

ADDRESSING SYSTEMIC RACISM IN THE SCIENCES

Mobilizing all Americans for the Scientific Enterprise – and the
Scientific Enterprise for all Americans

AAAS advocacy and programs to increase diversity, equity, and
inclusion in science and engineering

AAAS DRAFT PLAN 2

September 2020

Preface – The second of three draft plans

- AAAS is committed to taking concrete actions to address systemic racism
- These actions are organized into three draft plans
 - 1) HOLDING UP A MIRROR TO ENSURE ACCOUNTABILITY: Demographic representation in AAAS functions that enable success and advancement in science and engineering
 - 2) MOBILIZING ALL AMERICANS FOR SCIENTIFIC ENTERPRISE—AND THE SCIENTIFIC ENTERPRISE FOR ALL AMERICANS: AAAS advocacy and programs to increase diversity, equity, and inclusion in science and engineering
 - 3) AAAS actions to ensure diversity, equity, and inclusion within the AAAS
- Draft plan 3 will be released in the Fall of 2020
 - We invite and strongly encourage comments and suggestions to suggestionsforaaas@aaas.org.

Introduction

- Science, engineering, and medicine are not immune to the discrimination, subjugation, and silencing of minority colleagues and voices. The reasons for this are deeply ingrained in the systems that govern the conduct of these fields. When we hold up a mirror to the scientific enterprise, it is clear we must be reminded that Black and other unrepresented minority lives - and scientific contributions - matter.
- Almost every generation has arrived at a similar moment of opportunity born of tragedy. Progress will require systemic change that, as of yet, we have been unable to make. To be clear, AAAS is part of that system. We must ensure this moment does not slip away. We can and must be a powerful force for change.
- This second draft plan lays out AAAS advocacy and programs intended to mobilize all Americans for the scientific enterprise by increasing diversity, equity, and inclusion in science and engineering

AAAS Advocacy Priorities in DEI

- As one of the nation's most prominent voices for the scientific enterprise, when AAAS speaks, leaders and policymakers listen. We will use that voice to advocate for the following concrete policies to enable the United States to draw upon the scientific talent of all Americans for the benefit of all Americans.
- We must make careers in science and engineering accessible without the privilege of a family safety net. This requires systemic change.
 - Increased salaries for graduate students and post-doctoral researchers
 - Parental leave and other stable employee-like benefits
 - Automatic grant extensions for family leave
 - Programs for loan forgiveness to persons who enter employment in service to society
- Recommitting to government and industry-funded science programs for minority students
 - Funding for these programs has been flat or falling for a decade
- Cluster acceptance into academic programs and cluster hiring into the workplace
 - Critical mass is critical to retention
- Training for mentors
 - Mentors and sponsors will not all look like mentees, but they should understand the challenges faced by minorities and women

Fully Develop *SEA Change* at AAAS

- AAAS *SEA (Stem Equity Achievement) Change* is a comprehensive initiative that implements a proven self-assessment process to effect sustainable change with regard to diversity, equity, and inclusion in STEM
- The AAAS *SEA Change* program supports institutional transformation in support of diversity, equity, and inclusion, especially in colleges and universities
- Answers the question: *How do we untie ourselves from the practices of the past that made inequities possible, indeed, almost inevitable, and are allowing them to persist?*
- AAAS will enable implementation of *SEA Change* in support of diversity, equity, and inclusion at other scientific societies
- AAAS is committed to [the SEA Change principles](#) and working through a process of continuous learning and improvement
- Learn more about [AAAS SEA Change](#)

Programs

Processes

Populations Served

AAAS Programs Supporting Inclusion in the Sciences + Engineering

	<p>STEM Equity Achievement (SEA) Change Transforming academic institutions to achieve diversity and inclusion. A revolutionary force for positive, sustainable change in higher education at all levels in the United States</p>	<p>Institutional Change  Resource Generation & Allocation </p>	<p>Programmatic Support  Awareness Building </p>	<p>Primary Audience(s): Underserved populations (women, Blacks, Native Americans, Hispanics) Secondary Audience(s): Academic and Research Institutions</p>
	<p>AAAS Family Science Days Providing free public science events that offer hands-on child-friendly activities. The program exemplifies diversity in science through example.</p>	<p>Awareness Building  Institutional Change </p>	<p>Primary Audience(s): K-12 Students Secondary Audience(s): community organizations, K-12 schools, youth programs,</p>	
	<p>Advancing Research & Innovation in the STEM Education of Preservice Teachers in High-Need Schools (ARISE) Supports research & innovation in STEM preservice teacher education and leadership development.</p>	<p>Programmatic Support  Awareness Building </p>	<p>Primary Audience(s): Undergraduate students, STEM community Secondary Audience(s): Academic and Research Institutions</p>	
	<p>Research Competitiveness Program (RCP) Supporting STEM institutions through assessment, peer review, and training/ innovation programs</p>	<p>Institutional Change  Resource Generation & Allocation </p>	<p>Programmatic Support  Awareness Building </p>	<p>Primary Audience(s): federal agencies, universities, STEM organizations, researchers, undergraduate students, graduate students</p>
	<p>EntryPoint! Providing internship opportunities for undergraduate/graduate students with disabilities</p>	<p>Resource Generation & Allocation  Awareness Building </p>	<p>Primary Audience(s): graduate and undergraduate students with disabilities Secondary Audience(s): government agencies, private sector companies and university research programs</p>	
	<p>Dialogue on Science, Ethics, and Religion (DoSER) program Facilitates dialogue between scientific and religious communities</p>	<p>Institutional Change  Awareness Building </p>	<p>Resource Generation & Allocation </p>	<p>Primary Audience(s): scientists, religious communities, journalists</p>
	<p>Mass Media Fellowship & Diverse Voices Internship Providing STEM students & postdoctoral researchers an opportunity to report on science news for major outlets.</p>	<p>Awareness Building  Institutional Change </p>	<p>Primary Audience(s): undergraduate and graduate scientists Secondary Audience(s): universities, media outlets</p>	
	<p>L'OREAL USA for Women in Science Provides five annual grants of \$60,000 to female post-doctoral researchers engaged in basic research</p>	<p>Resource Generation & Allocation  Programmatic Support </p>	<p>Primary Audience(s): female postdocs in STEM</p>	
	<p>AAAS/Subaru SB&F Prize for Excellence in Science Books Supplying books & educational resources to hundreds of K-12 schools nation-wide</p>	<p>Programmatic Support  Awareness Building </p>	<p>Primary Audience(s): K-12 students Secondary Audience(s): K-12 schools, libraries</p>	
	<p>AAAS IF/THEN Ambassadors Furthering women in STEM by supporting and empowering current innovators to inspire the nextgen STEM pioneers</p>	<p>Programmatic Support  Awareness Building </p>	<p>Resource Generation & Allocation </p>	<p>Primary Audience(s): women in STEM, middle school girls Secondary Audience(s): media outlets, youth organizations</p>
	<p>Science in the Classroom Help educators, undergraduates, and advanced high school students understand scientific literature by using annotations and providing accompanying teaching materials.</p>	<p>Resource Generation & Allocation  Programmatic Support </p>	<p>Primary Audience(s): high school students, undergrads, teachers</p>	
	<p>Leshner Leadership Institute Provides scientists with intensive public engagement & institutional change training and a financial award.</p>	<p>Institutional Change  Awareness Building </p>	<p>Resource Generation & Allocation </p>	<p>Primary Audience(s): mid career researchers Secondary Audience(s): universities, research institutions, federal agencies, private sector companies</p>