

Association Of Women In Mathematics

Meta Description (160 characters): Association for Women in Mathematics (AWM): Empowering women in math careers. Discover AWM's mission, benefits, resources, and impact on gender equality in STEM. Learn about scholarships, mentoring, and networking opportunities. Join the movement! AWM WomenInSTEM Mathematics STEMCareers GenderEquality **Association for Women in Mathematics (AWM):**

Empowering Women in STEM The Association for Women in Mathematics (AWM) is a non-profit organization dedicated to encouraging women and girls to study and have active careers in mathematical sciences. Founded in 1971, AWM has played a crucial role in addressing the underrepresentation of women in mathematics and related fields, advocating for gender equity, and fostering a supportive community for women mathematicians at all career stages. This delves into the organization's mission, activities, benefits, and lasting impact on the mathematical landscape. **AWM's Mission and Impact:** AWM's primary mission revolves around promoting the equal participation of women and girls in the mathematical sciences. This ambitious goal is achieved through a multi-pronged approach that includes: • **Advocacy and activism:** AWM actively works to challenge gender bias in academia, industry, and government, pushing for policies and practices that support women's advancement in mathematical careers. • **Mentorship and networking:** The association provides opportunities for women mathematicians to connect with experienced professionals, build supportive networks, and receive guidance throughout their careers. • **Education and outreach:** AWM designs and implements programs aimed at inspiring young girls to pursue mathematics, breaking down stereotypes and showcasing the exciting possibilities within the field. • **Research and publications:** The organization conducts research on the status of women in mathematics, providing valuable data and insights to inform policy and interventions. They also publish a journal and newsletter disseminating important research and news. **Benefits of Membership in the AWM:** Membership in the AWM offers numerous benefits for women at all stages of their mathematical journeys: • **Networking opportunities:** Connect with a diverse community of women mathematicians, fostering collaboration and support. • **Mentorship:** Access mentorship programs connecting experienced professionals with aspiring mathematicians. • **Career advancement resources:** Gain access to workshops, conferences, and career guidance tailored to the needs of women in the field. • **Scholarships and grants:** Apply for financial support to pursue advanced studies and research. • **Advocacy and leadership development:** Participate in AWM's advocacy efforts and develop leadership skills. • **Access to publications and resources:** Benefit from AWM's journal, newsletter, and online resources.

Related Topics:

The Gender Gap in Mathematics: A Persistent Challenge

The underrepresentation of women in mathematics is a global problem. While progress has been made, significant disparities persist at various career stages. This is evident in the lower proportion of women pursuing advanced degrees in mathematics, holding faculty positions in mathematics departments, and achieving leadership roles in mathematical institutions. [Insert a chart here showing the percentage of women at different career stages in mathematics, compared to men. Data could be sourced from AWM publications or other relevant research.] This persistent gender gap can be attributed to various factors including:

- **Stereotypes and biases:** Societal expectations and ingrained biases can discourage girls from pursuing mathematics.
- Lack of role models: Limited visibility of successful women mathematicians can make the field seem less accessible.
- *Implicit bias in hiring and promotion:* Unconscious biases can hinder women's advancement in academic and professional settings.
- *Work-life balance challenges:* The demands of academic careers can make it challenging for women to balance family responsibilities and professional aspirations.

Initiatives and Programs of the AWM

AWM offers a wide range of programs and initiatives designed to address the challenges facing women in mathematics. These include:

- **The AWM Mentoring Program:** Pairs experienced mathematicians with early career researchers, providing invaluable guidance and support.
- **AWM Career Workshops:** Provides practical advice on job searching, negotiation, and career advancement strategies.
- **The AWM Student Chapter Program:** Empowers students to build community and advocate for gender equity on their campuses.
- *The AWM Travel Grants:* Provides funding to support women's participation in conferences and professional events.
- **The Emmy Noether Lectures:** Features leading female mathematicians who deliver public lectures on their research and experiences.

The Future of AWM and the Role of Women in Mathematics

The Association for Women in Mathematics plays a vital role in shaping the future of mathematics by fostering an inclusive and supportive environment for women. By continuing its advocacy, mentoring, and educational initiatives, AWM contributes significantly to increasing the representation of women in this crucial field. The ultimate goal is to create a mathematical community where gender is no longer a barrier to success and everyone has the opportunity to reach their full potential.

