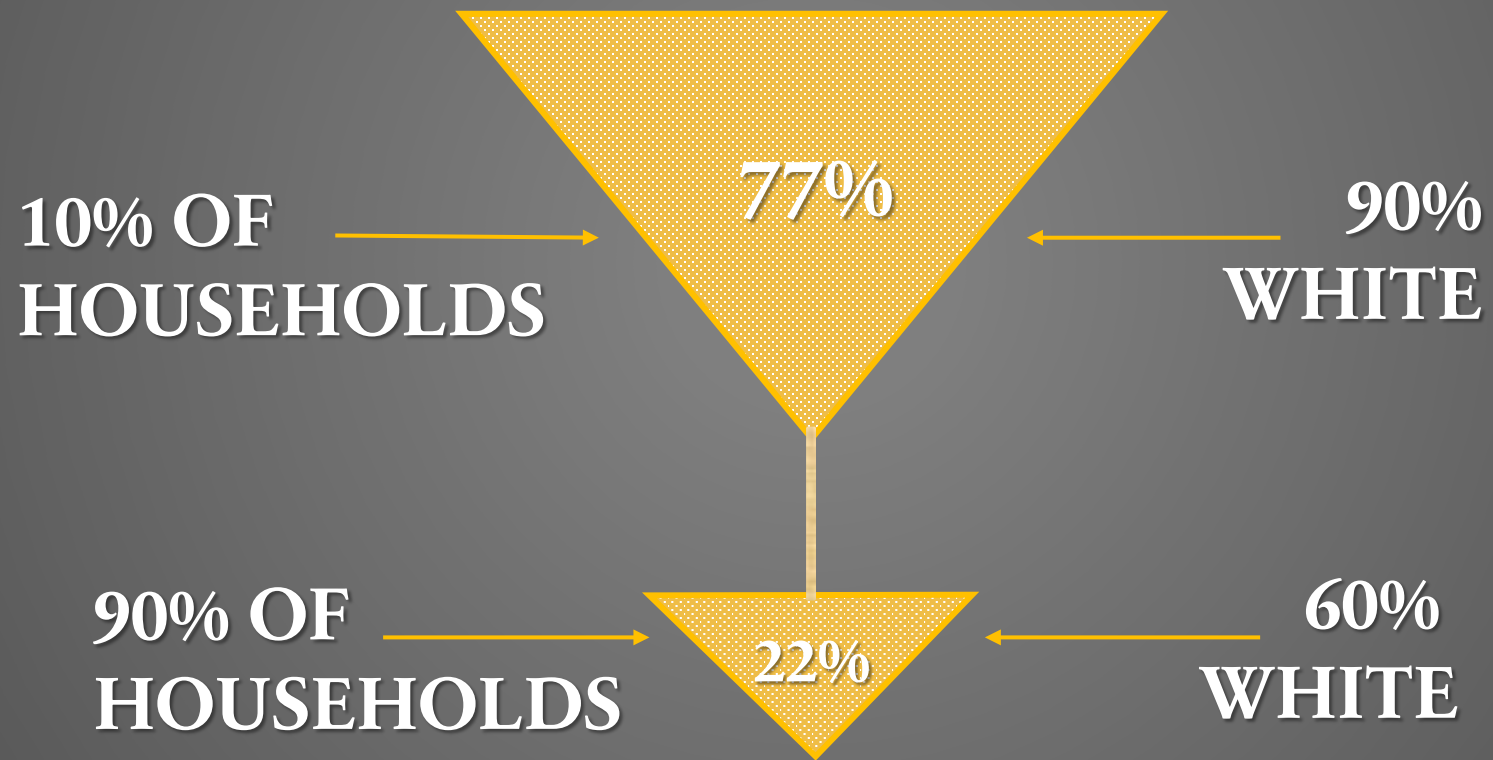


Where is the Talent?

