

---

## **STEMM Equity Achievement Change (SEA Change) at UCR**

UC Riverside is participating with [all the other UC campuses](#) in the [American Association for the Advancement of Science \(AAAS\) SEA Change initiative](#) sponsored by UC President Michael Drake to effect sustainable change addressing diversity, equity, and inclusion. These efforts will be spearheaded by the UCR Office of Diversity, Equity, and Inclusion and will focus on eliminating systemic barriers to participation in science, technology, engineering, mathematics, and medicine, collectively known as the STEMM fields, and fosters engagement with communities underrepresented in — and historically excluded from — those fields.

The SEA Change process encompasses a series of crucial stages that entail a comprehensive self-assessment, contextual analysis, stakeholder engagement, action planning, implementation, evaluation, and iteration. The initiative assessment, a pivotal component of this process, offers a comprehensive appraisal of key areas that impact the academic community's well-being and performance. These areas include the institutional context and composition, key transition points, career and professional development, flexibility and career breaks, institutional policies for diversity, equity, and inclusion, diversity in leadership, as well as institutional climate and culture.

### **The SEA Change committee that is working in the assessment is comprised by**

Estela Ana Gavosto, *Associate Vice Chancellor for DEI (Chair)*  
Kiersten Boyce, *Associate Vice Chancellor and Chief Compliance Officer*  
Philip Brisk, *Vice Provost of Administrative Resolution and Professor of Computer Engineering*  
Beth Claassen Thrush, *Director of Strategic Initiatives and Special Projects*  
Richard Edwards, *Executive Director for the Center for Teaching & Learning*  
Scott Heil, *Assistant Vice Chancellor, Institutional Research*  
Dan Jeske, *Vice Provost of Academic Personnel and Professor of Statistics*  
Mariam Lam, *Vice Chancellor for DEI and Chief Diversity Officer*  
Manuela Martins-Greens, *Professor of Cell Biology & Neuroscience*  
Katina Napper, *Assistant Vice Provost for Academic Personnel*  
Alex Najera, *Associate Vice Chancellor & Chief Human Resources Officer*  
Savannah Ramirez, *Policy and Data Analyst, DEI*  
Olga Snopok, *Affirmative Action Specialist and Clery Coordinator, Office of Title IX, Equal Opportunity and Affirmative Action*  
Andrew Subica, *Associate Professor, Social Medicine, Population, and Public Health*  
Sara Umali, *Director of Academic Personnel Data and Technology*  
Elaine Wong, *Associate Professor of Management*

---

By carefully analyzing and intentionally addressing these vital components, our objective is to foster a more supportive, inclusive, and productive community that serves the best interests of all individuals and groups involved.

If you have any questions or are interested in getting directly involved with the initiative, contact Savannah Ramirez, [savannah.ramirez@ucr.edu](mailto:savannah.ramirez@ucr.edu).