



Building on the efforts of the National Science Foundation's ADVANCE program, the ADVANCE Resource and Coordination (ARC) Network promotes systemic change to address gender equity in the STEM professoriate. The ARC Network recognizes the achievements made so far while producing new perspectives, methods and interventions with an intersectional, intentional, and inclusive lens.

25.7%

tenured women
faculty in STEM

5.1%

women of color non-tenure
track faculty in STEM

2.3%

women of color tenure
track or tenured in STEM

Seeking STEM faculty equity, the ARC Network draws on decades of research and practice to equip the community with critical tools needed for improving the participation, advancement, and inclusion of a diversity of women in STEM.

Intersectional

Addressing
overlapping systems
of marginalization and
privilege for systemic
change.

Intentional

Cultivating critical
self-awareness and
action.

Inclusive

Creating authentic,
sustainable, and
equitable environments.

Source: National Science Foundation, Women, Minorities and Persons with Disabilities, 2014, and Ginther, D.K., and S. Kahn, Education and academic career outcomes for women of color in science and engineering, 2012.



A Collaborative Community

Through the **ARC Network Community**, members access and contribute to a rich library of curated resources, including reports, articles, datasets, toolkits, training videos, and more, that serve as an important part of their systemic change efforts. As the go-to hub for community collaboration, the ARC Network hosts events in partnership with the community, including online learning opportunities, town halls, webinars, and virtual workshops. Through our newsletter, ARC Network community members receive the latest news, research, and promising practices on #EquityInSTEM.

The ARC Network Community Library is made possible by the in-kind support of Elsevier.



Connecting Research and Practice

The ARC Network commissions a comprehensive sweep of systemic change research and practice through a variety of curation, translation, and bridging activities.

Through the **Virtual Visiting Scholars** program, researchers conduct meta-analysis, synthesis, and big data curation on topics crucial to STEM faculty equity and offer new insights and applications to the broader community.

The **Emerging Research Workshops** engage leading investigators in intensive, two-day workshops on innovative and emerging research on faculty equity in STEM, sparking new research agendas and shifting the dialogue from the status quo to new and creative ways to understand and successfully address equity issues in STEM.

The **ARC Network ADVANCE Equity in STEM Community Convening** serves as a meeting space for researchers, practitioners, and change agents dedicated to creating equitable STEM workplaces across sectors. Attendees share new research findings, exchange resources, brainstorm strategies, collaborate in novel ways, and demonstrate effective programs and interventions for greater collective impact.



Visit: **www.EquityInSTEM.org**

Email: **ARC@EquityInSTEM.org**

Socialize: **[@ARCEquityInSTEM](https://twitter.com/ARCEquityInSTEM)**

Funded by the National Science Foundation ADVANCE Program, Awards HRD-2121468 and HRD-1740860, the ADVANCE Resource and Coordination (ARC) Network seeks to achieve gender equity for faculty in higher education science, technology, engineering, and mathematics (STEM) disciplines. As the STEM equity brain trust, the ARC Network recognizes the achievements made so far while producing new perspectives, methods and interventions with an intersectional, intentional and inclusive lens. The Women in Engineering ProActive Network (WEPAN) serves as the backbone organization of the ARC Network.