

SEA CHANGE

Making Diversity, Equity, and Inclusion
in STEMM the Norm

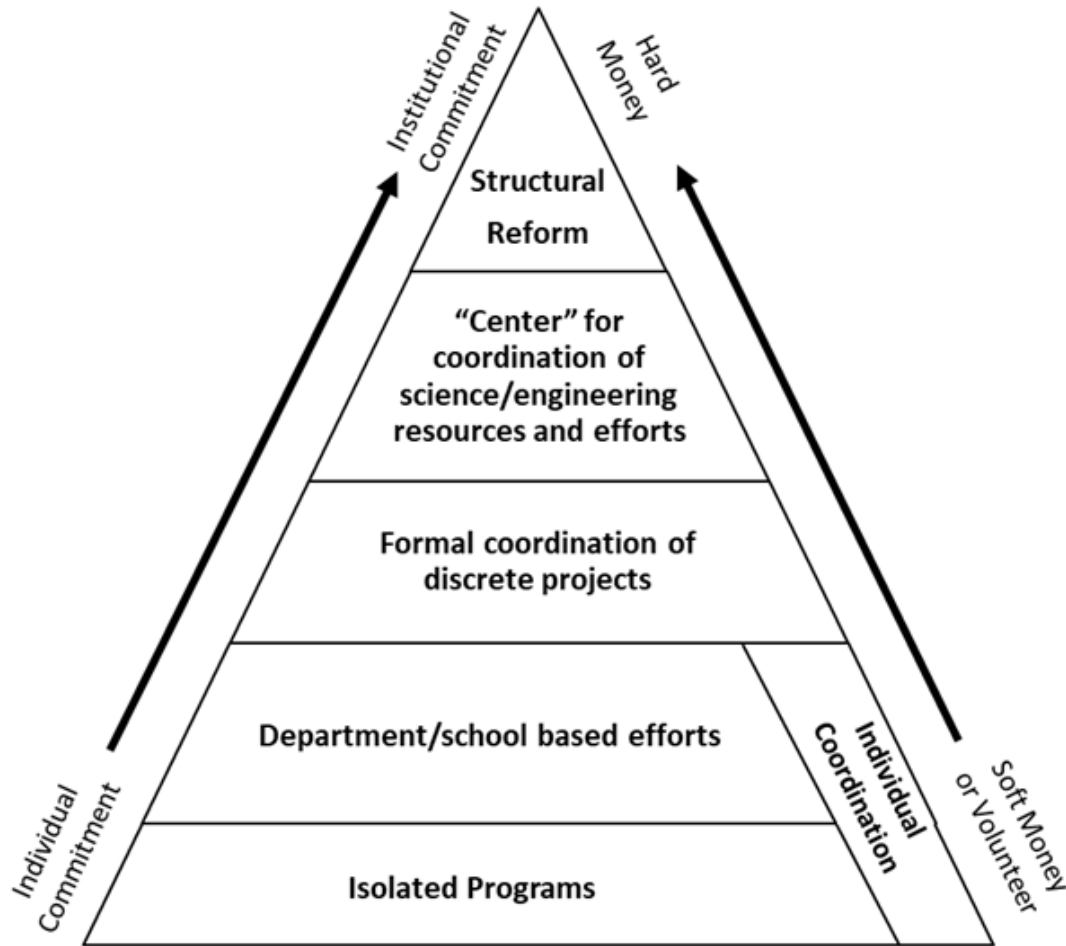
Darla Thompson, PhD

Project Director, SEA Change Biomedicine

dthompson@aaas.org

seachange.aaas.org

Model for the evolution of intervention programs



Matyas, M.L., and Malcom, S.M. Women, Minorities, and Persons with Physical Disabilities in Science and Engineering. American Association for the Advancement of Science, 1991.

Equality Charters Process: Adapted Globally



Est. 2005



Est. 2015



Est. 2015



Est. 2017



Est. 2019





Faculty

Grad Students • Undergrads

Policy, practices, procedures,
climate across an institution



**SYSTEMIC
TRANSFORMATION**



Policy, practices, procedures,
climate within a department

Faculty

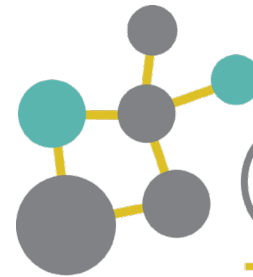
Grad Students • Undergrads



SEA CHANGE BIOMEDICINE



National Institutes of Health
Office of Research on Women's Health



CWAMS

Center for Women in Academic Medicine & Science