**Departmental BPC Plan**
**Halicioğlu Data Science Institute**
**University of California, San Diego**

**Effective dates of plan**: 05/08/2023- 05/08/2025
**Contact:** Saura Naderi - snaderi@ucsd.edu - BPC Academic Coordinator

### 1. Context

UC San Diego is an R1 research institution with approximately 30,000 undergraduate and 7,000 graduate students. It is home to the Halicioğlu Data Science Institute (HDSI), founded in Spring 2018, an academic unit offering undergraduate and graduate programs in Data Science, with our graduate programs having started in Fall 2022.

The HDSI community is intellectually diverse, with many faculty holding joint appointments across multiple disciplines including physical sciences, philosophy, social sciences, humanities, engineering, and management. Community members also represent a diversity of backgrounds, demographics, and cultural experiences. At its founding, inclusivity and diversity were explicitly listed as one of its strategic planning goals: "*cultivating a diverse and inclusive university community that encourages respectful open dialogue, and challenges itself to take bold actions that will ensure learning is accessible and affordable for all. The three core tenets pursuant to this goal are: Access and Success, Climate, and Accountability.*" To support this commitment, all newly hired faculty are provided with startup funds of $30,000 to be used for activities that promote diversity and inclusion.

In this document, URG refers to people who identify as African American, Black, Hispanic, Latinx, Native American, Native Alaskan, Native Hawaiian, and/or Pacific Islander.

| 2022 | # Students | %Women | %URG |
|---|---|---|---|
| Data Science Undergraduate Degree Recipients | 155 | 29.7% | 8.4% |
| UCSD Undergraduate Degree Recipients | 8,438 | 51.2% | 22.1% |
| Data Science PhD Enrollment | 16 | * | * |
| UCSD PhD Enrollment | 3,530 | 42% | 14.8% |

* to protect privacy, percentages representing less than 5 students have been omitted

As seen in the table above, HDSI graduates a smaller percentage of undergraduate women and students from URG than the campus as a whole. Also, HDSI enrolls a smaller percentage of women in the PhD program than the campus as a whole but is comparable to computational programs on campus. Because the PhD program is new, we don't have graduation data to report. Furthermore, climate data collected in the 2021-2022 academic year suggested that women and students from URG feel less comfortable about the "climate in diversity and inclusiveness in their major" than their male and non-URG peers. Students from URG are less likely to "ask for academic help from an instructor or tutor" than their non-URG peers.

### 2. Goals:

**Goal 1**: **Improve Accountability:** Produce an annual report on demographic and climate data that will be shared with the EDI department of UC San Diego, HDSI DEI Committee and Faculty Council.

**Goal 2: External Community Programs:** Maintain and/or extend relationships with schools where the majority of students are from racial or ethnic groups that are underrepresented in computing by continuing to offer at least 1 outreach activity at each site annually and extending to at least 2 additional schools by 2025.

**Goal 3: Internal Community Building:** Improve women's and students from URG's experience of a diverse and inclusive culture until there is no longer a significant difference in experience based on gender or race or ethnic groups.

**Goal 4: Recruitment and Retention:** At least 60% of faculty participate annually in outreach activities and retention programs that focus on women and students from URGs.

**3. Activities and Measurement: Saura Naderi is the point of contact for all activities.**

**Activity 1:(G1)** Collect and analyze demographic information for the entire pipeline for students [application, enrollment through graduation and beyond], faculty [recruiting, interview, hiring, promotion], and staff [recruiting, interview, hiring, promotion]. **Metrics:** # of data threads collected.

**Activity 2:(G1)** Work with the undergraduate and graduate committee to augment their current survey with climate information and demographics, to be administered to each class. **Metrics:** # of classes participating, # student participants, outcome of survey disaggregated by gender and race to determine if there are differences.

**Activity 3:(G2, G4)** Partner with existing outreach programs at UCSD that serve students from URGs to integrate data science learning activities. **Metrics:** # of activities offered, # of schools participating that have a majority of students from URGs, # of outreach programs that faculty have participated in.

**Activity 4:(G2, G4)** