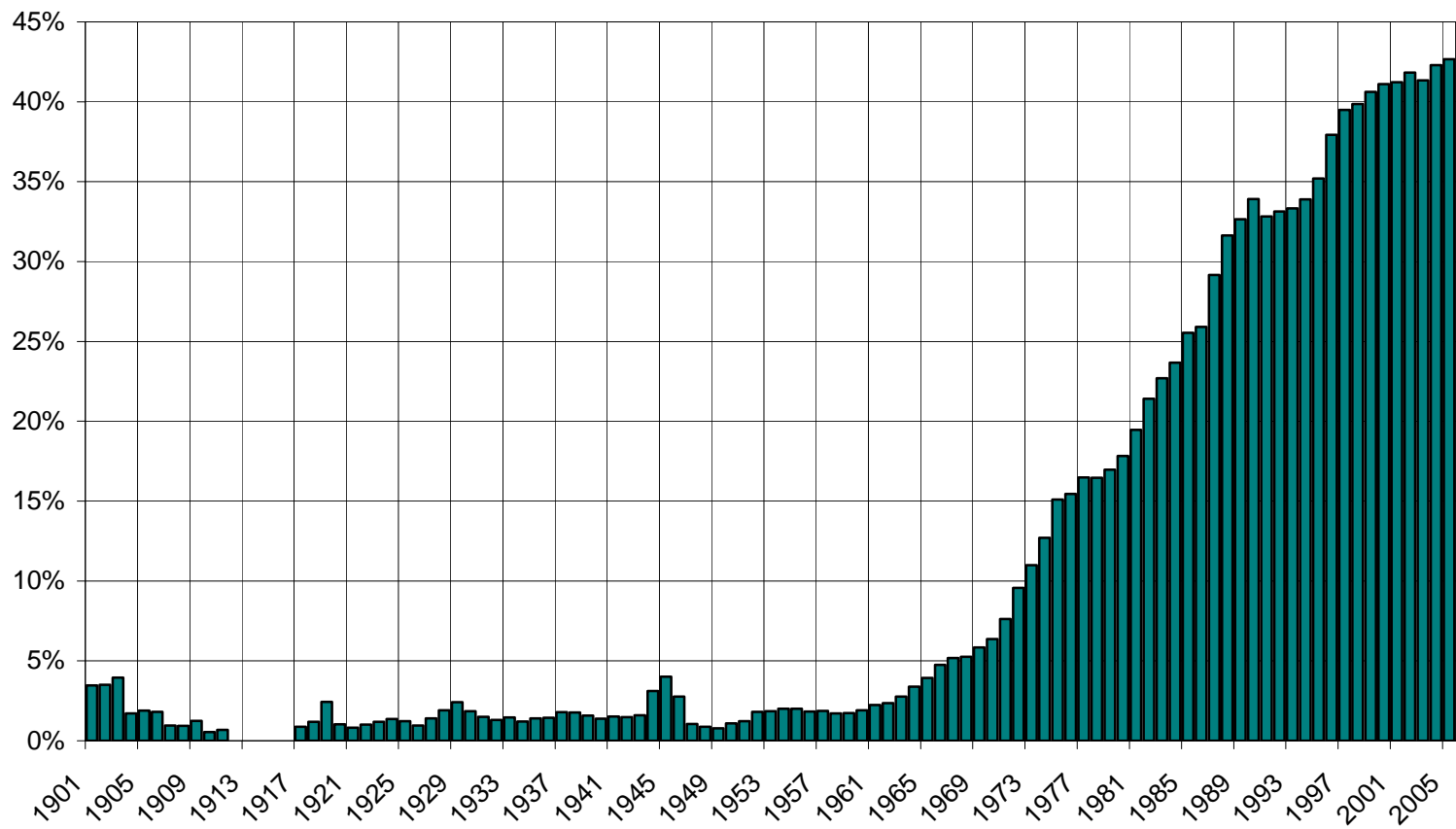
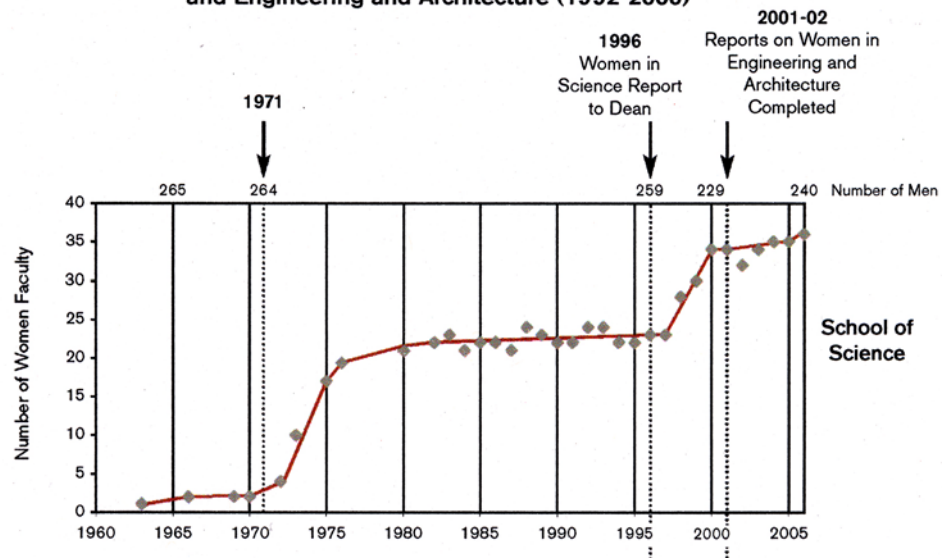


