

Making Diversity, Equity and Inclusion in STEMM the Norm

Travis T. York, Ph.D.

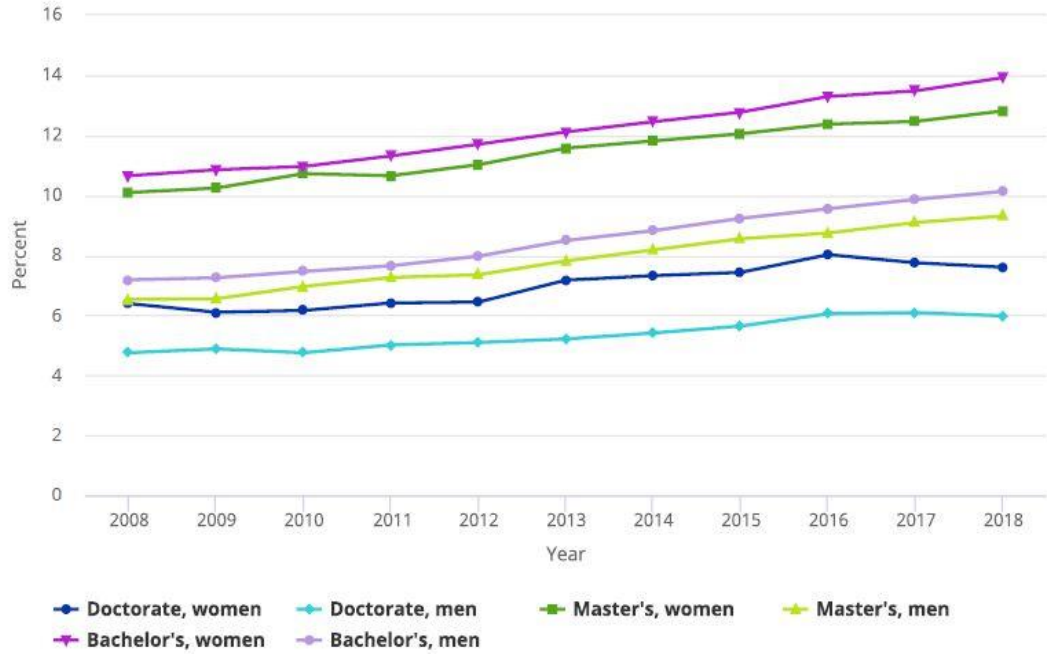
Director, Inclusive STEM Ecosystems for Equity & Diversity (ISEED)





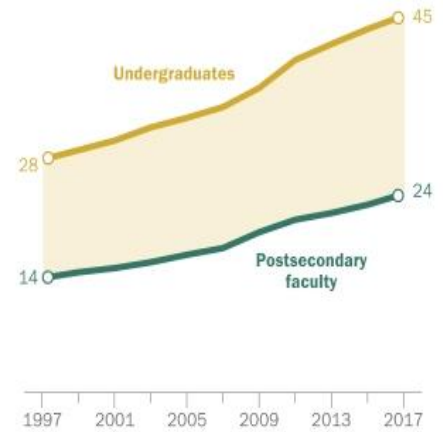
Figure 23

Science and engineering degrees earned by underrepresented minority women and men, as a percentage of all S&E degrees awarded of each degree, by degree type: 2008–18



U.S. college students still more likely than faculty to be racial or ethnic minorities

