

Find out more about how your institution can participate in the pilot, or join the SEA Change Community: visit

<https://seachange.aaas.org/>
or contact us at
SEACHange@aaas.org.



SEA CHANGE

SEA CHANGE — SEE CHANGE

*SEA Change is possible
thanks to these supporters*



“Once in a lifetime
The longed-for tidal wave
Of justice can rise up,
And hope and history rhyme.

So hope for a great sea-change
On the far side of revenge.
Believe that further shore
Is reachable from here.”

— SEAMUS HEANEY,
THE CURE AT TROY

About AAAS

Founded in 1848, the American Association for the Advancement of Science is an international, nonprofit organization dedicated to advancing science, engineering and innovation for the benefit of all people. With more than 120,000 individual members in more than 91 countries, AAAS is the world's largest multidisciplinary scientific society and a leading publisher of cutting-edge research through the *Science* family of journals. As one of the top voices for science worldwide, we spearhead initiatives in policy, international cooperation and diplomacy, STEM education, public engagement, and more. We strive to promote and defend the integrity of science and its use, provide a voice for science on societal issues, and strengthen and diversify the science and technology workforce. More information is available at www.aaas.org.



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THE ADVANCEMENT OF SCIENCE

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SEA CHANGE

“We can only address collective global challenges if we disconnect from the structures of the past that are hobbling the ability to move forward together.”

— SHIRLEY MALCOM, AAAS

WHAT IS SEA CHANGE?

SEA (**STEM Equity Achievement**) Change is a new initiative from the American Association for the Advancement of Science (AAAS) effecting institutional transformation within colleges and universities in support of diversity, equity, and inclusion in science, technology, engineering, medicine, and mathematics. SEA Change guides higher education institutions and departments as they assess their policies, processes, programs, and practices and promotes evidence-based strategies for ensuring that the full range of talent can be recruited, retained, and advanced in STEM.

Inspired by the Athena SWAN program in the UK, SEA Change comprises:

- The **SEA Change Awards**, a recognition system where colleges and universities, as well as their schools and departments, are acknowledged for their work on true institutional reform supporting diversity, equity, and inclusion. These awards reflect a firm commitment to SEA Change principles, thus enhancing an institution's ability to attract and retain the best students, faculty and staff.
- The **SEA Change Community**, where stakeholders convene to build partnerships, collaborate on initiatives to open up and nurture the talent pool for STEM, and share information, research, and best practices;
- The **SEA Change Institute**, which will offer courses, training, and convenings on research-based models and the implications of research to enable the mission of SEA Change.

CHANGING THE CULTURE

A commitment to voluntary self-assessment of policies, programs, practices, and processes means a commitment to changing the climate and culture of an institution or department. SEA Change drives institutions to develop a climate and culture where diversity, equity and inclusion are the "norm" by shifting the education reform paradigm from a focus on interventions to systemic change, from fixing the students to fixing the institution.

True culture change will need to be addressed from the top-down as well as the bottom-up.

- **Top-down:** Institutional Awards will help colleges and universities set policies and practices in place to assist the deep-dive assessments and action plans of their departments
- **Bottom-up:** Departmental awards allow each STEM department to identify its own set of challenges. AAAS is partnering with its disciplinary society affiliates to develop and administer a departmental awards process that aligns with the particular context within STEM disciplines.

BECOME A MEMBER



By joining SEA Change, you commit to ensuring equity and full participation of each individual across sex, race, ethnicity, disability status, socioeconomic status, gender identity, sexual orientation, age, familial history of higher education, or any other factor that research has indicated as being associated with bias and inequitable treatment.

SEA Change aims to make the practice of diversity a normal part of academic life, leading to consistent improvement in the organizational environment.



Hear from SEA Change Director, Shirley Malcom, PhD, and learn more about the benefits of SEA Change.

GENEROUS SUPPORTERS AGREE: IT'S TIME FOR A SEA CHANGE

We in the STEM community, particularly within business and industry, understand the benefits of diversity. We value global interactions among scientists, and the free flow of ideas across borders. We also know that biases, including those within colleges and universities, have marginalized many different groups and denied opportunities in STEM.

Change will enable us to progress from these practices and access the full range of talent in STEM. Private foundations and federal support have enabled the development of the initiative, but there is still more work to be done.

BECOME A FOUNDING CORPORATE PARTNER

As a founding corporate partner, you will:

- Become part of the SEA Change corporate advisory council, helping shape the initiative to ensure that businesses' STEM diversity needs are addressed
- Receive high-visibility recognition as a leader in diversity and inclusion
- Participate in networking activities to forge connections between corporate and academic institutions
- Have access to SEA Change Institute training, events and SEA Change Community discussions about diversity and inclusion