Trial by Diaper

A Panel and Activity Session on Motherhood in Computing
Agenda

• Introductions
• “Trial by Diaper” small group activity
• Open discussion
• Questions and farewell
About us

Dr. Laurian Vega

Alexandra Holloway
More about us

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

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

• Fact.

Myth or fact?

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

• Myth. Mothers are given less slack.

Myth or fact?

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

• Fact.

Myth or fact?

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

• Fact.

Myth or fact?

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

• Myth. Fathers are rated as more committed.

The motherhood penalty, summarized

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<th>Mothers vs. non-mothers</th>
<th>Fathers vs. non-fathers</th>
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<tr>
<td>Competent and committed to paid work</td>
<td>Less than non-mothers</td>
<td>More than non-fathers</td>
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<td>Slack for being late</td>
<td>Less than non-mothers</td>
<td>More than non-fathers</td>
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<td>Starting salary</td>
<td>Less than non-mothers</td>
<td>More than non-fathers</td>
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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.

A mother’s ability to do science does not disappear after having a child.
Before & After

• No change in scientific productivity


Before & After

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

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
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
Discussion

• “Trial by diaper” scenarios
• “Pro-mom” scenarios
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
Contact us

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