Lessons From the ADVANCE Program Model

Systemic/organizational/institutional change:

- Has potential for long-term impact on diversity, equity, and inclusion in STEM
- Addresses the underlying reasons for disparities in STEM workforce – use the cure while mitigating the symptoms
- Necessitates the involvement of those in the majority in making change
- Rejects notion that there is something wrong with the ability or interest of individuals who have not traditionally participated in STEM education and workplaces – fixes the institutions not the people
Lessons From the ADVANCE Program Model

Federal Grant Program Design:

• Focus on scalability of the organizational change strategies
• Build an organizational “pay it forward” model
• Design and build “organizational peer pressure”
• Support and promote the community of experts that are created
  • Reward and recognize them as experts and leaders
  • Provide platforms for communication and information sharing among them and with others
• Incentivize diffusion and adaptation when move into new roles and/or organizations
Lessons From the ADVANCE Program Model

Metrics to measure program success:

• Change agents’ professional and leadership success is a metric of program success

• Measure change from institutional baseline
  • Each institution will have different starting points and different long-term goals
  • Changes should reflect these parameters

• Cannot only count individuals in STEM

• Diffusion of strategies to non-grantees
  • Scale and rate of uptake
  • Transition to “standard operating procedures”