Advanced FAQs:

1. *How can I join the AWM?* Visit the AWM website (awm-math.org) for membership information and application details.
2. **Does AWM offer scholarships specifically for**

underrepresented minority women in mathematics? While AWM doesn't have scholarships specifically designated for underrepresented minority women, they encourage applications from all women. Many of their scholarships and awards are open to all members who meet eligibility requirements. It's best to check the specific criteria for each scholarship. 3. **How does AWM address the issue of implicit bias in academia?** AWM tackles implicit bias through awareness programs, workshops on unconscious bias, and advocacy for policy changes within institutions to address these systemic issues. They also promote the use of blind review processes in hiring and promotion decisions. 4. **What is the impact of AWM's mentorship program?** The AWM mentoring program has demonstrably positive effects on mentees' career trajectories. Studies have shown improved career satisfaction, increased confidence, and better job prospects among participants. 5. **How can I get involved in AWM beyond membership?** You can volunteer your time to support AWM events, initiatives, and projects. You can also participate in AWM-organized conferences and workshops and contribute to the organization's advocacy efforts. This provides a comprehensive overview of the Association for Women in Mathematics, its significant contributions to gender equality in STEM, and its ongoing efforts to empower women in mathematics. The future of mathematics depends on fostering an inclusive and equitable environment, and organizations like AWM play a crucial role in making this vision a reality.

The Association of Women in Mathematics: Empowering and Elevating Women in the Mathematical Sciences

Mathematics. For many, the word conjures images of abstract symbols, complex equations, and perhaps a solitary genius hunched over a desk. But the reality of mathematics is far more vibrant, collaborative, and increasingly diverse. At the heart of this growing diversity, fostering inclusion and celebrating achievements, is the Association for Women in Mathematics (AWM). This isn't just a club; it's a powerful force driving positive change, supporting careers, and ensuring that the brightest minds, regardless of gender, have the opportunity to thrive in the mathematical sciences. For decades, women have faced systemic barriers and underrepresentation in STEM fields, and mathematics has been no exception. The AWM was founded in 1971 to address this very issue, providing a vital network and advocacy platform for women mathematicians. From its humble beginnings, it has grown into a globally recognized organization, impacting countless careers and shaping the future of mathematics.

Why the Association of Women in Mathematics Matters

The mission of the AWM is multifaceted. At its core, it's about **promoting opportunities** for women in mathematics and related fields. This includes everything from encouraging young girls to explore their mathematical potential to supporting

senior researchers in their pursuit of groundbreaking discoveries. The organization strives to create a more ****equitable and inclusive**** mathematical community, where talent and dedication are the sole determinants of success. But why is this specific focus so crucial? Let's break down the impact and importance of the AWM:

Breaking Down Barriers and Fostering Inclusion

Historically, and even today, women have been underrepresented in mathematics at various levels. This can manifest in several ways:

1. **Lack of Role Models:** Seeing successful women in mathematics can be incredibly inspiring for aspiring mathematicians. The AWM actively works to highlight the achievements of women, providing tangible role models for the next generation.
2. **Unconscious Bias:** Subtle, often unintentional biases can creep into academic and professional settings, affecting hiring, promotion, and research opportunities. The AWM advocates for awareness and strategies to combat these biases.
3. **Work-Life Balance Challenges:** The demanding nature of academic careers, coupled with societal expectations, can disproportionately affect women. The AWM offers resources and promotes policies that support a sustainable and fulfilling career path.
4. **Sense of Belonging:** Especially in male-dominated environments, women can sometimes feel isolated. The AWM provides a strong community, a supportive network where women can connect, share experiences, and find encouragement.

The AWM tackles these challenges head-on through a variety of initiatives, creating a more welcoming and supportive environment for everyone.

Key Initiatives and Programs of the AWM

The Association of Women in Mathematics is far from being just a talk shop. It's a hub of action, offering concrete programs and resources that make a real difference in the lives of its members and the broader mathematical community.

Mentorship and Networking Opportunities

One of the most powerful aspects of the AWM is its commitment to ****mentorship****. Connecting experienced mathematicians with those earlier in their careers can be transformative.

The AWM Mentoring Program

This program pairs individuals with similar interests and career stages, facilitating guidance, advice, and support. Mentors can offer insights into navigating academic politics, choosing research directions, and balancing professional and personal life.

