



SEA CHANGE

Supporting institutional transformation for
equity, diversity, and inclusion

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Overcoming Inequality in STEMM

- What overall problems are we trying to address? Unlike many STEM fields biomedicine has seen increased levels of participation, approaching parity though not at level of overall representation in higher education. Little movement in terms of leadership or ability to shape policy, research, education and practice agendas
- How have the problems been expressed historically? Historic barriers within many institutions granting degrees in biomedicine
- How are these problems currently being expressed? Slow progress and/or active resistance
- What has been tried in the past, and how effective have those strategies been? A history of interventions rather than structural transformations
- How should we go forward to promote diversity and inclusion in biomedicine? **SEA Change?**

What is SEA Change?

SEA Change:

- STEMM Equity Achievement
- Supporting institutional transformation in higher education, so the **full range** of talent can be recruited, retained, and advanced
- Based on the Equality Charter Process of self-assessment from ECU (home of Athena SWAN)

What is SEA Change?

- “LEED-like” certification for diversity and inclusion in STEMM for higher education
 - Institutional Awards
 - Pilot started in 2017; target late Fall 2018 for first awards
 - Departmental Awards (in partnership with professional societies)
 - Will develop over the next 5 years

What is SEA Change?

- **Like** Athena SWAN (voluntary self-assessment; ratings, not rankings; re-certification required; institutional awards to precede departmental)
- **Unlike** Athena SWAN (gender **and** race/ethnicity; attentive to legal and judicial requirements of country; 5 years instead of 4 years; aspire to include other issues of marginality; modeled on **process** but attentive to context)

What is SEA Change?

- Pilot focal populations for institution awards
 - Faculty (*primary focus*), graduate students (*limited focus*), undergraduates (*limited focus*)
- Departmental issues addressed with disciplinary professional societies to recognize and help foster “healthy, productive and equitable” departments (faculty, staff, student, post-docs)

What is SEA Change?

- Awards are based on:
 - acceptance of SEA Change Guiding Principles
 - self-assessment and identification of challenges related to equity, diversity and inclusion—numbers and more
 - development of a specific, measurable, achievable, realistic, and time-oriented (SMART) action plan to address challenges
 - active work overcoming challenges and enhancing diversity and inclusion, with evidence of improvement

What is SEA Change?

- Self-assessment process

Awareness → Understanding → Action → Reflection :||

- Includes finding data and information gaps and developing plans to close the gaps
- Looks not only at “numbers” but at policies, procedures, leadership, and climate/culture
- Holistic assessment producing an environment more conducive to true equity and inclusion

What Can SEA Change Cause to Happen?

- Self-assessment process

Awareness → Understanding → Action → Reflection :||

- Shift in cultural norms
- Investment in places with greater potential ROI
- Good behavior and better science
- An environment more conducive to true equity, diversity and inclusion

What Might You Do?

- Ask for an EDI statement (build awareness)

Awareness → Understanding → Action → Reflection :||

- Demographics of research team (by race, by sex)
- Other information about research itself
(build understanding)
- Support development of a recognition/rating system and use in making decisions (take action)
- SEA Change (see change)

SEA Change Pilot



SEA CHANGE
INSTITUTIONAL
BRONZE AWARD

Launch: October 2017

Anticipated application deadline: October 2018

Anticipated awards: February 2019

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