

110TH CONGRESS  
1ST SESSION

# H. R. 3514

To authorize workshops to eliminate gender bias for women in careers in science, technology, engineering, and mathematics, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 10, 2007

Ms. EDDIE BERNICE JOHNSON of Texas introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on Science and Technology and Armed Services, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To authorize workshops to eliminate gender bias for women in careers in science, technology, engineering, and mathematics, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Gender Bias Elimini-  
5 nation Act of 2007”.

6 **SEC. 2. FINDINGS.**

7 The House of Representatives finds the following:

1           (1) In its 2007 report, *Beyond Bias and Bar-*  
2           *riers*, the National Academies state that, to maintain  
3           its scientific and engineering leadership amid in-  
4           creasing economic and educational globalization, the  
5           United States must aggressively pursue the innova-  
6           tive capacity of all of its people—women and men.

7           (2) Women make up an increasing proportion  
8           of science and engineering majors at all institutions,  
9           including top programs such as those at the Massa-  
10          chusetts Institute of Technology where women make  
11          up 51 percent of its science undergraduates and 35  
12          percent of its engineering undergraduates.

13          (3) For women to participate to their full po-  
14          tential across all science and engineering fields, they  
15          must see a career path that allows them to reach  
16          their full intellectual potential; much remains to be  
17          done to achieve that goal.

18          (4) Women are a small portion of the science  
19          and engineering faculty members at research univer-  
20          sities, and they typically receive fewer resources and  
21          less support than their male colleagues.

22          (5) The representation of women in leadership  
23          positions in our academic institutions, scientific and  
24          professional societies, and honorary organizations is

1 low relative to the numbers of women qualified to  
2 hold these positions.

3 (6) It is not lack of talent, but unintentional bi-  
4 ases and outmoded institutional structures that are  
5 hindering the access and advancement of women.

6 (7) Neither our academic institutions nor our  
7 nation can afford such underuse of precious human  
8 capital in science and engineering.

9 **SEC. 3. ESTABLISHMENT OF THE NATIONAL INSTITUTES OF**  
10 **HEALTH WORKSHOPS TO ELIMINATE GEN-**  
11 **DER BIAS IN THE SCIENCES.**

12 (a) IN GENERAL.—The Director of the National In-  
13 stitutes of Health shall carry out a program, in coopera-  
14 tion with scientific and professional societies and organiza-  
15 tions, to host mandatory national meetings that educate  
16 members of review panels, university department chairs  
17 and agency program officers about methods that minimize  
18 the effects of gender bias in evaluation.

19 (b) AIMS OF THE WORKSHOPS.—

20 (1) The meetings should be held every two  
21 years for each major discipline.

22 (2) Workshops shall include data and research  
23 presentations on subtle biases and discrimination,  
24 department climate surveys, and interactive discus-  
25 sions or role-modeling. Research presentations and/

1 or other workshop programs shall include a discus-  
2 sion of the unique disadvantages of racial minorities.

3 (c) ENFORCEMENT OF GENDER BIAS INSTITUTIONAL  
4 POLICIES.—The agency shall enforce the Federal anti-dis-  
5 crimination laws at universities and other higher education  
6 institutions through regular compliance reviews and  
7 prompt and thorough investigation of discrimination com-  
8 plaints. These include titles VI and VII of the Civil Rights  
9 Act of 1964, title IX of the Education Amendments of  
10 1972, Executive Order 11246, the Equal Protection clause  
11 of the Constitution, the Equal Pay Act of 1963, the Preg-  
12 nancy Discrimination Act, and the Family and Medical  
13 Leave Act of 1993. Enforcement efforts shall evaluate  
14 whether universities have engaged in any of the types of  
15 discrimination banned under the anti-discrimination laws,  
16 including: intentional discrimination, sexual harassment,  
17 retaliation, disparate impact discrimination, and failure to  
18 maintain required policies and procedures. Compliance re-  
19 view efforts shall encompass a sufficiently broad number  
20 and range of institutions of higher education to secure a  
21 substantial change in policies and practices nationwide, in-  
22 cluding 2-year and 4-year institutions, institution of un-  
23 dergraduate education, institutions that grant graduate  
24 degrees, State universities, private colleges, and edu-

1 cational enterprises, including national laboratories and  
2 independent research institutes.