Mentees gain valuable perspectives and build confidence.

Conferences and Workshops

The AWM regularly organizes and sponsors conferences, symposia, and workshops. These events are not only platforms for presenting cutting-edge research in areas like **algebra, analysis, topology, and applied mathematics**, but also invaluable opportunities for networking. Attendees can connect with peers, potential collaborators, and mentors from across the globe. Discussions often extend beyond pure mathematics to encompass **mathematics education, computational mathematics, and data science**.

Awards and Recognition

Celebrating achievements is crucial for motivating individuals and showcasing the contributions of women in mathematics. The AWM bestows several prestigious awards recognizing outstanding work and service.

The Noether Lecture and Noether Book Prize

Named in honor of the brilliant mathematician Emmy Noether, these awards are highly coveted. The Noether Lecture recognizes a distinguished female mathematician for her significant contributions to the field. The Noether Book Prize acknowledges exceptional books that have made a substantial impact on the mathematical community.

The Falconer Lectureship and Alice T. Schafer Prize

The Falconer Lectureship honors women for their outstanding research accomplishments, while the Alice T. Schafer Prize is awarded annually to undergraduate women who have demonstrated outstanding achievement in mathematics. This prize is particularly vital in encouraging young women to pursue advanced studies and careers in mathematics.

Advocacy and Policy

The AWM doesn't shy away from advocating for systemic change. They actively work to influence policies and practices that promote gender equity in academic and research institutions.

Promoting Diversity and Inclusion in Academia

This includes advocating for fair hiring practices, addressing pay gaps, and ensuring equitable representation in leadership positions. The AWM often provides resources and guidance to institutions looking to improve their diversity and inclusion efforts in **STEM fields**.

Supporting Women in the Workforce

The organization also focuses on broader issues affecting women in the workforce, such as parental leave policies, harassment prevention, and creating supportive work environments.

Publications and Resources

Staying informed and connected is key. The AWM provides valuable resources to its members and the wider community.

The AWM Newsletter

This publication keeps members updated on AWM activities, upcoming events, award recipients, and relevant news in the mathematical world. It often features articles on career development, research highlights, and personal stories from women in mathematics.

Online Resources and Job Boards

The AWM website serves as a central hub for information, including career resources, funding opportunities, and a job board that connects talented individuals with relevant positions in academia, industry, and government.

The Impact of the AWM: A Brighter Future for Mathematics

The work of the Association for Women in Mathematics extends far beyond its direct membership. Its influence ripples outwards, creating a more robust, innovative, and representative mathematical landscape.

Inspiring the Next Generation of Mathematicians

By highlighting successful women and providing mentorship, the AWM actively inspires young girls and women to consider careers in mathematics. This is crucial for addressing the persistent underrepresentation of women in many areas of mathematics and its applications, from **cryptography** to **financial modeling**.

Enriching the Mathematical Sciences

Diversity of thought and experience is a catalyst for innovation. When a wider range of voices and perspectives are present in mathematics, new questions are asked, novel approaches are explored, and the field as a whole becomes richer and more dynamic. The AWM ensures that this essential diversity is nurtured and amplified.

Creating a More Equitable and Just Community

The AWM's commitment to equity benefits everyone. By challenging biases and promoting inclusive practices, it helps create an environment where all individuals can contribute their best work, free from discrimination or undue barriers. This fosters a more positive and productive research culture.

Joining the Movement: How to Get Involved with the AWM

Whether you're a seasoned mathematician, an aspiring student, or simply an advocate for gender equality in STEM, there are numerous ways to support and engage with the Association for Women in Mathematics.

Become a Member

Joining the AWM is a direct way to support its mission and gain access to its valuable resources and network. Membership offers a sense of community and allows you to contribute to a vital cause.

Attend Events and Conferences

Participating in AWM-sponsored events is a fantastic way to learn about the latest research, connect with other mathematicians, and show your support.

Volunteer Your Time

The AWM relies on the dedication of its volunteers to run its many programs and initiatives. Whether it's helping with an event, serving on a committee, or contributing to publications, your time and skills are invaluable.

Donate to the AWM

Financial contributions are essential for sustaining and expanding the AWM's important work. Every donation, no matter the size, helps fund scholarships, awards, mentorship programs, and advocacy efforts.

