



SPONSOR: Rep. Heffernan on behalf of all Representatives &  
Sen. Poore on behalf of all Senators

HOUSE OF REPRESENTATIVES  
152nd GENERAL ASSEMBLY

HOUSE CONCURRENT RESOLUTION NO. 101

RECOGNIZING MARCH 24, 2024 AS WOMEN AND GIRLS IN STEM DAY IN THE STATE OF DELAWARE.

1 WHEREAS, a majority of the United States economic activity is attributed to STEM and occupations in the STEM  
2 field are projected to grow in the United States by 8.0% by 2029; and

3 WHEREAS, Delaware is home to several industries that rely on STEM workers such as biotech, healthcare, and  
4 manufacturing, and is ranked as having one of the largest relative demands for STEM workers; and

5 WHEREAS, women are underrepresented in STEM jobs across the United States and Delaware, making up 48%  
6 of the workforce but only accounting for 29% of STEM workers in the U.S; and

7 WHEREAS, women are even further underrepresented in STEM clusters such as engineering and architecture,  
8 accounting for just 15% of the workforce; and

9 WHEREAS, jobs in STEM fields typically provide higher-paying wages than non-STEM jobs. An average STEM  
10 worker will earn two-thirds more than those employed in non-STEM fields; and

11 WHEREAS, women in STEM typically earn less than their male counterparts across all racial and ethnic groups;  
12 and

13 WHEREAS, the median earnings for women in STEM occupations is \$66,200 compared to \$90,000 for men, with  
14 an even larger pay gap for Black and Hispanic women; and

15 WHEREAS, the gender pay gap persists, yet is shrinking among STEM fields like computer science as new  
16 female computer science graduates earn on average \$79,223 compared to \$82,159 for their male counterparts; and

17 WHEREAS, girls have fewer role models to inspire their interest in these fields, seeing limited examples of female  
18 STEM professionals, and even fewer role models of minority women in STEM; and

19 WHEREAS, increasing role models and mentorships for young women in STEM is a crucial component to  
20 encouraging girls to stay interested and engaged in STEM; and

21 WHEREAS, organizations like the Delaware Chapter of Million Women Mentors, led by Jennifer Kmiec and Lt.  
22 Governor Bethany Hall-Long, serve to increase mentorships for young women in STEM and to connect them with  
23 professionals in their careers and increase awareness around this issue; and

24 WHEREAS, Delaware is home to several STEM professionals who serve as role models for women and girls,  
25 such as Jacqueline Means, who was instrumental in creating Delaware's Women and Girls in STEM Day in 2021, and is  
26 the founder of the Wilmington Urban STEM Initiative, which works to promote STEM literacy and empower girls in  
27 underprivileged communities; and

28 WHEREAS, expanding the workforce in STEM fields to be more inclusive of women and girls is essential for  
29 Delaware to stay economically competitive and to maximize innovation and competitiveness across the board; and

30 WHEREAS, the State of Delaware must promote and celebrate STEM education for women and girls to cultivate  
31 necessary talent to attract and retain businesses in the State of Delaware; and

32 WHEREAS, Women and Girls in STEM Day encourages these mentorships and examples, and honors all of the  
33 women and girls who are making changes in the field of STEM.

34 NOW, THEREFORE:

35 BE IT RESOLVED by the House of Representatives of the 152<sup>nd</sup> General Assembly of the State of Delaware, the  
36 Senate concurring therein, that March 24, 2024, shall be known as Women and Girls in STEM Day in Delaware which  
37 celebrates and encourages women and girls in STEM fields including STEM education and literacy.

#### SYNOPSIS

This concurrent resolution designates March 24, 2024 as Women and Girls in STEM Day in the State of Delaware.