Berkeley STEM Equity & Inclusion Initiative

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Preserving and Growing the STEM Diversity Landscape

Wide breadth of programs addressing STEM diversity

Budget cuts/Decreased funding and resources

Need to preserve richness of programs

Work together: How can we help each other? How can we continue to fund programs? How do we message to donors?

Improved campus efforts on STEM diversity
Berkeley STEM Equity & Inclusion Initiative

Goals:
• Describe the nature of the STEM diversity pipeline on our campus
• Support key stakeholders in creating an outward-facing campus vision around STEM diversity
• Help build resources for programs on campus

First need to know what is happening on campus to know how to move forward: What does the STEM diversity community look like? How are we connected?

http://diversity.berkeley.edu/campus-climate/stem-equity-and-inclusion-initiative
Preliminary Results: 118 programs surveyed

Programs analyzed, 118

STEM Diversity Programs

Programs eliminated due to redundancy or unfit, 19
Preliminary Results: All STEM subjects addressed

<table>
<thead>
<tr>
<th>STEM Subject</th>
<th>Percent of Total Programs n=118</th>
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<tbody>
<tr>
<td>Engineering</td>
<td>25%</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>8%</td>
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<tr>
<td>Math and Physical Sciences</td>
<td>8%</td>
</tr>
<tr>
<td>Chemistry</td>
<td>5%</td>
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<tr>
<td>Health</td>
<td>3%</td>
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<tr>
<td>Cross-disciplinary</td>
<td>7%</td>
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<tr>
<td>STEM</td>
<td>37%</td>
</tr>
<tr>
<td>Missing</td>
<td>7%</td>
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</tbody>
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Preliminary Results: Largest constituency served are undergraduate students

<table>
<thead>
<tr>
<th></th>
<th>K-12</th>
<th>Undergraduate</th>
<th>Graduate</th>
<th>Postdoc</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target</td>
<td>33%</td>
<td>66%</td>
<td>34%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Benefit</td>
<td>39%</td>
<td>77%</td>
<td>49%</td>
<td>31%</td>
<td>28%</td>
</tr>
</tbody>
</table>
Preliminary Results: URM, Women, Low-income, and First-Generation groups are served most frequently.
Preliminary Results

Foundation for Collaboration:

• Funding is one of the top items that programs want to work on

• Programs have an overall positive attitude about partnerships, want to expand partnerships, and want to build new partnerships

• Common themes from reported outcomes: Community, Student Learning, Connections, Pathways, and Inclusive Practices
What’s next?

• Stay tuned for more data analysis results!
• Will convene to discuss how to move forward together
• Working collaboratively with BSP
• Have ideas? Contact me at skotadia@berkeley.edu!