

# 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.



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%**).

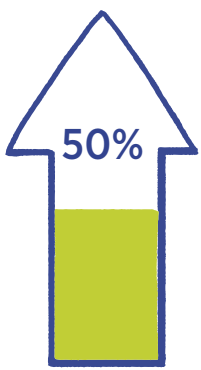


More temporary visa holders were enrolled in graduate school than all racial and ethnic minority groups combined.



**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>.  
For more information about NCSES’s products and data collection process, visit <https://ncses.nsf.gov>.  
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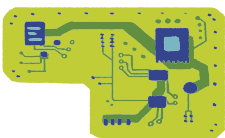
Underrepresented minorities received **24%** of S&E bachelor's degrees, **22%** of S&E master's degrees, and **14%** of S&E doctoral degrees. This represents a nearly **50%** increase in the number of doctoral degrees awarded to underrepresented minorities over the past 10 years.



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.



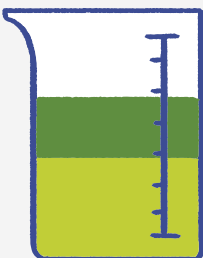
Among underrepresented minorities, women received more associate degrees in S&E technology fields than did men.



# 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 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.



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



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



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.



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).

