Changing Institutional Climate to Support Equity, Diversity and Inclusion: The SEA Change Strategy

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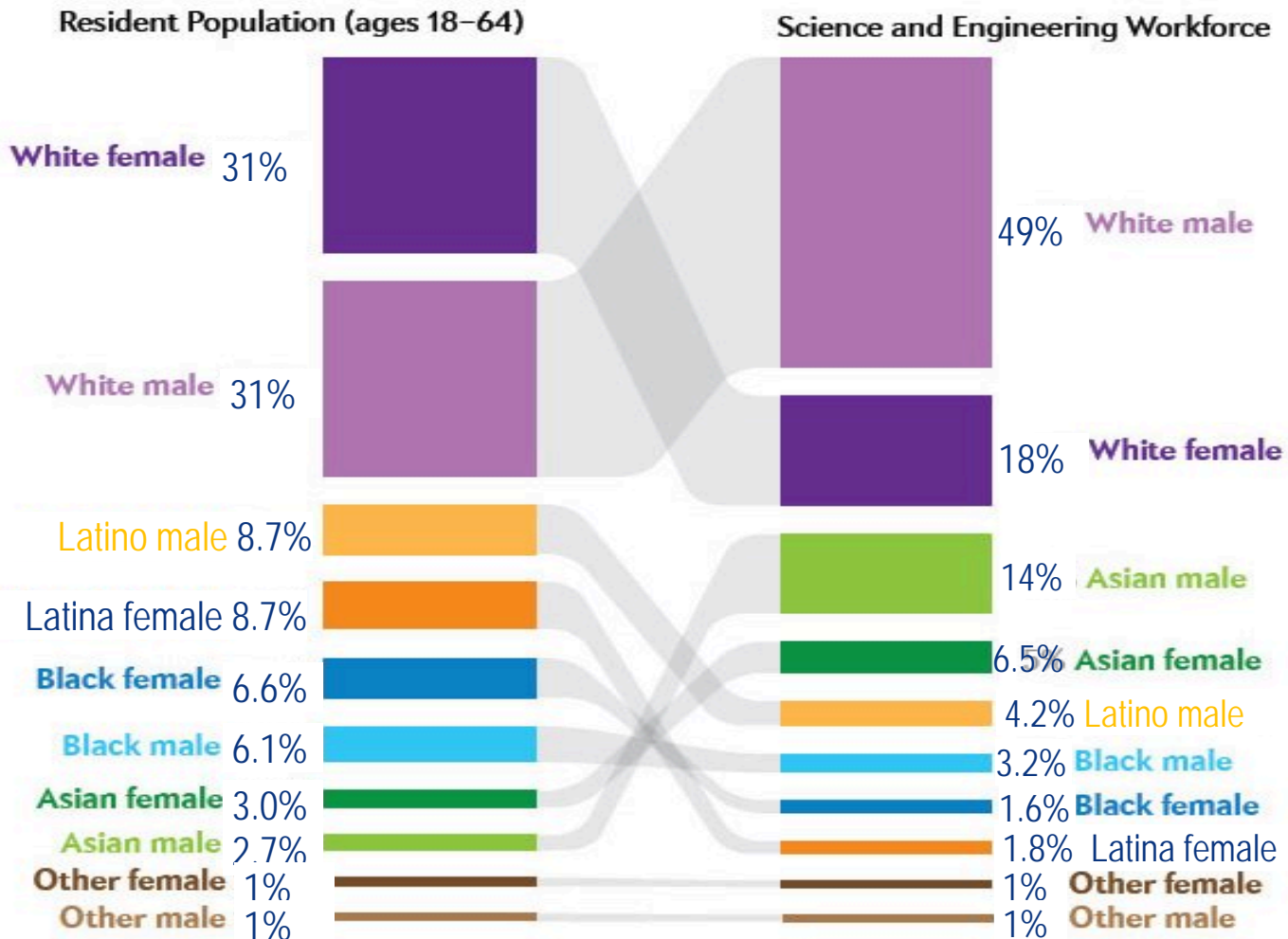8/26/15 1

U.S. (2015)

Resident Population (ages 18–64)

Science and Engineering Workforce

White female 31%

White male 31%

Latino male 8.7%

Latina female 8.7%

Black female 6.6%

Black male 6.1%

Asian female 3.0%

Asian male 2.7%

Other female 1%

Other male 1%

49% White male

18% White female

14% Asian male

6.5% Asian female

4.2% Latino male

3.2% Black male

1.6% Black female

1.8% Latina female

1% Other female

1% Other male

Figure adapted from Guterl (2014).
Source: NSF (2017).

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The Response in the Federal Agencies

- Changing strategies over time: from targeted programs to more systemic approaches

- Recognizing the shifting demographics: who attends college; changes in the makeup of the population

- Broadening participation

- ADVANCE and AGEP

- Addressing harassment as a barrier

Responding to the Policy Environment

- The tension between the legal requirements and judicial rulings, on the one hand, and the desire for broadening participation

- Searching for strategies that are both programmatically effective and legally defensible

- Examining policies, processes, procedures and practices

- Athena SWAN as an adaptable model

- Building a positive, voluntary incentive/recognition structure **outside** of government

What is SEA Change?

- SEA is <u>S</u>TEM <u>E</u>quity <u>A</u>chievement

- "LEED-like" recognition for diversity, equity, inclusion in STEM for higher education

- Supports institutional transformation so the **full range** of talent can be recruited, retained, and advanced

- Based on the <u>Equality Charter Processes</u> of self-assessment from Advance HE in the UK (home of Athena SWAN)

What Can SEA Change Do?

