

## EDITOR'S NOTE

We begin this issue of the *Journal of Women and Minorities in Science and Engineering* with a paper by Jo Sanders, who has spent her adult life as an academic, activist, educational researcher, and program developer. She has devoted many years to the question of gender equity in science, technology, engineering, and mathematics (STEM). This issue presents her “lessons learned” paper as a foundational work for those new to the field and as a cautionary tale for those of us, like Jo, who have been immersed in this effort for many years. As a combination of a personal history, literature review, and prescription for future work, this paper will give readers much to ponder and will provide a map for future work.

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