3 (d) GRANT DATA DEMOGRAPHICS.—The agency shall  
4 collect, store, and publish composite information on demo-  
5 graphics, field, award type and budget request, review  
6 score, and funding outcome for all funding applications.

7 (e) EXTENDED GRANT SUPPORT FOR CAREGIVING.—  
8 Not later than 6 months after the date of enactment of  
9 this Act, the agency shall establish policies for extending  
10 grant support for researchers who take a leave of absence  
11 due to caregiving responsibilities.

12 (f) REPORT.—Not later than 6 months after the date  
13 of enactment of this Act, the Director shall transmit to  
14 the Committee on Science and Technology of the House  
15 of Representatives and to the Committee on Commerce,  
16 Science, and Transportation of the Senate a report de-  
17 scribing the workshop content, attendance, along with  
18 data on the participation of women in science, technology,  
19 engineering and mathematics.

20 (g) EVALUATION.—Not later than 5 years after the  
21 date of enactment of this Act, the Director shall transmit  
22 to the Committee on Science and Technology of the House  
23 of Representatives and to the Committee on Commerce,  
24 Science, and Transportation of the Senate a report evalu-  
25 ating the impact of the program carried out under this

1 section to reduce gender bias towards women engaged in  
2 research funded by the agency.

3 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
4 are authorized to be appropriated to the Director to carry  
5 out responsibilities under this section \$3,000,000 for each  
6 of the fiscal years 2008 through 2012.

7 **SEC. 4. ESTABLISHMENT OF THE DEPARTMENT OF ENERGY**  
8 **WORKSHOPS TO ELIMINATE GENDER BIAS IN**  
9 **THE SCIENCES.**

10 (a) IN GENERAL.—The Secretary of Energy shall  
11 carry out a program, in cooperation with scientific and  
12 professional societies and organizations, to host manda-  
13 tory national meetings that educate members of review  
14 panels, university department chairs and agency program  
15 officers about methods that minimize the effects of gender  
16 bias in evaluation.

17 (b) AIMS OF THE WORKSHOPS.—

18 (1) The meetings should be held every two  
19 years for each major discipline.

20 (2) Workshops shall include data and research  
21 presentations on subtle biases and discrimination,  
22 department climate surveys, and interactive discus-  
23 sions or role-modeling. Research presentations and/  
24 or other workshop programs shall include a discus-  
25 sion of the unique disadvantages of racial minorities.

1           (c) ENFORCEMENT OF GENDER BIAS INSTITUTIONAL  
2 POLICIES.—The agency shall enforce the Federal anti-dis-  
3 crimination laws at universities and other higher education  
4 institutions through regular compliance reviews and  
5 prompt and thorough investigation of discrimination com-  
6 plaints. These include titles VI and VII of the Civil Rights  
7 Act of 1964, title IX of the Education Amendments of  
8 1972, Executive Order 11246, the Equal Protection clause  
9 of the Constitution, the Equal Pay Act of 1963, the Preg-  
10 nancy Discrimination Act, and the Family and Medical  
11 Leave Act of 1993. Enforcement efforts shall evaluate  
12 whether universities have engaged in any of the types of  
13 discrimination banned under the anti-discrimination laws,  
14 including: intentional discrimination, sexual harassment,  
15 retaliation, disparate impact discrimination, and failure to  
16 maintain required policies and procedures. Compliance re-  
17 view efforts shall encompass a sufficiently broad number  
18 and range of institutions of higher education to secure a  
19 substantial change in policies and practices nationwide, in-  
20 cluding 2-year and 4-year institutions; institution of un-  
21 dergraduate education; institutions that grant graduate  
22 degrees; State universities; private colleges; and edu-  
23 cational enterprises, including national laboratories and  
24 independent research institutes.

1 (d) GRANT DATA DEMOGRAPHICS.—The agency shall  
2 collect, store, and publish composite information on demo-  
3 graphics, field, award type and budget request, review  
4 score, and funding outcome for all funding applications.