Percentage of MIT Undergraduates Who Are Women



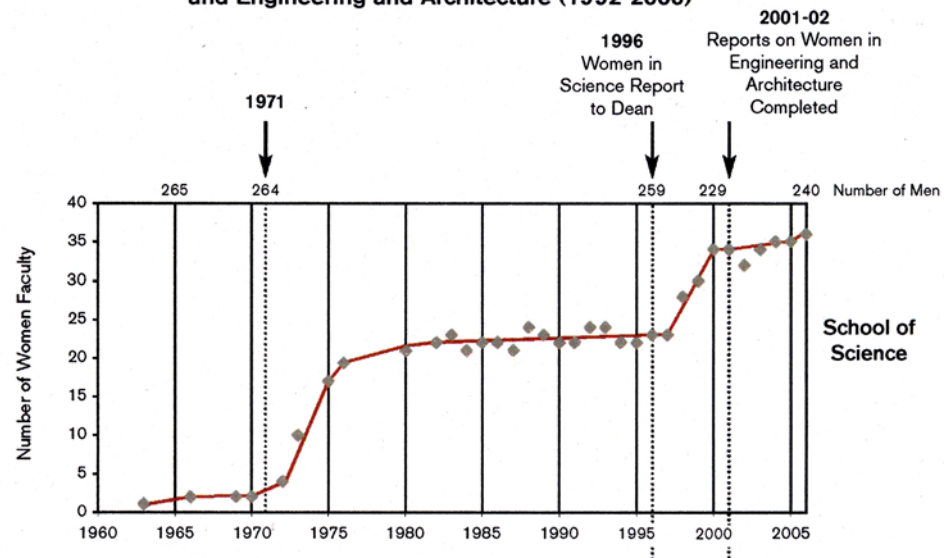
**Number of Women Faculty in the Schools of Science (1963-2006)
and Engineering and Architecture (1992-2006)**