Spread the Word

Educate others about the AWM and its mission. Share their accomplishments, highlight their initiatives, and encourage others to get involved. The more awareness there is, the greater the impact.

Conclusion: A Vital Force for Progress

The Association for Women in Mathematics is more than just an organization; it's a testament to the power of collective action and the unwavering belief that talent knows no gender. It is a beacon of support, a champion of equity, and a driving force for progress in the mathematical sciences. By fostering an inclusive environment, celebrating achievements, and actively working to dismantle barriers, the AWM is not only empowering women in mathematics but also enriching the entire field for the benefit of society. As we continue to explore the frontiers of knowledge in areas like ****theoretical mathematics, statistical modeling, and artificial intelligence****, the contributions of all brilliant minds are essential. The AWM ensures that those contributions are heard, valued, and celebrated.

The Association of Women in Mathematics: Advancing Equity and Excellence in the Field

Women have long played a vital role in mathematics, yet their contributions have often been overlooked or undervalued. In response, organizations dedicated to supporting and empowering women in mathematics have emerged as powerful catalysts for change. Among these, the Association of Women in Mathematics (AWM) stands as a leading force, dedicated to fostering inclusion, collaboration, and advancement within the mathematical community. Founded with the mission to create opportunities and amplify female voices, the AWM serves as both a professional network and a support system for mathematicians across all career stages.

A Legacy of Advocacy and Community Building

Since its inception, the Association of Women in Mathematics has worked tirelessly to address historical imbalances by providing mentorship, organizing conferences, and promoting visibility through publications and outreach. The AWM's annual conference, a highlight in the academic calendar, brings together researchers, educators, and students from around the world to share cutting-edge work, exchange ideas, and build lasting professional connections. Beyond events, the association offers grants, awards, and networking platforms that specifically encourage women and gender-diverse individuals to pursue advanced studies and leadership roles in mathematics. This intentional focus on community has helped nurture a supportive environment where emerging talent can thrive.

Key Insights: Bridging the Gender Gap in Mathematical

Sciences

Statistics consistently reveal a persistent gender gap in STEM fields, with women remaining underrepresented in mathematics at many academic and professional levels. The AWM addresses these disparities by collecting and analyzing data on women in math, publishing reports that inform policy and public understanding. Their research highlights systemic barriers such as implicit bias, unequal access to resources, and lack of representation in senior roles. By combining data-driven advocacy with practical initiatives, the association not only raises awareness but also drives measurable progress toward equity. These insights guide educational programs, institutional reforms, and targeted outreach, proving that informed action can shift long-standing trends.

Applications: Empowering Careers and Advancing Research

The impact of the Association of Women in Mathematics extends far beyond participation numbers. Through mentorship programs, members gain access to role models and advisors who understand the unique challenges faced by women in technical fields. Workshops on grant writing, academic positioning, and work-life integration equip members with tools to succeed in competitive environments.

In the often male-dominated landscape of science, technology, engineering, and mathematics (STEM) fields, the presence and advancement of women have become a critical focus. Among these disciplines, mathematics, with its foundational role in scientific discovery and technological innovation, has seen significant efforts to foster inclusivity and support for women. The **Association for Women in Mathematics (AWM)** stands as a paramount organization dedicated to this mission, working tirelessly to amplify the voices, celebrate the achievements, and address the unique challenges faced by women in mathematics.

Founded in 1971, the AWM emerged from a growing awareness of the underrepresentation of women in academic mathematics and a desire to create a supportive community. Its journey reflects the broader feminist movement and the evolving understanding of gender equity in academia and beyond. More than just a professional society, AWM has cultivated a vibrant network that provides mentorship, advocacy, and a platform for connection among women mathematicians across all career stages – from students to seasoned researchers and educators.

The Enduring Importance of Women in Mathematics

The contributions of women to mathematics, though often historically overlooked, are undeniable and foundational to many advancements. From the pioneering work of Emmy Noether in abstract algebra to the groundbreaking computational contributions of

Katherine Johnson and her colleagues at NASA, women have consistently shaped the field. Despite this legacy, systemic biases and cultural barriers have historically limited opportunities and recognition for women in mathematics. This underrepresentation not only represents a loss of talent and diverse perspectives but also perpetuates a cycle where fewer young women see themselves in mathematical careers.

