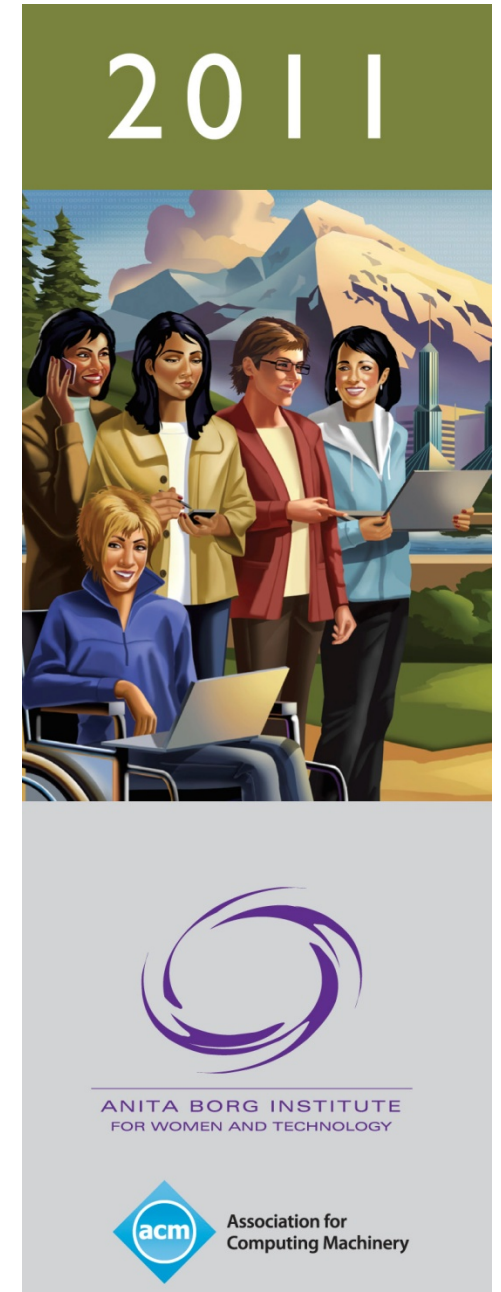


Trial by Diaper

A Panel and Activity Session on
Motherhood in Computing



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Agenda

- Introductions
- “Trial by Diaper” small group activity
- Open discussion
- Questions and farewell

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About us

Dr. Laurian Vega



Alexandra Holloway



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More about us

- What is the best thing about being a mother?
- What is one unique child-related challenge that you overcame?

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Myth or fact?

- Mothers are rated as less competent and committed to paid work than non-mothers.

- Fact.

S. Correll, S. Bernard, and I. Paik. Getting a Job: Is there a Motherhood Penalty? *American Journal of Sociology*, 112(5):1297—1338, 2007.

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Myth or fact?

- Mothers are given more slack about being late than non-mothers.

- Myth. Mothers are given less slack.

S. Correll, S. Bernard, and I. Paik. Getting a Job: Is there a Motherhood Penalty? *American Journal of Sociology*, 112(5):1297—1338, 2007.

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Myth or fact?

- The pay gap between mothers and non-mothers is larger than the pay gap between men and women.
- Fact.

A. Crittenden. *The Price of Motherhood: Why the Most Important Job in the World is Still the Least Valued*. Metropolitan Books, 2001.

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Myth or fact?

- Fathers are given more slack about being late than non-fathers.

- Fact.

S. Correll, S. Bernard, and I. Paik. Getting a Job: Is there a Motherhood Penalty? *American Journal of Sociology*, 112(5):1297—1338, 2007.

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Myth or fact?

- Fathers are rated as less committed to paid work than non-fathers.
- Myth. Fathers are rated as more committed.

S. Correll, S. Bernard, and I. Paik. Getting a Job: Is there a Motherhood Penalty? *American Journal of Sociology*, 112(5):1297—1338, 2007.

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The motherhood penalty, summarized

	Mothers vs. non-mothers	Fathers vs. non-fathers
Competent and committed to paid work	Less than non-mothers	More than non-fathers
Slack for being late	Less than non-mothers	More than non-fathers
Starting salary	Less than non-mothers	More than non-fathers

S. Correll, S. Bernard, and I. Paik. Getting a Job: Is there a Motherhood Penalty? American Journal of Sociology, 112(5):1297—1338, 2007.

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Men vs. Women

- Men with young babies are 38% more likely to achieve tenure than women with young babies.
- Women faculty with children spend twice as many hours as caregivers as men faculty with children.

M. Mason and M Goulden. Marriage and Baby Blues: Redefining Gender Equity in the Academy. *The Annals of the American Academy of Politican and Social Science*, 596(1): 86, 2004.

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A mother's ability to do science
does not disappear after having
a child.

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Before & After

- No change in scientific productivity

M. Mason and M Goulden. Marriage and Baby Blues: Redefining Gender Equity in the Academy. *The Annals of the American Academy of Politican and Social Science*, 596(1):86, 2004.

C. Wetzels. Does Motherhood Really Make Women Less Productive? The Case of the Netherlands. Bilbao ESPE Conference, 2002.



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Before & After

- Working mothers have better physical and mental health, higher self-esteem, and financial stability.

L. Bennetts. The Feminine Mistake.
Voice, 2007



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Improving it for mothers

- Part-time options
- “Stop-the-clock” tenure-track options
- Flexible working hours
- Support groups and supportive organizations
 - Like the friends made at Grace Hopper Celebration of Women in Computing

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Activity

- Groups of four (4)
- 1) Introduce yourself
 - Do you have kids? Will you? When?
- 2) Each group member:
 - One “trial by diaper” scenario & solution
 - One “pro-mom” idea to make motherhood easier
- 3) Turn in cards for discussion

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Discussion

- “Trial by diaper” scenarios
- “Pro-mom” scenarios

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Staying with the program

- Seek validation – you are not alone
- Come up with strategies for success
- Ask for help when (or before) you need it
- Read about (and meet) other women that succeed
- Love the moment

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<http://www.laurianvega.com/laurianvega/Blog/Blog.html>
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