5 (e) EXTENDED GRANT SUPPORT FOR CAREGIVING.—  
6 Not later than 6 months after the date of enactment of  
7 this Act, the agency shall establish policies for extending  
8 grant support for researchers who take a leave of absence  
9 due to caregiving responsibilities.

10 (f) REPORT.—Not later than 6 months after the date  
11 of enactment of this Act, the Secretary shall transmit to  
12 the Committee on Science and Technology of the House  
13 of Representatives and to the Committee on Commerce,  
14 Science, and Transportation of the Senate a report de-  
15 scribing the workshop content, attendance, along with  
16 data on the participation of women in science, technology,  
17 engineering and mathematics.

18 (g) EVALUATION.—Not later than 5 years after the  
19 date of enactment of this Act, the Secretary shall transmit  
20 to the Committee on Science and Technology of the House  
21 of Representatives and to the Committee on Commerce,  
22 Science, and Transportation of the Senate a report evalu-  
23 ating the impact of the program carried out under this  
24 section to reduce gender bias towards women engaged in  
25 research funded by the agency.

1 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
2 are authorized to be appropriated to the Director to carry  
3 out responsibilities under this section \$640,000 for each  
4 of the fiscal years 2008 through 2012.

5 **SEC. 5. ESTABLISHMENT OF THE DEPARTMENT OF DE-**  
6 **FENSE WORKSHOPS TO ELIMINATE GENDER**  
7 **BIAS IN THE SCIENCES.**

8 (a) IN GENERAL.—The Secretary of Defense shall  
9 carry out a program, in cooperation with scientific and  
10 professional societies and organizations, to host manda-  
11 tory national meetings that educate members of review  
12 panels, university department chairs and agency program  
13 officers about methods that minimize the effects of gender  
14 bias in evaluation.

15 (b) AIMS OF THE WORKSHOPS.—

16 (1) The meetings should be held every two  
17 years for each major discipline.

18 (2) Workshops shall include data and research  
19 presentations on subtle biases and discrimination,  
20 department climate surveys, and interactive discus-  
21 sions or role-modeling. Research presentations and/  
22 or other workshop programs shall include a discus-  
23 sion of the unique disadvantages of racial minorities.

24 (c) ENFORCEMENT OF GENDER BIAS INSTITUTIONAL  
25 POLICIES.—The agency shall enforce the Federal anti-dis-

1 crimation laws at universities and other higher education  
2 institutions through regular compliance reviews and  
3 prompt and thorough investigation of discrimination com-  
4 plaints. These include titles VI and VII of the Civil Rights  
5 Act of 1964, title IX of the Education Amendments of  
6 1972, Executive Order 11246, the Equal Protection clause  
7 of the Constitution, the Equal Pay Act of 1963, the Preg-  
8 nancy Discrimination Act, and the Family and Medical  
9 Leave Act of 1993. Enforcement efforts shall evaluate  
10 whether universities have engaged in any of the types of  
11 discrimination banned under the anti-discrimination laws,  
12 including: intentional discrimination, sexual harassment,  
13 retaliation, disparate impact discrimination, and failure to  
14 maintain required policies and procedures. Compliance re-  
15 view efforts shall encompass a sufficiently broad number  
16 and range of institutions of higher education to secure a  
17 substantial change in policies and practices nationwide, in-  
18 cluding 2-year and 4-year institutions; institution of un-  
19 dergraduate education; institutions that grant graduate  
20 degrees; State universities; private colleges; and edu-  
21 cational enterprises, including national laboratories and  
22 independent research institutes.

23 (d) GRANT DATA DEMOGRAPHICS.—The agency shall  
24 collect, store, and publish composite information on demo-

1 graphics, field, award type and budget request, review  
2 score, and funding outcome for all funding applications.

3 (e) EXTENDED GRANT SUPPORT FOR CAREGIVING.—

4 Not later than 6 months after the date of enactment of  
5 this Act, the agency shall establish policies for extending  
6 grant support for researchers who take a leave of absence  
7 due to caregiving responsibilities.

8 (f) REPORT.—Not later than 6 months after the date

9 of enactment of this Act, the Secretary shall transmit to  
10 the Committee on Science and Technology of the House  
11 of Representatives and to the Committee on Commerce,  
12 Science, and Transportation of the Senate a report de-  
13 scribing the workshop content, attendance, along with  
14 data on the participation of women in science, technology,  
15 engineering and mathematics.

