After decades of research and educational innovation, STEM disciplines continue to struggle to achieve diversity, equity and inclusion by most measures. Why is this change so slow, despite numerous investments from government, industry and nonprofits?

- Applying tools from humanities and social science disciplines, we can identify and examine the root causes of inequality in STEM disciplines, and learn that the project of STEM diversity must be reframed in order to progress.

- Re-imagining diversity through lenses of epistemic and social justice generates numerous avenues of inquiry and critique, creates space for multiple intersecting identities and experiences, and moves us from gritty persistence and survival amid structural inequality to envisioning new structures for a broad, resilient STEM community in which all can thrive, and from which all can benefit.