

# Barriers to Equality in Academia: Women in Computer Science at MIT



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In my view, this is the most useful report ever written in terms of its potential to improve the environment for members of under-represented groups in academia. Rather than focusing on egregious examples of harrasment (the staple of "let's avoid lawsuits" presentations), this report focuses on the million and one small ways in which even the best intentioned of us inadvertently create environments that are not conducive to the career development of women, and, by extension, members of other under-represented groups.

This 1983 report is available for viewing in Adobe Acrobat PDF format (free Acrobat reader available [here](#)).

**N.B.** It should go without saying that the computer science area at MIT deserves enormous credit for confronting -- nearly 20 years ago -- a problem that all of us share. If this report signals something about the computer science area at MIT, it is that the environment there is better than elsewhere, not worse. We all still have a lot of work to do.

**START HERE** -- The easiest way to access the report online is through the hyperlinked Table of Contents available through this link.

Note also the internal and external resources available to University of Washington faculty, staff, and students: University-wide resources listed [here](#), CSE resources listed [here](#).

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