Fostering a diverse and inclusive mathematical community is not merely a matter of social justice; it is an imperative for scientific progress. Varied viewpoints lead to more creative problem-solving, innovative research directions, and a broader understanding of mathematical principles. As the world increasingly relies on quantitative reasoning and data analysis, ensuring that mathematics is accessible and welcoming to all genders is crucial for addressing complex societal challenges.

The Mission and Activities of the Association for Women in Mathematics

The Association for Women in Mathematics operates with a multifaceted mission aimed at promoting the full participation of women in mathematics and related fields. This mission is realized through a comprehensive suite of programs and initiatives designed to:

Fostering Community and Networking

One of the cornerstones of AWM's success lies in its ability to build and sustain a strong community. For many women, especially those in departments with few female colleagues, AWM provides a vital sense of belonging and shared experience. Regular conferences, regional meetings, and informal networking events create opportunities for members to connect, share ideas, and offer mutual support. This is particularly important for navigating the often-isolating aspects of academic research and for finding mentors who understand their specific career paths and challenges.

Advocacy and Policy Influence

AWM actively advocates for policies that promote gender equity in mathematics. This includes advocating for fair hiring practices, equitable pay, and supportive work environments. The organization plays a role in influencing institutional policies within universities and research institutions, as well as broader national and international discussions on diversity in STEM. Their work extends to raising awareness about issues such as implicit bias, harassment, and the importance of work-life balance for mathematicians.

Mentorship and Professional Development

Mentorship is a critical component of career progression in any field, and it is especially vital for women in mathematics. AWM facilitates mentorship through various programs, connecting junior mathematicians with senior mentors who can offer guidance on research, career development, and navigating academic and professional landscapes. Workshops and symposia focused on professional development topics, such as grant writing, leadership skills, and effective communication, further empower women in their careers.

Recognition and Celebration of Achievements

Highlighting the accomplishments of women mathematicians is a key strategy for inspiring future generations and challenging stereotypes. AWM bestows prestigious awards that recognize outstanding contributions to mathematics and service to the community. These awards, such as the Noether Lecture and the Centennial Lecture, celebrate both established leaders and emerging talents, ensuring that their work is visible and celebrated. Publicizing these achievements helps to broaden the perception of who can be a mathematician and what they can achieve.

Education and Outreach

AWM is deeply committed to encouraging young women to pursue mathematics. Through outreach programs, educational resources, and collaborations with schools and other organizations, they aim to spark an early interest in mathematics. These initiatives often focus on demonstrating the exciting applications of mathematics in the real world and dispelling the myth that mathematics is a dry or inaccessible subject. They also work to combat negative stereotypes that can discourage girls from pursuing advanced mathematical studies.

Addressing Key Challenges Faced by Women in Mathematics

While significant progress has been made, women in mathematics continue to face distinct challenges. AWM's work is intrinsically linked to addressing these persistent issues:

The Gender Gap in STEM

Despite increased efforts, the gender gap in mathematics, particularly at higher academic and professional levels, remains a significant concern. AWM actively works to understand the root causes of this gap and to develop effective interventions. This includes examining pipeline issues, where girls may opt out of mathematics at various

educational stages, as well as retention issues, where women may leave mathematics-related careers due to lack of support or advancement opportunities.

Work-Life Balance and Family Responsibilities

The demands of academic and research careers can be particularly challenging for women, who often shoulder a disproportionate share of family responsibilities. AWM advocates for flexible work arrangements, robust parental leave policies, and institutional support systems that enable mathematicians to balance their professional ambitions with their personal lives. This is crucial for retaining talented women in the field.

Bias and Discrimination

Unconscious biases and overt discrimination can manifest in various ways, from subtle microaggressions to overt acts of harassment. AWM provides resources and support for women who experience such issues, and it actively promotes training and awareness programs to combat bias within institutions. By fostering a culture of respect and equity, AWM aims to create a mathematically inclusive environment where all individuals can thrive.

Underrepresentation in Leadership Roles

Women are often underrepresented in leadership positions within mathematics departments, research institutions, and professional organizations. AWM works to identify and address the barriers that prevent women from reaching these influential roles, advocating for pathways to leadership and supporting women who aspire to these positions. This includes promoting leadership development programs and encouraging institutions to proactively seek diverse candidates for leadership opportunities.