% of undergraduates and postsecondary faculty who are nonwhite



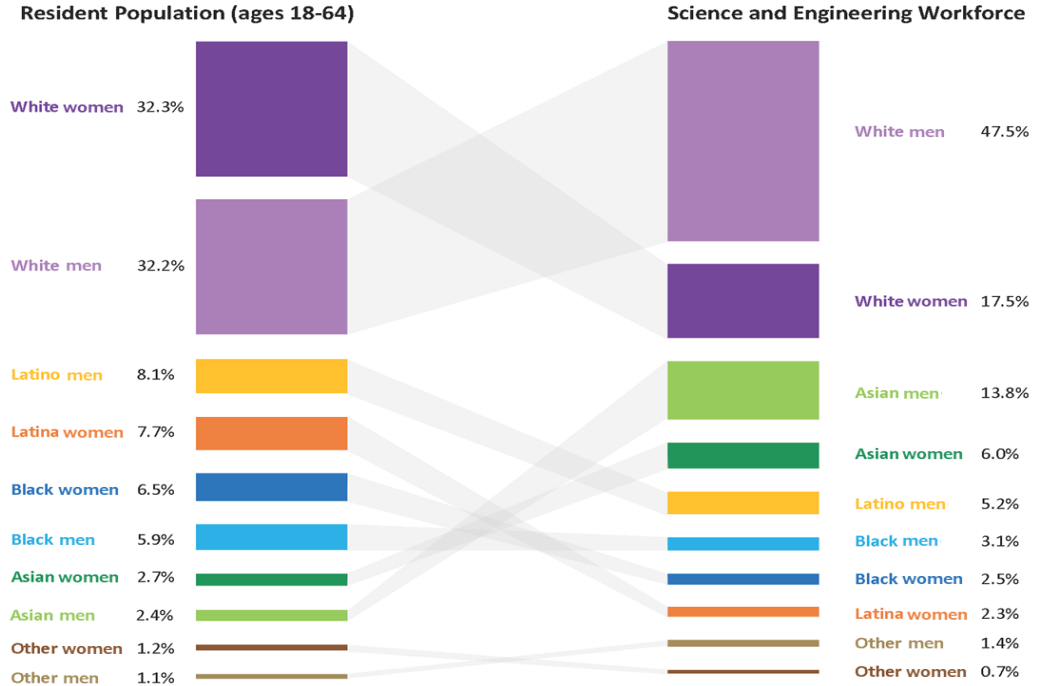
Note: "Nonwhite" includes blacks, Hispanics, Asians, Pacific Islanders, American Indians or Alaska Natives, and those of two or more races. Those categorized as "non-resident alien" and "race/ethnicity unknown" are not included in this analysis. Source: National Center for Education Statistics.

PEW RESEARCH CENTER

The Problem

- Representation in STEMM workforce doesn't match the US population
- Gender, race, and ethnicity intersect

U.S. (2017)



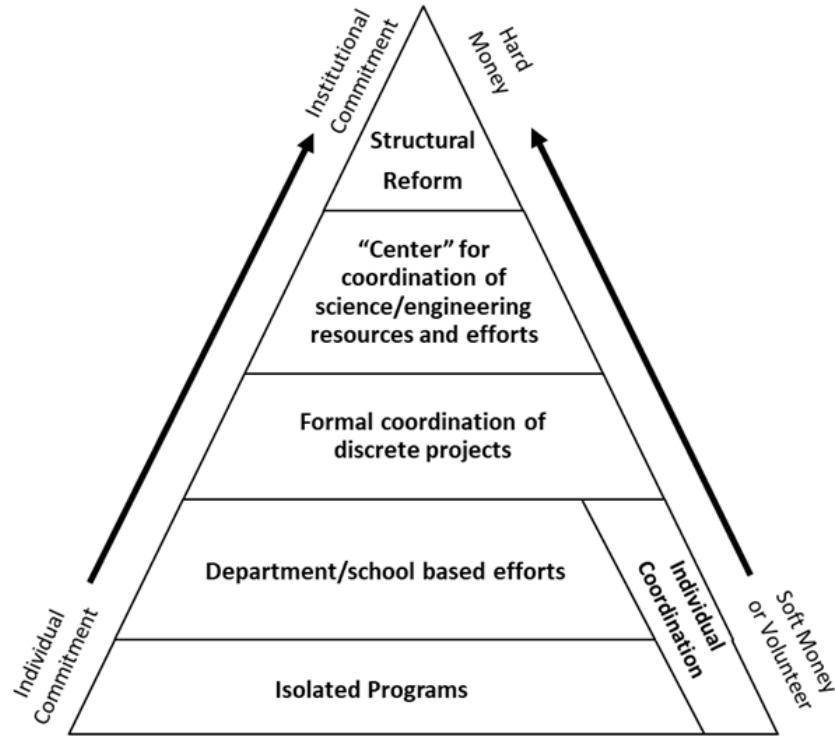
Prepared by Lindsey Malcom-Piqueux

Adapted from Guterl (2014).
Data Source: NSF (2019).