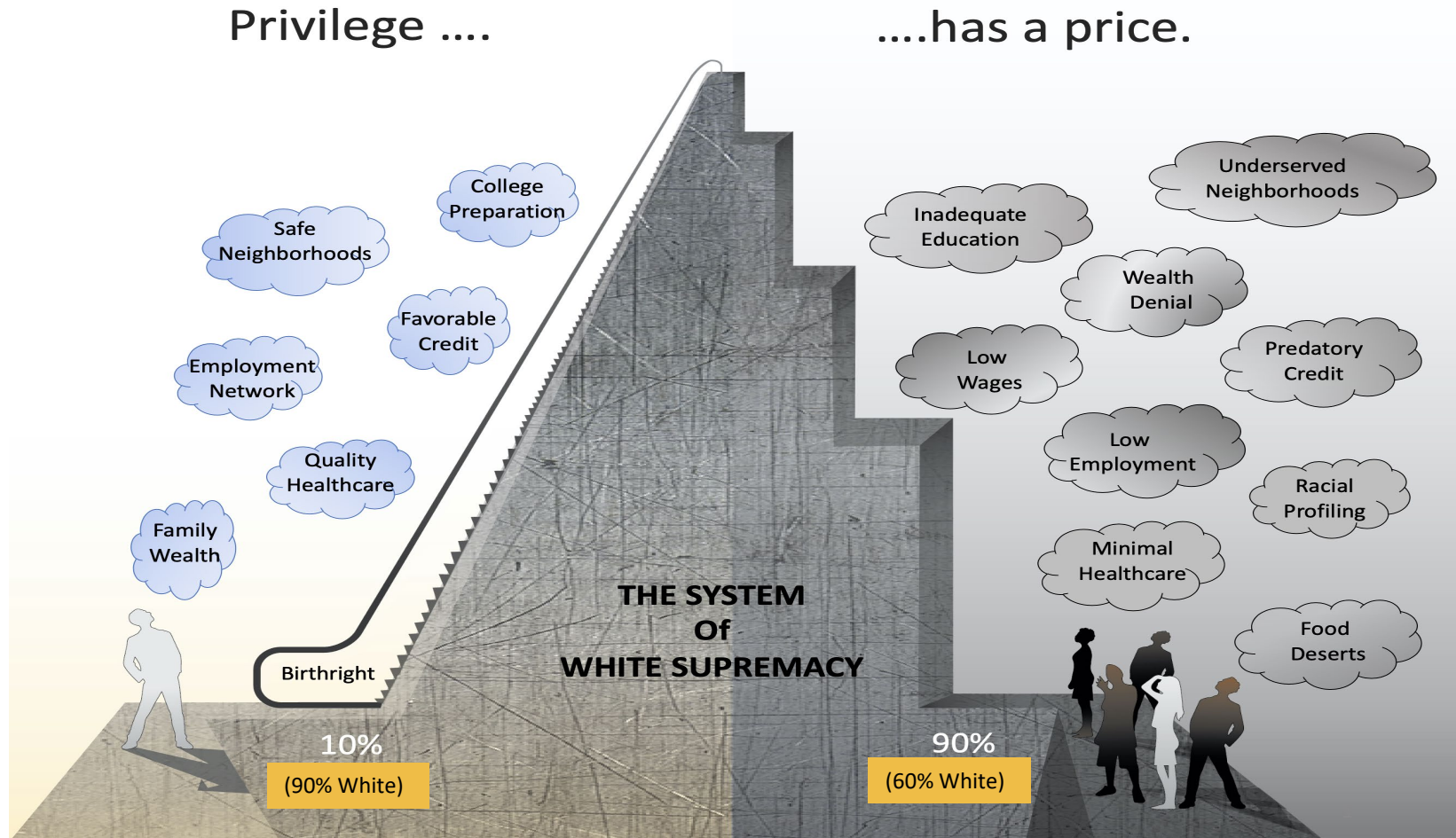


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Wealth

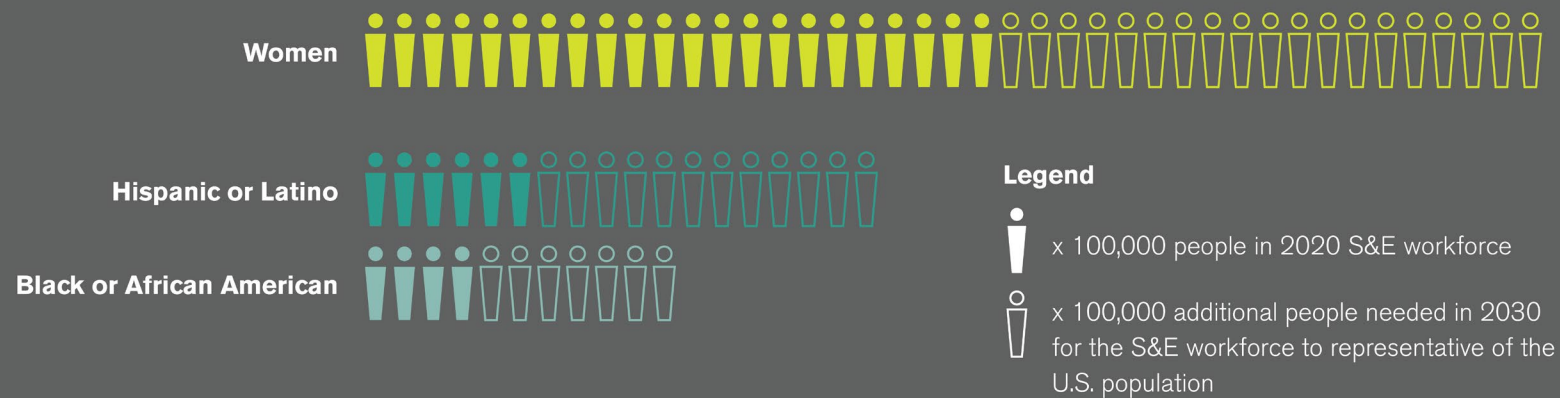


A Rigged Competition



Vast Reserves of Untapped Talent

MISSING MILLIONS: FASTER PROGRESS IN INCREASING DIVERSITY NEEDED TO REDUCE SIGNIFICANT TALENT GAP



While the number of people from under-represented groups in the S&E workforce has grown over the past decade, faster increases will be needed for the S&E workforce to be representative of the U.S. population in 2030. To achieve that goal, the NSB estimates that the number of women must nearly double, Black or African Americans must more than double, and Hispanic or Latinos must triple the number that are in the 2020 U.S. S&E workforce. These estimates are based on projections from the U.S. Census and Bureau of Labor Statistics, together with data from the National Center for Science and Engineering Statistics, and assume that participation of these groups in the S&E workforce increases at current rates.

Responsibility

- Honest Self-Reflection
 - What am I willing to see?
 - What am I willing to do?
 - Am I willing to change?
- Willingness to Hear the “Other” Voices
- Exposing Our Children to a Fair Competition
- Staying the Course
- Investment in “Others”

Insanity is not the only option.

The Idea of America



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