- Promote systemic, institutional changes
- Fix the system, not the participants
- Exploration and understanding of context for each institution
- Other key elements:
  - Voluntary participation
  - Declaration of commitment
  - Disaggregation within each analysis

What is SEA Change?

- Self-assessment process

Awareness → Understanding → Action → Reflection :‖

1. **Collect** data
2. Critically **analyze** data
3. Use data to **identify** problem areas, and *why* these are problematic
4. Develop a 5-year **action** plan (research-based) to address these
5. Show **progress** over time
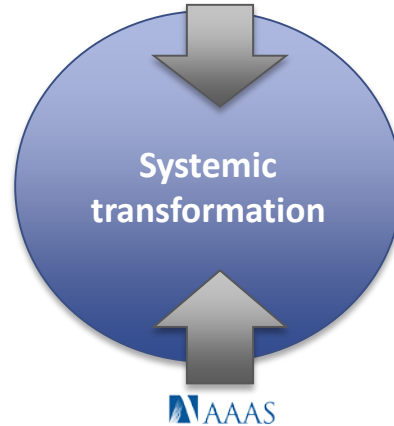
Self-Assessment Criteria

- Leadership, Faculty, and Student Composition

- Faculty and Student Transition Points

- Career Flexibility and Breaks

- Diversity and Inclusion Policies

- Institutional Climate and Culture

- Action Plan
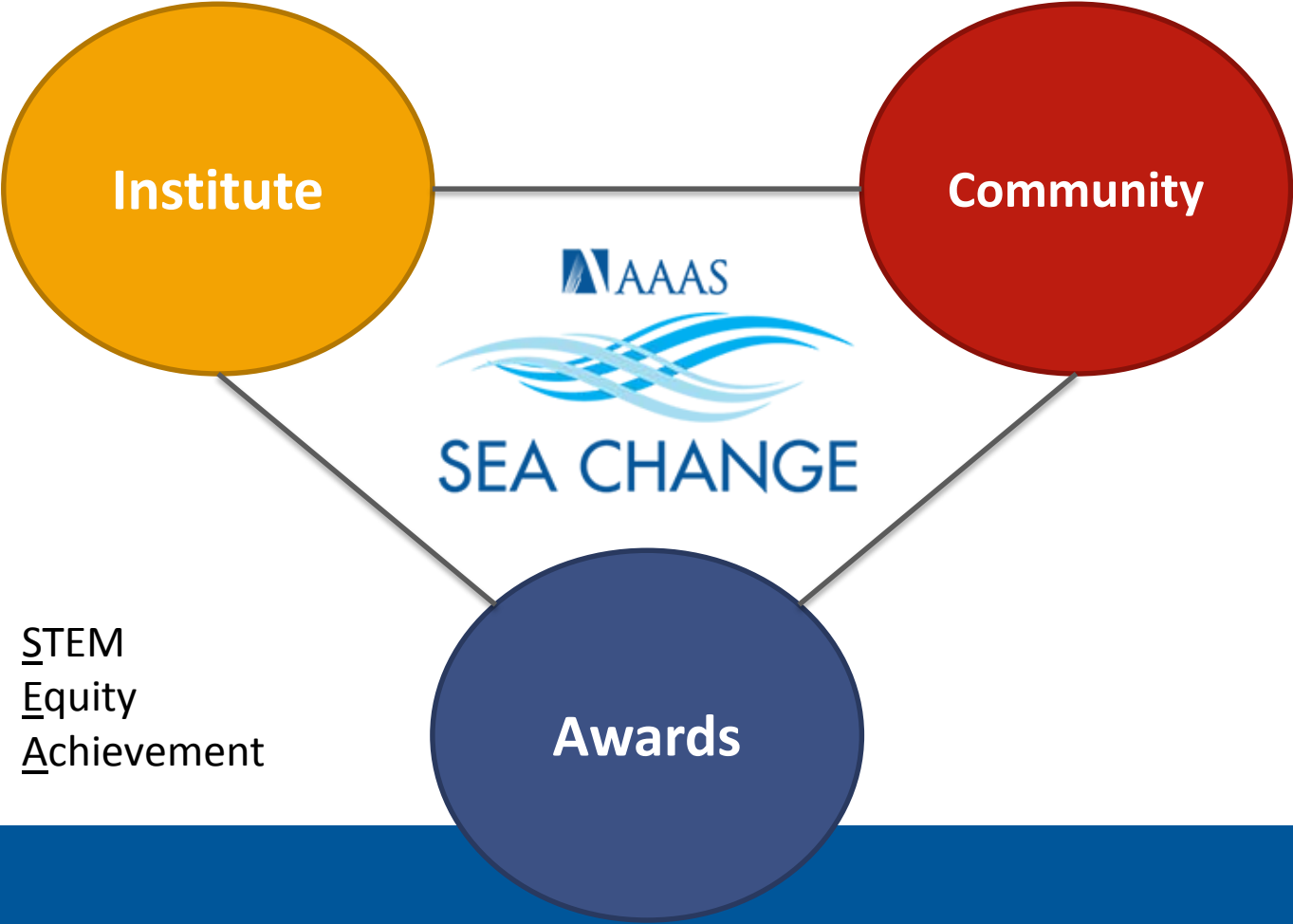
SEA Change – *See* Change

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