Model for the evolution of intervention programs

Why hasn't the needle moved?





SEA CHANGE

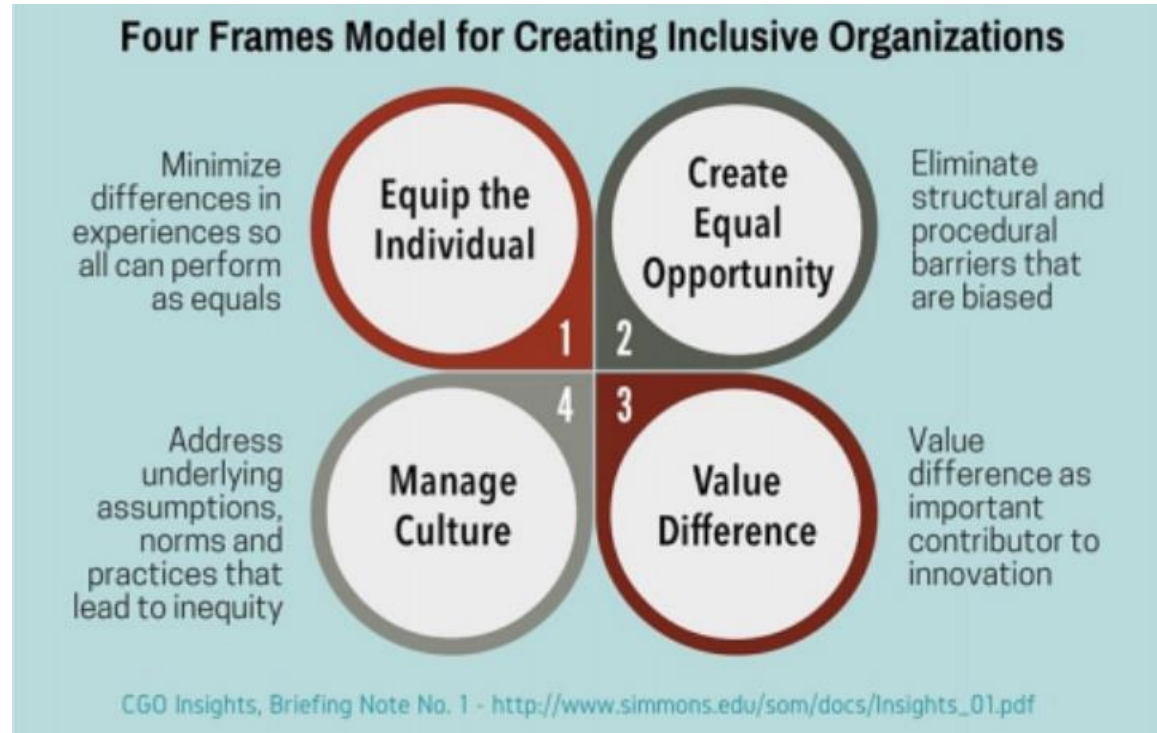
When Our Students and Faculty Are Ready for Our Colleges and Universities, Will Our Colleges and Universities Be Ready for Them?

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Real Change Requires a Long-Term Commitment



- Leaders far too often jump from awareness of a problem to implementing a strategy or initiative without deep understanding of the issue, or set of issues, they're facing.
- This creates a “Change Trap”, in this case jumping from awareness to implementation without understanding.
- This has been seen by other researchers too! Laursen & Austin (2014) study of 19 ADVANCE institutions – found there are no “best practices” for increasing the gender equity of faculty across all campuses.