16 (g) EVALUATION.—Not later than 5 years after the

17 date of enactment of this Act, the Secretary shall transmit  
18 to the Committee on Science and Technology of the House  
19 of Representatives and to the Committee on Commerce,  
20 Science, and Transportation of the Senate a report evalu-  
21 ating the impact of the program carried out under this  
22 section to reduce gender bias towards women engaged in  
23 research funded by the agency.

24 (h) AUTHORIZATION OF APPROPRIATIONS.—There

25 are authorized to be appropriated to the Director to carry

1 out responsibilities under this section \$640,000 for each  
2 of the fiscal years 2008 through 2012.

3 **SEC. 6. ESTABLISHMENT OF THE NATIONAL SCIENCE**  
4 **FOUNDATION WORKSHOPS TO ELIMINATE**  
5 **GENDER BIAS IN THE SCIENCES.**

6 (a) IN GENERAL.—The Director of the National  
7 Science Foundation shall carry out a program, in coopera-  
8 tion with scientific and professional societies and organiza-  
9 tions, to host mandatory national meetings that educate  
10 members of review panels, university department chairs  
11 and agency program officers about methods that minimize  
12 the effects of gender bias in evaluation.

13 (b) AIMS OF THE WORKSHOPS.—

14 (1) The meetings should be held every two  
15 years for each major discipline.

16 (2) Workshops shall include data and research  
17 presentations on subtle biases and discrimination,  
18 department climate surveys, and interactive discus-  
19 sions or role-modeling. Research presentations and/  
20 or other workshop programs shall include a discus-  
21 sion of the unique disadvantages of racial minorities.

22 (c) ENFORCEMENT OF GENDER BIAS INSTITUTIONAL  
23 POLICIES.—The agency shall enforce the Federal anti-dis-  
24 crimination laws at universities and other higher education  
25 institutions through regular compliance reviews and

1 prompt and thorough investigation of discrimination com-  
2 plaints. These include titles VI and VII of the Civil Rights  
3 Act of 1964, title IX of the Education Amendments of  
4 1972, Executive Order 11246, the Equal Protection clause  
5 of the Constitution, the Equal Pay Act of 1963, the Preg-  
6 nancy Discrimination Act, and the Family and Medical  
7 Leave Act of 1993. Enforcement efforts shall evaluate  
8 whether universities have engaged in any of the types of  
9 discrimination banned under the anti-discrimination laws,  
10 including: intentional discrimination, sexual harassment,  
11 retaliation, disparate impact discrimination, and failure to  
12 maintain required policies and procedures. Compliance re-  
13 view efforts shall encompass a sufficiently broad number  
14 and range of institutions of higher education to secure a  
15 substantial change in policies and practices nationwide, in-  
16 cluding 2-year and 4-year institutions; institution of un-  
17 dergraduate education; institutions that grant graduate  
18 degrees; State universities; private colleges; and edu-  
19 cational enterprises, including national laboratories and  
20 independent research institutes.

21 (d) GRANT DATA DEMOGRAPHICS.—The agency shall  
22 collect, store, and publish composite information on demo-  
23 graphics, field, award type and budget request, review  
24 score, and funding outcome for all funding applications.

1 (e) EXTENDED GRANT SUPPORT FOR CAREGIVING.—  
2 Not later than 6 months after the date of enactment of  
3 this Act, the agency shall establish policies for extending  
4 grant support for researchers who take a leave of absence  
5 due to caregiving responsibilities.

6 (f) REPORT.—Not later than 6 months after the date  
7 of enactment of this Act, the Director shall transmit to  
8 the Committee on Science and Technology of the House  
9 of Representatives and to the Committee on Commerce,  
10 Science, and Transportation of the Senate a report de-  
11 scribing the workshop content, attendance, along with  
12 data on the participation of women in science, technology,  
13 engineering and mathematics.

14 (g) EVALUATION.—Not later than 5 years after the  
15 date of enactment of this Act, the Director shall transmit  
16 to the Committee on Science and Technology of the House  
17 of Representatives and to the Committee on Commerce,  
18 Science, and Transportation of the Senate a report evalu-  
19 ating the impact of the program carried out under this  
20 section to reduce gender bias towards women engaged in  
21 research funded by the agency.

