

SEAS Diversity, Inclusion and Belonging Report 2021-2022

This report highlights, for the academic year of 2021-2022, the programmatic efforts that foster our goals for diversity, inclusion and belonging.

SEAS DIB Office Transitions

In December 2021, Alexis Stokes, SEAS Assistant Dean for Diversity, Inclusion, and Belonging, left SEAS after four plus years of service to assume the new position of Associate Chief Diversity and Inclusion Officer of Harvard University. In January 2022, when Veronica Dea Santana also transitioned to a new position at Harvard, Christina Patel assumed the role of Interim Assistant Director of Diversity, Inclusion and Belonging, in addition to her current position of Manager for Advising Programs in the Office of Academic Programs. By May 2022, Paula Booke was hired as the SEAS Assistant Dean for Diversity, Inclusion, and Belonging.

SEAS DIB Recruitment

- SEAS staff attended and recruited during the following conferences which took place on virtual platforms, in hybrid formats, and in a few cases, in person:



- Sept. 14-18, 2021: Association for Computing Machinery (ACM) Richard Tapia Celebration of Diversity in Computing Conference (Virtual)
- Sept. 22, 2021: C2QA Quantum Career Fair (Virtual)
- Sept. 23-25, 2021: American Indian Science & Engineering Society (AISES) Conference (In-Person)
- Sept. 27-Oct 1, 2021: Grace Hopper Celebration of Women in Computing Conference (Virtual)
- Oct. 15, 2021: American Indian Science and Engineering Society College and Career Fair (Virtual)
- Oct. 21-23, 2021: Society of Women Engineers (Virtual)
- Oct. 25-29, 2021: Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Conference (Virtual)

- Nov. 10-13, 2021: Annual Biomedical Research Conferences for Minority Students (ABRCMS) Conference (Virtual)
- March 23-27, 2022: National Society of Black Engineers (NSBE) National Convention (Hybrid)
 - Members of the Harvard NSBE Chapter also attended the NSBE Conference in-person and were awarded the NSBE Chapter Award for December



- SEAS DIB Hosted several virtual recruitment events to help facilitate connections between SEAS faculty and prospective graduate students:
 - Oct. 5, 2021: Applied Math/Computer Science/Electrical Engineering Prospective PhD Student Networking Event
 - Oct. 26, 2021: How to Write a Statement of Purpose Workshop (Co-hosted with Princeton School of Engineering and Applied Sciences)
 - Oct. 29, 2021: Master's Program Student Panel
 - Nov. 4, 2021: Environmental Science & Engineering/Earth & Planetary Science Event
 - Nov. 5, 2021: Applied Physics/Bioengineering/Materials Science & Mechanical Engineering/Quantum Science & Engineering Event
 - Nov. 8, 2021: Graduate Application Workshop (Co-hosted with the LEAP Alliance Schools)
 - Nov. 9, 2021: Graduate Student Panel on The Why and How of Applying to Graduate School
 - Nov. 17, 2021: Application Review Appointments

- SEAS is a partner institution on these collaborative inclusion efforts:

- **Diversifying LEAdership in the Professoriate (LEAP) Alliance:** An NSF-funded Broadening Participation in Computing Alliance focused on diversifying future leadership in the computing professoriate at research universities as a way to increase diversity across the field of computing. Partner Institutions: Cornell, Carnegie Mellon, Georgia Tech, Harvard, MIT, Princeton, Stanford University, UC Berkeley, University of Illinois at Urbana Champaign, University of Texas and University of Washington
- **Ivy Collective for Inclusion in Engineering:** A community-building and professional development series for graduate students who have been historically underrepresented and racially minoritized in STEM. Partner Institutions: Brown, Columbia, Cornell, Dartmouth, Harvard, Penn, Princeton, and Yale.

SEAS DIB Committee

The SEAS DIB Committee consisted of 25 members: 5 faculty members, 3 postdocs, 12 staff members, 2 graduate students and 3 undergraduate students. The committee was led by Alexis Stokes (and later Christina Patel), along with Co-Vice Chairs Steve Wofsy and Diane Schneeberger. The full committee met once each semester, with most work focused on the efforts of 3 working groups:

- SEAS Staff Hiring and Retention Working Group: This group focused on the hiring and retention of staff at SEAS working closely with SEAS' HR department.
- SEAS Post-Bacc Working Group: This group focused on support for the first cohort of post-baccalaureate students and also executed the application process and offers for the next cohort.
- SEAS DIB Climate Survey Working Group: SEAS administered the first School-wide climate survey in 2018, which formed the basis of a [strategic set of goals](#) for diversity, inclusion and belonging at SEAS. In 2022, this committee focused on revising and readministering the survey.

