

The U.S. IS Not A Leader In STEM

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MiC Monthly Newsletter



UNDERREPRESENTATION IN THE STEM FIELD



Did you know that science, technology, engineering, and mathematics (STEM) workers currently make up almost a quarter of America's labor force? In addition, STEM jobs are projected to grow at a greater rate than other jobs. It is well documented that women and minorities continue to be underrepresented in this segment of the labor force. According to the National Science Board (NSB), the number of women and Black workers in STEM fields must double, and the number of Latino's triple, for the STEM workforce to reflect the true demographics of this country.

However, the U.S. is being left behind in STEM related disciplines overall, so the problem is much larger than under representation by women and minorities. The National Science Foundation (NSF) finds that the U.S. is no longer the world leader in key measures of scientific accomplishment such as awarded patents and published papers, the greatest intensity of research and development is shifting to countries like East-Southeast and South Asia, as stated in the 2022 edition of The State of U.S. Science and Engineering.

Any solution the U.S. has to this current disparity must include improvements to elementary and secondary mathematics programs. Many underrepresented groups are starting out at a disadvantage in many states because of inferior public-school education. It stands to reason that if we improve the overall education of ALL students, we can grow the next STEM workforce.

The median salary of a person in a STEM based career is more than double that of non-STEM related occupation. For underrepresented groups focusing on STEM careers (and the high salaries) can change the trajectory of wealth in their families for generations to come.

The U.S. will continue to lose to other countries in STEM, if we continue to fail our youth.

Message from the CEO

Dear MiC Community,

Another year has started, and hiring is picking up, go ahead take a look, there are A LOT of jobs out there and the fight for talent is real! What I find interesting is that when I speak to minority and women cybersecurity professionals, they have the shared experience of having a difficult time landing a new role or promotion. This always perplexes me as I have companies that reach out to MiC and complain about their problems with attracting minority talent. So, what gives?

As part of our “DEI in-depth” strategy, I mentioned in the Nov/Dec 2021 newsletter last year, from time to time, I am going to explore different scenarios and stories that have been shared with me over the years.

Some of them are stories directly related to my experiences and some are stories that have been shared. I will of course protect the privacy of those involved and not mention names, well unless it's mine.

The first story is my own and it is about recruiters. They can be internal, external, or job search firm, I will carve out executive search firms because they tend to be more hands on and interested in finding the best fit for the client. Anyway, the following scenario is something I have experienced several times over the past couple of years, so it is fair to assume some of you may recognize this issue.

A recruiter reaches out to you and says based on your LinkedIn profile they feel you will be a good fit for a role they have available. You schedule a call and during the initial conversation it becomes clear that the person doesn't know who you are, and it is painfully obvious they have not taken the time to even read your resume (or LinkedIn profile) prior to the call. To be fair, I know recruiters use teams of researchers to find talent and the person who reaches out to you about an opportunity may not be the person you speak to about the job. But is it now acceptable for a person to conduct a screening interview with a candidate and not even bother to take 5-10 minutes to read their resume? I find these scenarios disturbing because the recruiter, whether internal or external, is the first person a candidate encounters, and it could leave a bad impression of the company. Some candidates may even decide not to continue interviewing based on that initial interaction. I will personally admit that as a minority and a woman, I am extremely sensitive to culture and based on some disturbing incidents in my past, may be overly sensitive to some things. But I have grown to expect a level of professionalism when considering a new opportunity. Not reading a resume says that you are not really interested in me as a candidate, you are filling some sort of requirement to talk to a specific amount of candidates to justify your salary or fee. What does it say about the ability to fill cybersecurity jobs if the people involved in the hiring process do not read resumes?

“DEI in Depth” step one, if you are a recruiter and someone on your team felt it important to send you a resume, take the time to read it before talking to the candidate.



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