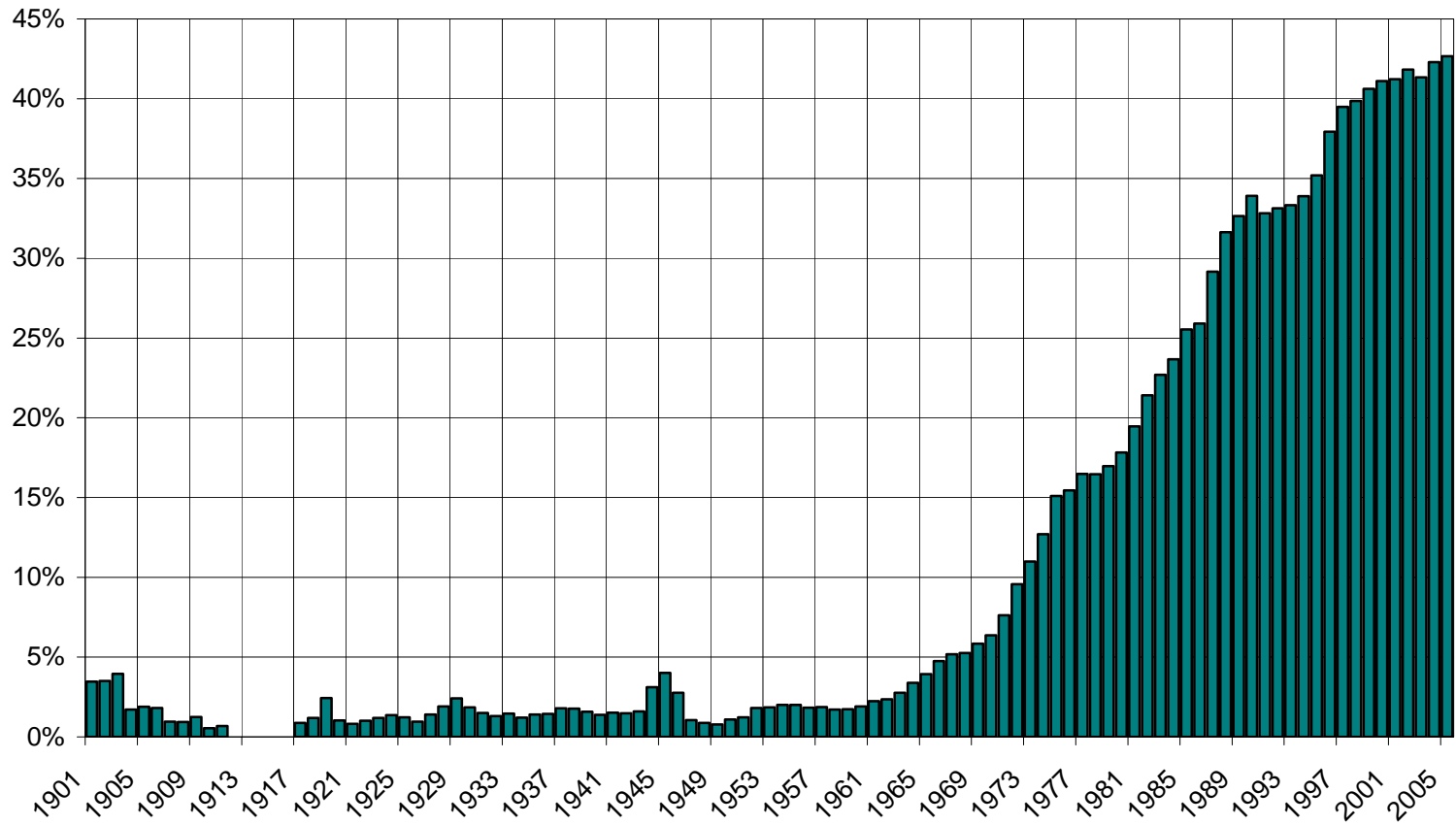
***Some accomplishments of the 16 tenured women
faculty who studied the Status of Women Faculty in
Science at MIT***

	<u># out of 16</u>	<u># out of all 208</u>
Presidential Medal of Science	2	8
National Academy	10 (63%)	60 (29%)
American Academy	11 (69%)	115 (55%)