The Impact and Future of AWM

The Association for Women in Mathematics has had a profound and lasting impact on the field. By providing a dedicated platform for support, advocacy, and professional development, it has helped to foster a more equitable and inclusive environment for women in mathematics. The organization's continued efforts are vital for ensuring that the next generation of mathematical talent, regardless of gender, has the opportunity to flourish and contribute to the advancement of knowledge.

Looking ahead, AWM continues to adapt to evolving challenges and opportunities. Its focus remains on not only increasing the number of women in mathematics but also on fostering environments where their contributions are valued, their careers are supported, and their leadership is recognized. The organization's ongoing commitment to community building, advocacy, and the celebration of achievement ensures that the

future of mathematics will be more diverse, innovative, and equitable.

The work of the Association for Women in Mathematics is a testament to the power of collective action and the essential need for dedicated organizations to drive change. As STEM fields continue to evolve, the role of AWM in championing women mathematicians will remain indispensable, paving the way for a richer and more representative mathematical landscape for years to come.

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of complex topics.

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Questions & Answers About association of women in mathematics

N o	Question	Answer
1	What is the primary mission of associations like the Association for Women in Mathematics (AWM)?	The primary mission of associations like AWM is to encourage and support women in their careers in mathematics and mathematical sciences, fostering a more inclusive and equitable academic and professional environment.
2	How do associations for women in mathematics support early-career mathematicians?	They often provide mentorship programs, travel grants for conferences, opportunities for networking, and workshops focused on career development and leadership skills, which are crucial for early-career professionals.
3	What are some common challenges women face in mathematics that these associations aim to address?	These associations address challenges such as underrepresentation, unconscious bias, work-life balance issues, lack of mentors, and combating imposter syndrome, working to create supportive structures and advocate for change.
4	Beyond professional development, what other benefits do these associations offer their members?	Members benefit from a strong sense of community, access to research and career opportunities, opportunities to present their work, and the chance to contribute to initiatives promoting diversity and inclusion in STEM.
5	Are these associations only for women, or can allies also join and contribute?	While founded by and for women, many associations for women in mathematics welcome allies of all genders who are committed to advancing equality and supporting women in the field. Allies play a vital role in creating a truly inclusive environment.
6	How can someone get involved with an association for women in mathematics?	Getting involved is usually straightforward. You can become a member, attend their events and conferences, volunteer for committees or projects, and engage with their publications and online communities.
7	What impact have these associations had on the field of mathematics?	They have significantly contributed to raising awareness about gender disparities, advocating for policy changes, increasing the visibility of women in mathematics, and fostering a more supportive and collaborative environment that ultimately benefits the entire mathematical community.

Association of Women in Mathematics, Women in Mathematics Association, Math Women Network, Association for Women in STEM, Supporting Women in Mathematical Sciences, Women in Mathematics Collaborative, Empowering Women in Math Association, Women in Mathematical Sciences Association, Association of Female

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Tracking Progress

Tracking reading progress is a powerful way to stay motivated and organized when engaging with *Association Of Women In Mathematics*. Monitoring progress helps readers set goals, manage time effectively, and reflect on what they have learned. Whether reading for leisure, study, or professional development, tracking tools enhance accountability and consistency.

Apps such as Goodreads, StoryGraph, and LibraryThing allow users to log books, track reading status, write reviews, and set annual or monthly reading goals. These platforms also offer personalized recommendations based on reading history, making it easier to discover related *Association Of Women In Mathematics* materials.

For readers who prefer a more customized approach, spreadsheets or note-taking apps can serve as effective tracking tools. Creating a simple reading log that includes dates, chapters completed, key notes, and personal reflections helps organize learning and maintain focus. Digital notes can be linked directly to highlighted sections within *Association Of Women In Mathematics* for easy reference.

Using tracking for study and research

For academic or professional purposes, tracking progress goes beyond simple completion. Recording insights, questions, and references while reading *Association Of Women In Mathematics* creates a structured knowledge base that can be revisited later. This approach supports deeper understanding and improves long-term retention of

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Community engagement and motivation

Sharing progress within reading communities can increase motivation and accountability. Many platforms allow users to join reading challenges, discussion groups, or book clubs centered around specific topics or genres. Engaging with others who are also reading Association Of Women In Mathematics fosters discussion, insight exchange, and a sense of shared purpose.

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