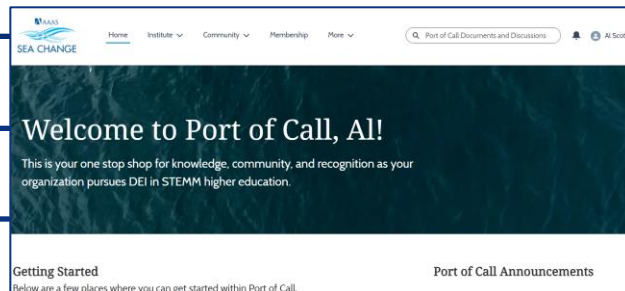
Community



Moderated Conversations

Communities of Learning & Practice

Convenings



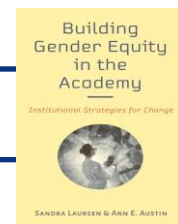
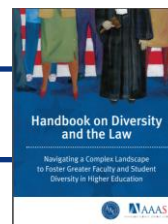
Institute



Repository of resources

Trainings

Webinars



Awards

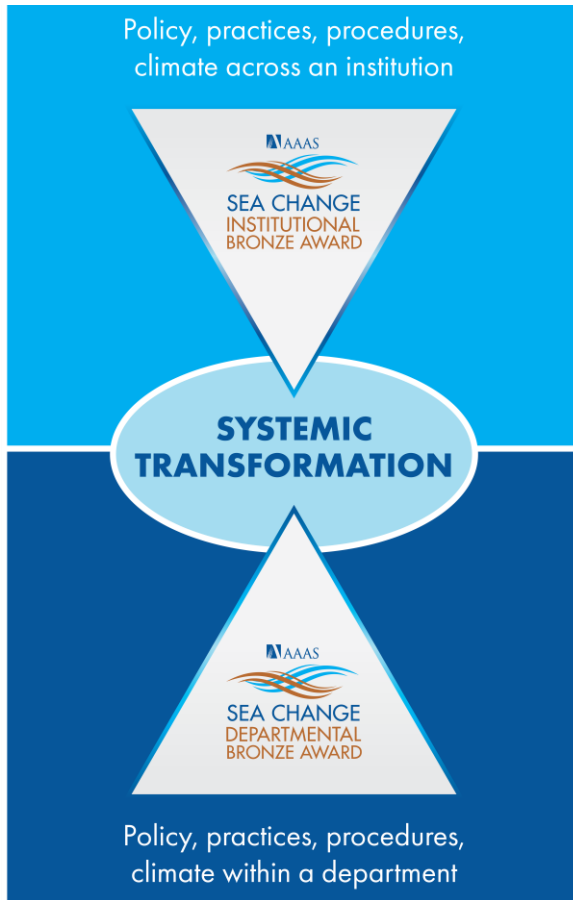


Bronze Award

Silver Award

Gold Award

	Bronze	Silver	Gold
A thorough self-assessment using qualitative and quantitative analyses	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Identifies key issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Actions in place to address key issues and carry the institution forward	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Demonstrates impact of previous activity and expands action plan to continue progress		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Serves as a beacon in the sector and beyond			<input checked="" type="checkbox"/>



Institutional Awards

- Open to Member Institutions
- Recommend ≥ 13 months for self-assessment

Departmental Awards

- Co-created with committees of disciplinary societies
- Launching within the next 1-5 years, starting with
Physics & Astronomy



Biomedicine Awards

- Work with leadership of medical schools and academic health centers to co-create framework and metrics
- Pilot Bronze Awards in 2022



SEA Change—*see change*



SEA Change provides the scaffolding to guide and support context-specific, voluntary change within institutions, in alignment with their own mission, that will result in systemic transformation in STEM.

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Gratitude for Our Supporters