**Number of Women Faculty in the Schools of Science (1963-2006)
and Engineering and Architecture (1992-2006)**



Percentage of MIT Undergraduates Who Are Women



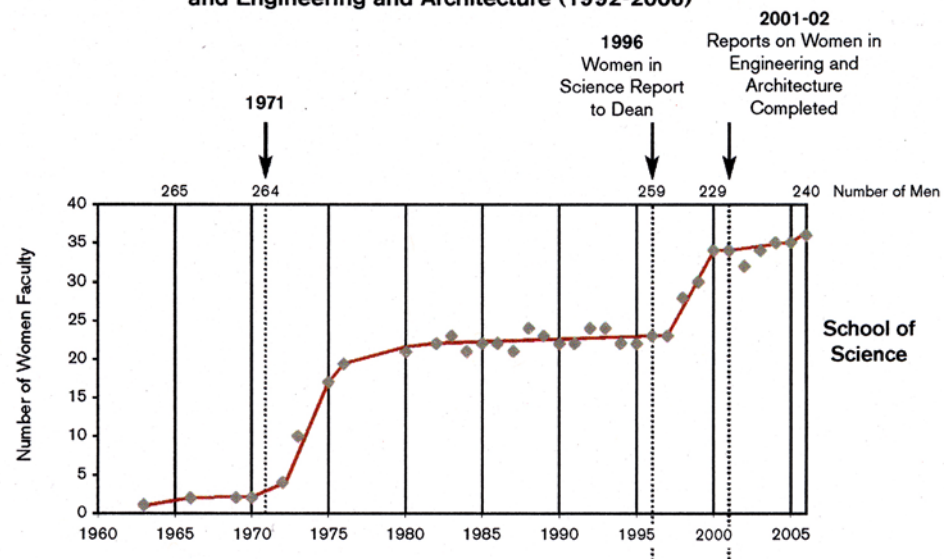
“Invisible” Barriers

1. Sexual harassment

“Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring

**Number of Women Faculty in the Schools of Science (1963-2006)
and Engineering and Architecture (1992-2006)**



of women vs men faculty in Science at MIT - 1994

	Male	Female
Tenured	197	15
Untenured	55	7
Total	252	22 (8%)

“Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
3. Undervaluation, marginalization, and exclusion that lead to:
 - Lower promotion and tenure rates
 - Difficulties in hiring, hence small numbers
 - Few or no women in academic administration
 - Inequities in resources and compensations
 - Space, salary, grants, prizes, teaching and committee assignments, founding companies

Unintentional Gender Bias and Stereotyping

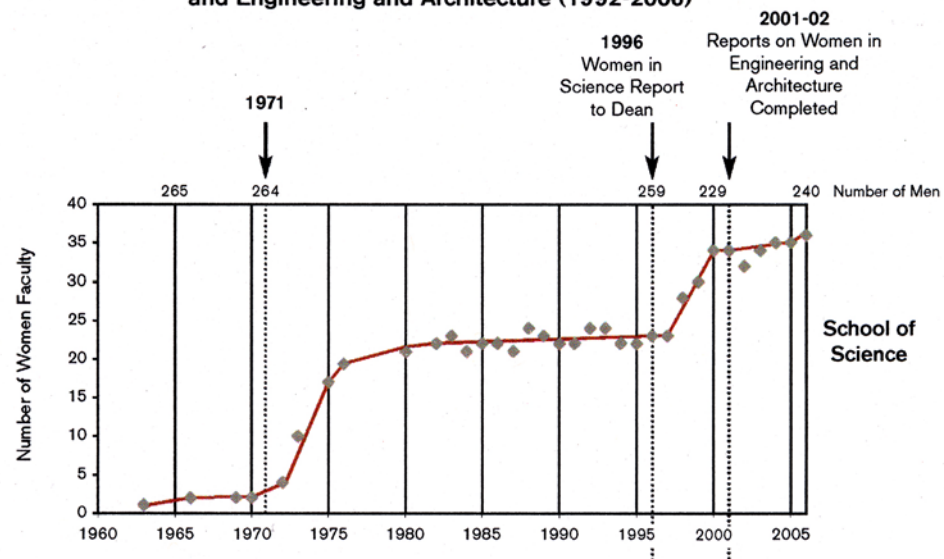
Two examples:

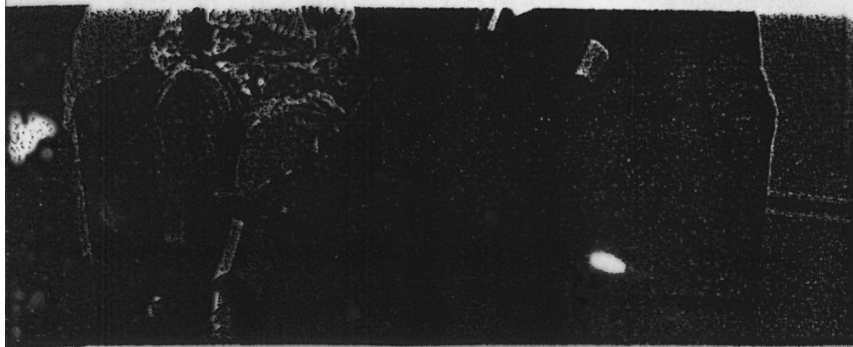
1. Reviewing a xeroxed manuscript
2. Blind auditions for orchestras

Summary

BOTH men and women slightly over-value work if they think it was done by a man, and slightly under-value work if they think it was done by a woman.

**Number of Women Faculty in the Schools of Science (1963-2006)
and Engineering and Architecture (1992-2006)**





Greg Marinovich/Gamma Liaison, for The New York Times

ork: Nelson Mandela with his Energy Minister, left, and a top Shell International official.

by SUZANNE DALEY

South Africa — The pink light of the runway at Waterkloof Air Force when Nelson Mandela settled into a seat aboard his presidential jet. The knelt to remove his shoes and, in what well-worn routine, helped him lift his onto two pillows.

start of a working day for the 80-year-old that would include a visit deep into the hinterland, moving from the luxurious jet to a hot, bumpy, hourlong ride to the back.

He also be meetings here in Pretoria: first, an envoy from Uganda, the President, then more executives. In the

evening, he would address an auditorium full of white farmers to laud a new anticrime program.

His day would end 15 hours after it started, a grueling schedule that is not unusual for him, even in the twilight of his presidency.

After nearly five years in office, Mr. Mandela is still beloved, a leader who can scold an audience for two hours and still get a standing ovation, as he did recently after he told a largely white group in a rich Johannesburg suburb (the same one he lives in) that they had to stop defending their privileges and do more to transform the country into an economic democracy as well as a political one.

His popularity crosses all racial lines and is such

Continued on Page A6

ministration pledged for peacekeeping could only participate if they were in a NATO force with NATO

Continued on Page A11

the last moment to make concessions.

At the White House, President

Continued on Page A10

M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination.

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a

report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and demoralizing — discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 percent in 1975, the gap between salaries for male and female professors actually widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more

Continued on Page A16

Lead Faces New York Council; Protests and Arrests Go On

L. COOPER

Commissioner Howard mounting criticism, including State Attorney General McCall, were in the largest act yet protesting the shooting of Amadou Diallo.

Heald just after he was forced to appear at a City Council hearing in the Police Department's 10th Precinct. Four officers fired a total of 41 shots

at Mr. Diallo, an unarmed West African immigrant, killing him in the vestibule of his Bronx apartment building on Feb. 4.

Before the hearing, Mr. Safir's aides said that he might not testify at the City Council hearing because of a scheduling conflict. But after being photographed at the Academy Awards ceremony in Los Angeles on Sunday night, the Commissioner flew back to New York to attend the hearing at City Hall.

The size of yesterday's protest — several hundred marched outside Police Headquarters in lower Man-

hattan, and the number of arrests was the highest yet in protests in the case — indicated that public anger over Mr. Diallo's shooting showed no signs of abating nearly seven weeks after the episode.

