“Are We There Yet?”
SEA Change: Progressing to Silver and Gold

Science, technology, engineering, mathematics, and medicine
Where is “There?”

Moving the needle

Action Plan: Your Journey Map Forward

- Institutionally defined (your data)
- Community expectations (climate & culture)
- Program expectations (SEA Change principles)
- Sector “promising practices” (peer review and input)
- Dynamic, living document (changing context)
Not Just a Problem in STEMM

- Challenges across the institution
- Race and ethnicity as well as gender
- Beliefs and the cultures that stem from them
Fig. 1 Field-specific ability beliefs and the percentage of female 2011 U.S. Ph.D.’s in (A) STEM and (B) Social Science and Humanities.

Sarah-Jane Leslie et al. Science 2015;347:262-265
Fig. 2 Field-specific ability beliefs and the percentage of 2011 U.S. Ph.D.’s who are (A) African American and (B) Asian American.
SEA Change is different from other change initiatives

- Builds the capacity of individuals and institutions to undertake a systemic approach to change
- Provides a law-attentive lens via legal expertise
- Leverages institutional context-relevant design
- Prioritizes the use of an intersectional lens
- Enacts a long-term commitment to dismantling structural inequalities through mutually-reinforcing cycles of iteration and renewal
- Builds alignment with existing and future programs

SEA Change is not:

- Another intervention
- A “check-the-box” exercise
- A ranking system
- A magic bullet
Awards Process

**NOT SUBMITTED**
Information used to form application submitted for peer-review
(Kept for internal use only)

**SUBMITTED**
For peer review.

**SEA CHANGE AWARD APPLICATION**

**NARRATIVE**
- Gives high-level overview of understanding gained from self-assessment
- Provides context and rationale for actions and prioritization

**ACTION PLAN**
- Details strategic plan to move diversity, equity, and inclusion forward
- Indicates priority areas
- SMART actions reflect understanding gained from self-assessment

 Specific, Measurable, Achievable, Relevant, Time-limited – **SMART!**
## Award Levels

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>BRONZE</th>
<th>SILVER</th>
<th>GOLD</th>
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<tbody>
<tr>
<td>Evidence of thorough self-assessment using qualitative and quantitative analyses</td>
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<td>Clear identification and prioritization of key issues</td>
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<td>Actions planned to address key issues and carry the institution forward</td>
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<td>Demonstration of impact of previous activity</td>
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<td>Expanded action plan to continue progress in additional areas</td>
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<td>Serves as a model and exemplar for other institutions and beyond</td>
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*Bronze criteria serve as the foundation for all awards, Silver expands to recognize progress & Gold expands further to recognize leadership.*
Action Plan: Your Journey Map Forward

• Different audiences have different desired destinations
• The journey is as important as the destination (process matters)
• Context matters (an historic voyage; a voyage of discovery)
• Timing matters (disruption=opportunity)
QUESTIONS?
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