STEM Diversity at UC Berkeley: Where are we & What did we learn?

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Berkeley STEM Equity & Inclusion Initiative

Goals:

- Describe the nature of the STEM diversity pipeline on our campus
 Data collection and analysis, executive summary
- Support key stakeholders in creating an outward-facing campus vision around STEM diversity
 - Community gathering
- Help build resources for programs on campus
 - Future next steps



http://diversity.berkeley.edu/campus-climate/stem-equity-and-inclusion-initiative





What constituents do our programs target?



STEM Subjects covered by programs



STEM subjects by target constituency

STEM Subject	Engineeri ng	Biological Sciences	Math and Physical Sciences	Chemistry	Health	Cross- Disciplina ry	STEM
K-12 (n=39)	33%	0%	21%	0%	0%	5%	36%
Undergraduate (n=78)	22%	10%	8%	6%	3%	8%	38%
Graduate (n=40)	10%	13%	10%	5%	3%	10%	45%
Postdoctoral (n=20)	0%	10%	15%	10%	0%	15%	45%
Faculty (n=20)	0%	10%	15%	15%	0%	5%	45%

Underrepresented groups served by programs



Underrepresented groups by target constituency

Targeted Underrepresented Group	URM	Women	Low- income	First- generation	All	People with disabilities
K-12 (n=39)	36%	31%	54%	31%	10%	10%
Undergraduate (n=78)	46%	35%	37%	32%	15%	15%
Graduate (n=40)	30%	40%	13%	8%	28%	15%
Postdoctoral (n=20)	20%	40%	10%	5%	25%	15%
Faculty (n=20)	25%	45%	10%	5%	30%	25%

What services are programs providing?

- Curriculum/Courses
- College Prep/Recruitment
- Research Experiences
- Mentoring
- Professional Development
- Networking
- Outreach
- Support/Community (Student/Identity Groups, Departmental)
- Grants/Fellowships/Financial Support
- Best Practices

What services are programs providing?

K-12



Looking more in-depth: Undergraduate research opportunities



Looking more in-depth: Undergraduate research opportunities



Looking more in-depth: Graduate networking opportunities



Looking more in-depth: Graduate networking opportunities



Looking more in-depth: Opportunities for growth

- Bridging K-12 programs with undergraduate recruitment
- Connecting undergraduate research to graduate recruitment
- More programs that directly support postdocs and faculty
- Acknowledging low-income and first-generation communities at graduate, postdoc, and faculty levels
- Determining the value of discipline specific programs versus STEM programs
- Extend efforts to include more diverse groups that are underrepresented in STEM & acknowledging intersectional identities at all levels



Funding sources for programs



Funding needs identified



Partnership matrix



Blue dots indicate programs surveyed, n=118

Red dots include additional Berkeley partners not surveyed, n=92

Partnership needs identified



Assessment conducted on programs



Assessment needs identified



Additional needs identified

Accountability: Not incentivized at campus, faculty, or program level Policy: Bureaucracy, budget cuts, and internal politics hurt progress

Resources: Lack of administrative support, time, tools, buy-in, etc. Rewards: Few systems to reward individuals or programs for their work