22 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
23 are authorized to be appropriated to the Director to carry  
24 out responsibilities under this section \$430,000 for each  
25 of the fiscal years 2008 through 2012.

1 **SEC. 7. ESTABLISHMENT OF THE NATIONAL AERONAUTICS**  
2 **AND SPACE ADMINISTRATION WORKSHOPS**  
3 **TO ELIMINATE GENDER BIAS IN THE**  
4 **SCIENCES.**

5 (a) IN GENERAL.—The Administrator of the Na-  
6 tional Aeronautics and Space Administration shall carry  
7 out a program, in cooperation with scientific and profes-  
8 sional societies and organizations, to host mandatory na-  
9 tional meetings that educate members of review panels,  
10 university department chairs and agency program officers  
11 about methods that minimize the effects of gender bias  
12 in evaluation.

13 (b) AIMS OF THE WORKSHOPS.—

14 (1) The meetings should be held every two  
15 years for each major discipline.

16 (2) Workshops shall include data and research  
17 presentations on subtle biases and discrimination,  
18 department climate surveys, and interactive discus-  
19 sions or role-modeling. Research presentations and/  
20 or other workshop programs shall include a discus-  
21 sion of the unique disadvantages of racial minorities.

22 (c) ENFORCEMENT OF GENDER BIAS INSTITUTIONAL  
23 POLICIES.—The agency shall enforce the Federal anti-dis-  
24 crimination laws at universities and other higher education  
25 institutions through regular compliance reviews and  
26 prompt and thorough investigation of discrimination com-

1  plaints.  These include titles VI and VII of the Civil Rights  
2  Act of 1964, title IX of the Education Amendments of  
3  1972, Executive Order 11246, the Equal Protection clause  
4  of the Constitution, the Equal Pay Act of 1963, the Preg-  
5  nancy Discrimination Act, and the Family and Medical  
6  Leave Act of 1993.  Enforcement efforts shall evaluate  
7  whether universities have engaged in any of the types of  
8  discrimination banned under the anti-discrimination laws,  
9  including: intentional discrimination, sexual harassment,  
10  retaliation, disparate impact discrimination, and failure to  
11  maintain required policies and procedures.  Compliance re-  
12  view efforts shall encompass a sufficiently broad number  
13  and range of institutions of higher education to secure a  
14  substantial change in policies and practices nationwide, in-  
15  cluding 2-year and 4-year institutions; institution of un-  
16  dergraduate education; institutions that grant graduate  
17  degrees; State universities; private colleges; and edu-  
18  cational enterprises, including national laboratories and  
19  independent research institutes.

20       (d) GRANT DATA DEMOGRAPHICS.—The agency shall  
21  collect, store, and publish composite information on demo-  
22  graphics, field, award type and budget request, review  
23  score, and funding outcome for all funding applications.

24       (e) EXTENDED GRANT SUPPORT FOR CAREGIVING.—  
25  Not later than 6 months after the date of enactment of

1 this Act, the agency shall establish policies for extending  
2 grant support for researchers who take a leave of absence  
3 due to caregiving responsibilities.

4 (f) REPORT.—Not later than 6 months after the date  
5 of enactment of this Act, the Administrator shall transmit  
6 to the Committee on Science and Technology of the House  
7 of Representatives and to the Committee on Commerce,  
8 Science, and Transportation of the Senate a report de-  
9 scribing the workshop content, attendance, along with  
10 data on the participation of women in science, technology,  
11 engineering and mathematics.

12 (g) EVALUATION.—Not later than 5 years after the  
13 date of enactment of this Act, the Administrator shall  
14 transmit to the Committee on Science and Technology of  
15 the House of Representatives and to the Committee on  
16 Commerce, Science, and Transportation of the Senate a  
17 report evaluating the impact of the program carried out  
18 under this section to reduce gender bias towards women  
19 engaged in research funded by the agency.

20 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
21 are authorized to be appropriated to the Director to carry  
22 out responsibilities under this section \$320,000 for each  
23 of the fiscal years 2008 through 2012.

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