



AAAS STEM Equity Achievement Program

Linda Bisson, Associate Director, UCD ADVANCE

SEA Change Mission

- Based on the Athena Swan system of the United Kingdom: <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 polices/practices/programs which will vary by institution and institution circumstances and location