

117TH CONGRESS  
1ST SESSION

# H. R. 4366

To increase the participation of historically underrepresented demographic groups in science, technology, engineering, and mathematics education and industry.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 6, 2021

Mrs. CAROLYN B. MALONEY of New York (for herself, Ms. JACKSON LEE, and Ms. STRICKLAND) introduced the following bill; which was referred to the Committee on Science, Space, and Technology

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## A BILL

To increase the participation of historically underrepresented demographic groups in science, technology, engineering, and mathematics education and industry.

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 “Women and Minorities  
5 in STEM Booster Act of 2021”.

6 **SEC. 2. GRANT PROGRAM TO INCREASE THE PARTICIPA-**  
7 **TION OF WOMEN AND UNDERREPRESENTED**  
8 **MINORITIES IN STEM FIELDS.**

9 (a) FINDINGS.—Congress finds the following:

1           (1) According to the National Academy of  
2           Sciences, STEM education is critical to ensuring the  
3           United States maintains a diverse and competitive  
4           workforce.

5           (2) According to the United States Census Bu-  
6           reau, women were still vastly underrepresented in  
7           the STEM workforce in 2019: comprising nearly  
8           half of the United States workforce (48 percent),  
9           but only slightly more than a quarter of STEM  
10          workers (27 percent).

11          (3) According to the National Science Founda-  
12          tion, women only represent 28 percent of all science  
13          and engineering workers: comprising 29 percent of  
14          physical scientists, 25 percent of computer and  
15          mathematical scientists, and 13 percent of engineers.

16          (4) According to the National Center of Edu-  
17          cation Statistics (NCES), women are more likely  
18          than men to switch out of STEM majors: 32 per-  
19          cent, compared to 26 percent. NCES has also found  
20          that while a higher percentage of bachelor's degrees  
21          are awarded to females than males (58 percent,  
22          compared to 42 percent), within STEM fields a  
23          lower percentage of bachelor's degrees were awarded  
24          to females than males (36 percent, compared to 64  
25          percent).

1           (5) According to the National Action Council  
2       for Minorities in Engineering, Inc., the United  
3       States needs to increase the number of underrep-  
4       resented minorities who become engineers in order  
5       to remain competitive in a world of technological in-  
6       novation.

7           (6) According to Asian Americans Advancing  
8       Justice (AAJC), data on Asian Americans and Pa-  
9       cific Islanders (AAPIs) tend to hide the fact that  
10      certain AAPI subgroups are still underrepresented  
11      in STEM: with Cambodian (9 percent), Laotian (8  
12      percent), Hmong (8 percent), and Native Hawaiian  
13      and Pacific Islander (7 percent) workers signifi-  
14      cantly underrepresented compared to other workers  
15      in the United States (12 percent).

16          (7) Data also tend to hide the fact that certain  
17      subgroups are underrepresented in postsecondary  
18      education: with Cambodian (18 percent), Hmong (17  
19      percent), Laotian (16 percent), and Native Hawaiian  
20      and Pacific Islander (15 percent) students receiving  
21      a bachelor's degree or higher at lower rates than  
22      other students (30 percent). Furthermore, certain  
23      subgroups also experience poverty at higher rates:  
24      with Hmong (28 percent), Cambodian (21 percent),  
25      Native Hawaiian and Pacific Islanders (20 percent),

1 and Laotian (17 percent) households living below the  
2 Federal poverty level at significantly higher rates  
3 than the overall population (15 percent).

4 (8) Finally, NCES has found that women and  
5 underrepresented minorities leave STEM at higher  
6 rates than their counterparts, leading to a need to  
7 develop resources to retain these groups in STEM.

8 (b) PROGRAM AUTHORIZED.—The Director of the  
9 National Science Foundation shall award grants to eligible  
10 entities, on a competitive basis, to enable such eligible en-  
11 tities to carry out the activities described in subsection (d),  
12 in order to increase the participation of women and under-  
13 represented minorities in the fields of science, technology,  
14 engineering, and mathematics.

15 (c) APPLICATION.—Each eligible entity that desires  
16 to receive a grant under this section shall submit an appli-  
17 cation to the National Science Foundation at such time,  
18 in such manner, and containing such information as the  
19 Director of the National Science Foundation may reason-  
20 ably require.

21 (d) AUTHORIZED ACTIVITIES.—An eligible entity  
22 that receives a grant under this section shall use such  
23 grant funds to carry out one or more of the following ac-  
24 tivities designed to increase the participation of women or

1 minorities underrepresented in science and engineering, or  
2 both:

3 (1) Online workshops.

4 (2) Mentoring programs that partner science,  
5 technology, engineering, or mathematics profes-  
6 sionals with students.

7 (3) Internships for undergraduate and graduate  
8 students in the fields of science, technology, engi-  
9 neering, and mathematics.

10 (4) Conducting outreach programs that provide  
11 elementary school and secondary school students  
12 with opportunities to increase their exposure to the  
13 fields of science, technology, engineering, or mathe-  
14 matics.

15 (5) Programs to increase the recruitment and  
16 retention of underrepresented faculty.

17 (6) Such additional programs as the Director of  
18 the National Science Foundation may determine.

19 (e) DEFINITIONS.—In this Act—

20 (1) the term “minority” means American In-  
21 dian, Alaskan Native, Black (not of Hispanic ori-  
22 gin), Hispanic (including persons of Mexican, Puerto  
23 Rican, Cuban, and Central or South American ori-  
24 gin), Asian (including underrepresented subgroups),  
25 Native Hawaiian, Pacific Islander origin subgroup,

1 or other ethnic group underrepresented in science  
2 and engineering; and

3 (2) the term “underrepresented in science and  
4 engineering” means a minority group whose number  
5 of scientists and engineers per 10,000 population of  
6 that group is substantially below the comparable fig-  
7 ure for scientists and engineers who are White and  
8 not of Hispanic origin, as determined by the Sec-  
9 retary of Education under section 637.4(b) of title  
10 34, Code of Federal Regulations.

11 (f) AUTHORIZATION OF APPROPRIATIONS.—There  
12 are authorized to be appropriated to carry out this section  
13 \$15,000,000 for each of fiscal years 2022, 2023, 2024,  
14 2025, and 2026.

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