

GENDER STEREOTYPING IN THE ENGINEERING WORKPLACE

Informal Discussion Moderator: Mary L. Cummings

Problem Statement: Women are a striking minority in all aspects of engineering. The lack of a peer group, both in industry and academia, makes women extremely vulnerable to gender stereotyping in their work environments. This informal discussion group will focus on the salient issues concerning gender stereotyping in the engineering communities.

Discussion Outline

- I. Defining gender stereotyping.
 - a. Theory and research
- II. The impact and consequences of gender stereotyping.
 - a. Effects on men and women
 - b. Professional concerns
 - i. Climate and the perception of women as quotas
 - ii. Leadership issues
 - iii. Career growth
 - c. Mental impact
 - d. Legal ramifications
- III. What can be done to combat gender stereotyping?
 - a. Organizational awareness
 - b. Affirmative action
 - c. Mentoring

A survey will be distributed at the end of the session. Anyone who is interested in completing the survey but cannot attend the discussion can obtain a copy by e-mailing Professor Cummings at cmngs@vt.edu.

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