Climate Survey

The survey was launched to the SEAS Community on March 11th and closed on March 31st. An individualized link to a Qualtrics survey was emailed to each SEAS community member during this time. We achieved an increase in the overall response rate compared to 2018 (from 21% to 24%), including significant improvements in the response rates among faculty, staff, and postdocs and researchers. The results will be analyzed and published in a findings report by Fall 2022.

New DIB Programs

- **Post-baccalaureate Program:** SEAS launched its first cohort of three post-baccalaureate students for the Fall 2021-22 academic year, in partnership with the Harvard Graduate School of Arts and Sciences (GSAS) Research Scholar Initiative. SEAS also recruited a new cohort of post-bacc students for the Fall 2022-23 academic

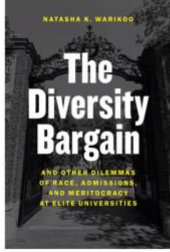
year under the direction and leadership of Kathryn Hollar, Director of Community Engagement and Diversity Outreach. The program aims to provide a bridge to graduate education in STEM for students interested in gaining additional skills and enhancing their preparation for graduate education in engineering and applied sciences. Participants in the two-year post-baccalaureate training program engage in extensive research experience, have access to academic courses, and attend professional development opportunities.

- **DIB Fellows:** SEAS launched the SEAS DIB Student Fellows Program composed of SEAS undergraduate and graduate students to advance the SEAS DIB Strategic Plan and other areas identified as needing support. The team (pictured from left to right) was comprised of:
 - Winston Michalak, SB Electrical and Electronics Engineering
 - Amari Griffin, MS/MBA student
 - Mia Polansky, EE PhD student
 - Isaac Robinson, AB Mathematics and Computer Science
 - Shi Le Wong, AB Applied Mathematics

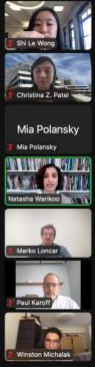


SEAS Programming

- **SEAS DIB Community Read:** Every year, a book focusing on an aspect of diversity is selected and the chapters are discussed over a few sessions. In the 2021-2022 academic year, *The Diversity Bargain: And Other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities* by Natasha Warikoo, was chosen and Professor Warikoo was an invited speaker to conclude the Community Read sessions on the April 13th event moderated by Marco Loncar, Tiansai Lin Professor of Electrical Engineering.



Question:
How do elites make sense of their accomplishments in a highly unequal society?



- **The Intersections of STEM and Social Justice Series** explores the relationship between STEM and systemic oppression. SEAS invited renowned scholars to demonstrate how STEM can be applied to address social injustices, discuss how STEM has historically been used to sustain inequality, and provided research-based best practices for improving STEM education for students of marginalized identities.
 - Nov. 19, 2021: Virtual Session: Ravi Shroff, NYU, a large-scale analysis of racial disparities in police stops across the United States.
 - March 10, 2022: Virtual Session: Taniya Mishra, founder and CEO of SureStart, on how we can change the face of the AI workforce and build better, more ethical AI. The talk was moderated by Mike Smith, John H. Finley, Jr. Professor of Engineering and Applied Sciences.



- **I'll Make Me a World: Voices for Diversity in STEM:** A speaker series devoted to promoting diversity, inclusion, and belonging in Science, Technology, Engineering, Math (STEM), and related fields by inviting remarkable scholars and leaders from relevant disciplines to come and share their experiences with diversity and inclusion in STEM.
 - April 8, 2022 Virtual Session: Gerald Torres, professor of environmental justice and law at Yale University, on how his work impacts minorities and fosters greater inclusion. The talk was moderated by Marianna Linz, Assistant Professor of Environmental Science and Engineering and of Earth and Planetary Science.
- **Building Relationships, Increasing Diversity, and Growing Engineers (BRIDGE) Week:** BRIDGE Week is an annual event to recognize the importance of diversity in STEM, discuss current challenges, and learn how to foster a safe and welcoming STEM environment for all backgrounds and identities. The BRIDGE Banquet is the cornerstone

event of the week. Student leaders select a SEAS alum who has made an impact on society and paved the way for future generations of engineers.

- April 4, 2022: Alumni Panel (hybrid) with SEAS alumni in different industries on the realities of DIB in the workplace, providing tips on how to navigate industry as a URM or how to be an ally
- April 5, 2022: DIB @ SEAS Workshop (in-person) on the channels available to improve DIB at SEAS, featuring DIB Committee members and Fellows
- April 6, 2022: BRIDGE Banquet (in-person) with keynote speaker: Professor Raquel Hill, Professor and Chair of Computer and Information Sciences, Spelman College
- April 7, 2022: Women in CS Panel (hybrid) organized by Women in CS (WiCS) with WiCS seniors and alumni who discussed the amazing work they have done with WiCS while at SEAS, and how they went on to become founders and product directors at tech companies

