Findings from *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2021*

THE LATEST DIVERSITY TRENDS IN SCIENCE AND ENGINEERING EDUCATION AND EMPLOYMENT REPORTED BY THE NATIONAL CENTER FOR SCIENCE AND ENGINEERING STATISTICS

The *Women, Minorities, and Persons with Disabilities in Science and Engineering* (*WMPD*) biennial report represents the federal government's most comprehensive collection of data on diversity trends in science and engineering (S&E). Put forth by the National Center for Science and Engineering Statistics (NCSES) within the National Science Foundation (NSF), this report is designed to further the national conversation on S&E education and employment participation by persons with differing demographics and backgrounds.

Highlights

Among scientists and engineers, a larger share of men than women worked in S&E occupations in 2019. However, a larger share of female than male scientists and engineers were employed in S&E-related occupations, such as health-related jobs.

Scientists and engineers with one or more disabilities had a higher unemployment rate than both those without a disability and the overall U.S. unemployment rate in 2019.

Since 2008, Hispanics or Latinos have gradually increased their share of S&E bachelor's degrees, while Blacks or African Americans have held fairly steady and American Indians or Alaska Natives have experienced slight declines. These three minority groups remain underrepresented in both S&E educational attainment and in the S&E workforce and are hereafter called underrepresented minority groups.

What do the numbers tell us about overall enrollment and degrees?

More than three-quarters of undergraduates, across all fields, are enrolled in public institutions, with Hispanics or Latinos having the highest share at **83.4%**.

About **9%** of all S&E doctorate recipients in 2019 had one or more disabilities. These rates were higher in psychology (**10%**) and social sciences (**11%**).

Women earned about half of the S&E bachelor's degrees awarded in 2018.

More temporary visa holders were enrolled in graduate school than all racial and ethnic minority groups combined.

National Center for Science and Engineering Statistics (NCSES)
To access the complete *WMPD* report, please visit the NCSES website at https://ncses.nsf.gov/wmpd.
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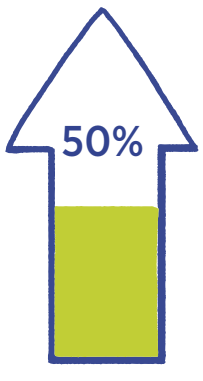
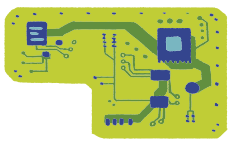


Underrepresented minorities received **24%** of S&E bachelor's degrees, **22%** of S&E master's degrees, and **14%** of S&E doctoral degrees. This represents a nearly **50%** increase in the number of doctoral degrees awarded to underrepresented minorities over the past 10 years.

Of underrepresented minority women awarded S&E bachelor's degrees, Hispanic or Latino women's share increased from **4.8%** to **8.5%** over the past 10 years, while Black or African American women's slightly declined from **5.5%** to **5.2%**.

Women from underrepresented minority groups earned more S&E degrees at all levels than their male counterparts.



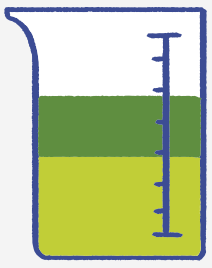
Among underrepresented minorities, women received more associate degrees in S&E technology fields than did men.

How do underrepresented groups in S&E compare in employment and occupations?

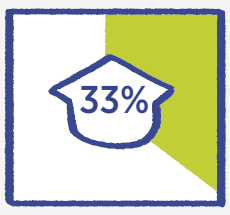
Regardless of sex, a smaller percentage of scientists and engineers were unemployed in 2019, compared with the U.S. labor force at large.

Among scientists and engineers, only **16%** of women were employed in S&E occupations in 2019, compared with **35%** of men.

Among scientists and engineers, men consistently earn a higher median salary than women in all S&E occupations, with the exception of biology and life science occupations where men's and women's median salaries were similar.



Among employed scientists and engineers with at least a bachelor's degree, men had a higher disability rate than did women, and underrepresented minorities had a higher disability rate than did Whites and Asians.



Underrepresented minorities were awarded **14%** of S&E research doctorates, while making up about **33%** of both the population and labor force.

Underrepresented minority scientists and engineers had the lowest share of employment in S&E occupations, compared with Whites, Asians, and other racial groups (including Native Hawaiian or Other Pacific Islander and More than one race, unknown, or other).

National Center for Science and Engineering Statistics (NCSES)
To access the complete *WMPD* report, please visit the NCSES website at https://ncses.nsf.gov/wmpd.
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