



Not For Women Only

Heidi Hahn, Los Alamos National Lab

Yet another article on why there aren't more women in STEM, this time with a focus on disparities between Western, progressive societies and others.

In a copyrighted article in the Wall Street Journal, Susan Pinker reports on an educational survey of students' skills in science, reading, and math. While girls

were generally as strong as boys in science and math, they also had higher scores in reading than did the boys. If students are choosing their careers based on their strengths, based on their broader skills base, girls can choose more widely.

Interestingly, countries with strong protections for women and reliable safety nets had fewer female STEM graduates (about 20%) than more repressive countries (which had about 41%). The hypothesis for this result is that if the environment

offers limited opportunities and the best opportunities are in STEM, the women will gravitate there. In a more open society, where the expectation is that a person can support a good lifestyle in many fields, the women will gravitate to what they are good at, which may be STEM but may be other fields as well.

To read the full article, go to: www.wsj.com/articles/why-arent-there-more-women-in-science-and-technology-1519918657 ∞

EWLSE Call for Papers – Diversity in Systems Engineering



Empowering Women as Leaders in Systems Engineering (EWLSE) invites everyone to submit papers focusing on diversity in systems engineering and related systems areas for consideration as INCOSE publications. We invite articles on any topic relevant to diversity, equity, and inclusion in systems related fields across industry, government, and academia.

We are especially interested in papers addressing topics that show the importance and value of diversity in enabling, promoting, and advancing systems engineering and systems approaches to address complex societal and technical challenges for a better world.

Possible topics include, but are not limited to:

- Effective techniques for overcoming the challenges of working across cultural boundaries.
- Global diversity policies, best practices, and lessons learned in creating an inclusive systems engineering enabled workplace.
- How building diverse systems' teams produces optimal systems.
- How diversity drives innovation and competitive advantage.
- The role of diversity, equity, and inclusion in a well-prepared systems engineering workforce.
- Institutional considerations or approaches for creating an open inviting systems focused culture.

- Broad training in knowledge, skills, and ability that includes traditionally underserved groups.
- Case studies demonstrating the importance and value of diversity in systems engineering.
- Embracing diversity of thought or approach for resourceful problem solving.

EWLSE is working with INSIGHT (INCOSE's Practitioner's Magazine published by Wiley) toward a dedicated *Diversity in Systems Engineering* themed volume in 2019. The EWLSE publications committee will also be assessing papers for fit within the SE Journal (state of the art of research in systems engineering).

For an INSIGHT paper, please first send an abstract (up to 500 words) by July 31st, 2018 to receive an invite to submit a paper due by October 30th, 2018. These submissions will also be considered for the SE Journal. Abstracts should be sent to the EWLSE publications committee at ewlsepubs@incose.org.

Topics that fit either publication are welcome. Paper submissions will be peer reviewed and judged on the degree of innovation, intellectual merit, described outcomes or impact, and relevance to diversity, equity and inclusion in systems engineering and related fields.

EWLSE uses double-blind review for papers. Until final papers are uploaded all references to the author(s) and their institution should be redacted in some way. Citations that would identify the author(s) should state, "details withheld for review" in the bibliography. Other formatting and technical guidelines are found [Here](#). ALL authors must review the Style Guide and Citation Quick Guide before submission to be certain to meet all requirements.

For more information, contact the EWLSE Publications Committee: ewlsepubs@incose.org ∞

Letters to My Younger Self

EWLSE will produce a book titled: *Letters To My Younger Self: How Systems Engineering Changed My Life*, targeted at secondary and higher education students and young professionals with contributions from our global membership and interested parties.

This book will contain an equal number of letters from men and women in systems engineering from around the world—letters written to their younger self about lessons learned from pivotal moments in their systems engineering journey that changed their life and made them the systems engineer they are today.

These pivotal moments could include challenges, events, overcoming obstacles, whatever you are passionate about sharing

that had an impact on your systems engineering journey.

Authors will need to provide permission for letters to be published and the book is intended to represent a diverse set of individual viewpoints. Specific criteria for what we would like included in the letter and limits on length and other guidance will be forthcoming.

Please express your interest in writing a letter for the book and/or serving as an associate editor by May 30, 2018 to be considered for Volume 1, by sending your name and a description of your interest to ewlsepubs@incose.org. We will share additional criteria for associate editors and first pass letter due dates to those who express an interest in being authors on, or shortly after, June 5, 2018.

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