AAAS STEM Equity Achievement Program

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SEA Change Mission

➢ Based on the Athena Swan system of the United Kingdom: [http://www.ecu.ac.uk/](http://www.ecu.ac.uk/)
➢ A rating system for inclusion: bronze – platinum
➢ Housed under the auspices of the American Association for the Advancement of Science (AAAS)
➢ Institutions across the spectrum of higher education are eligible for becoming a member institution
➢ Will take into account the different missions of the different sectors of higher education
➢ Periodic review to maintain or advance rating
➢ First workshop for founding institutions held April 6-7 in Washington DC
SEA Change Goals

- NSF ADVANCE award institutions: issues with persistence of ground gained following leadership changes a common phenomenon
- An institutional rating system will make it more challenging for new administrators to de-fund the programs (loss of SEA Change status)
- Ultimately linked to ability to apply for federal funding
- Join forces of higher education nationally to address critical issues of inclusion
- Applying for an NSF INCLUDES grant to develop program
- AAAS committed to program with or without funding
- Transformable, radical, doable
Founding Institutions

- Boston University
- Carnegie Mellon University
- Cornell
- City University of New York
- Morgan State
- North Carolina A&T State University
- Northwestern University
- Spelman College
- University of California, Davis
- University of Massachusetts Lowell
- University of Maryland
- University of Wisconsin
- University of Washington
- AAAS
April 7 Bronze Criteria Brainstorming Session:

- Consensus among the groups present
- Program will likely comprise some form of:
  - Self assessment of data (demographic, survey)
  - Introspective analysis of data
  - Creation of aspirational goals (transformable, radical, doable) and timeline
- Set of required policies/practices/programs which will vary by institution and institution circumstances and location