Singing "We Shall Overcome," Mr. McCall, the highest-ranking black elected official in the state, blocked the entrance to Police Headquarters and was arrested along with Earl G. Graves, the publisher of Black Enterprise magazine; Ed Lewis, the publisher of Essence magazine; the comedian Dick Gregory, and dozens of lawyers and several City Council

members fresh from their hearing with the Police Department.

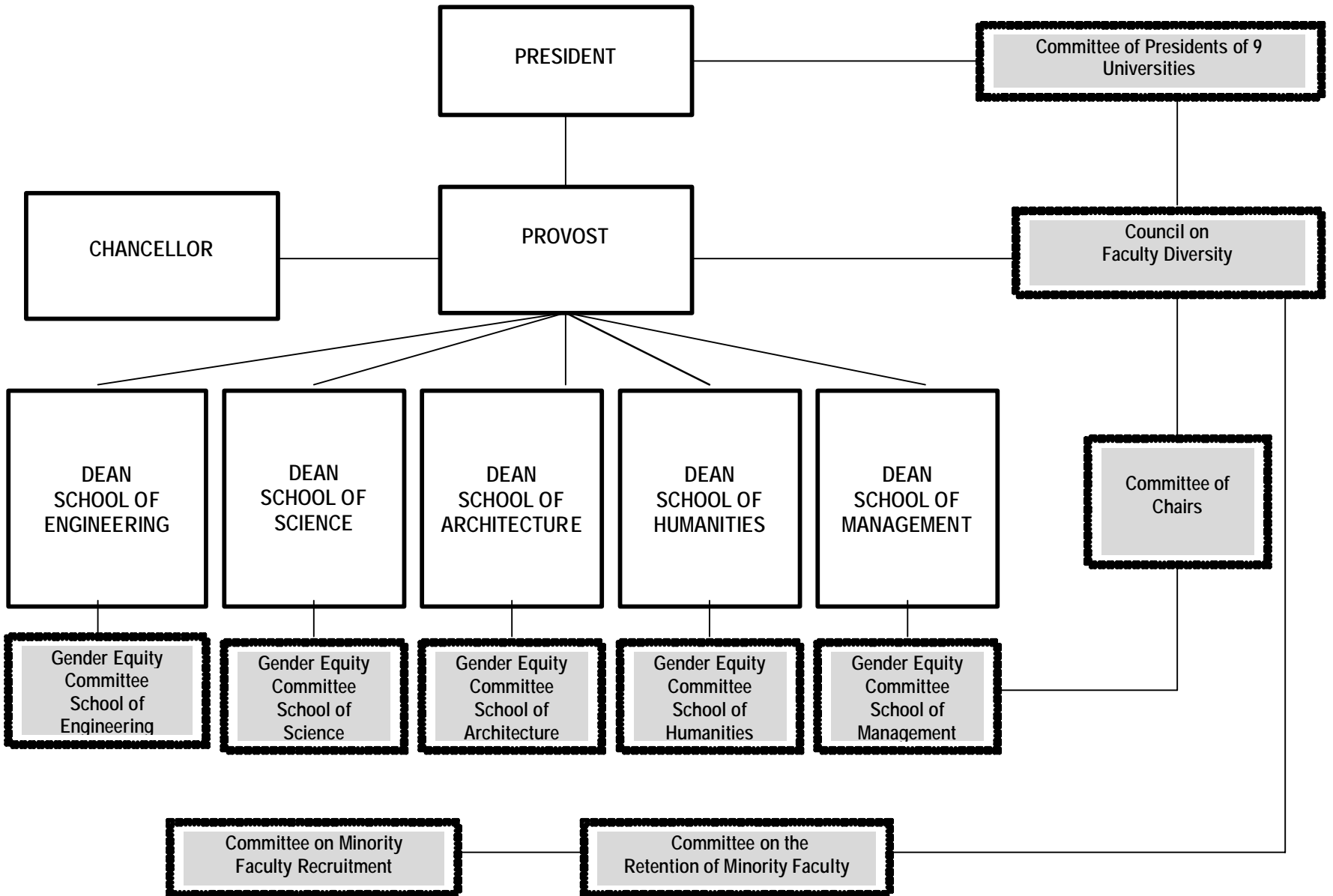
All were handcuffed, following police guidelines, as Representative Charles B. Rangel of Harlem and former Mayor David N. Dinkins were last week.

But the main political drama yesterday was at the City Council hearing, where Council members had been eagerly awaiting a chance to question Mr. Safir, only to be rebuffed by his office over the last few days. Police officials refused to say

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Harvard's former President Summers

January 14, 2005

1. Family responsibilities impact women's career choices.
2. Differences in "INTRINSIC APTITUDE" between men and women may explain the small number of women in Science and Engineering.
3. Bias inevitably ceases to exist (economic theory).

Harvard's former President Summers

January 14, 2005

1. Family responsibilities impact women's career choices. **TRUE**
2. Differences in "INTRINSIC APTITUDE" between men and women may explain the small number of women in Science and Engineering.
NO EVIDENCE TO DATE
3. Bias inevitably ceases to exist (economic theory). **FALSE**

A report from the National Academy of Sciences has reviewed the literature on this subject.

“Invisible” Barriers

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 - Few or no women in academic administration
 - Inequities in resources and compensations
 - Space, salary, grants, prizes, teaching and committee assignments, founding companies
4. Residual unconscious bias

WISELI

Women in Engineering and Leadership
Institute
University of Wisconsin

MEMO TO LEADERSHIP:

“ADVICE TO THE TOP”

Some Milestone Female Presidents of US Ivy and Research Universities

1978 Hannah Gray - U of Chicago
10 years

1988: Donna Shalala – U of Wisconsin
5 years

1993 Nan Keohane - Duke

1994 Judith Rodin - U of Pennsylvania
5 years

1999 Shirley Jackson - RPI
2 years

2001 Shirley Tilghman - Princeton

2001 Ruth Simmons - Brown

2002 Mary Sue Coleman - U of Michigan

2004 Susan Hockfield - MIT

2004 Amy Gutman - U of Pennsylvania

2005 Denice Denton - UC Santa Cruz

2007 Drew Faust - Harvard

Some Recent public comments by Harvard faculty about Summers' hypotheses

“Feminists do not believe in diversity which is not to their advantage. They rose to power by ...making society aware that women are treated unjustly under the assumption that women are no different from men. Feminists do not care to argue this assumption, and seeming to do so was exactly what got Summers into trouble with MIT biologist Nancy Hopkins ‘64, who denounced him for proposing to inquire whether women are naturally less capable in science than men. Her scandalous act of obscurist intolerance was welcomed by Harvard feminists with glee, mixed with surprise that she could get away with it.”

Professor Harvey Mansfield
Harvard Crimson, Commencement issue
June 2008

and...

“People who storm out of a meeting at the mention of a hypothesis, or declare it taboo or offensive without providing arguments or evidence, don’t get the concept of a university or free inquiry.”

Professor Steve Pinker
2007

“Invisible” Barriers

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4. Residual unconscious bias: The “Harvard problem”: Summers-Steve Pinker-Harvey Mansfield and a “hostile environment” for women students

Some of Students Identified in 2006 Johns Hopkins' Study of Mathematically and Verbally Precocious Youth



The Greatest Taboo

“Steven Pinker says it is taboo to suggest that women are innately inferior. But I believe the greatest taboo, by far, is to think that women are not innately inferior. If we all truly believed this, then we would have to finally ask ourselves why so few women (and minorities) are advancing, and realize that the answer lies within all of our hearts.”

Professor Ben Barres, Stanford
From a lecture given at Harvard, 2008

“Harvard Hysterics”

“Hysteria - A functional disturbance of the nervous System, characterized by such disorders as anaesthesia, hyperaesthesia, convulsions, etc., and usually attended with emotional disturbances and enfeeblement or perversion of the moral and intellectual faculties.”

Someone like MIT biologist Nancy Hopkins, the hysteric (see above)...”

George Will
Washington Post
January 2005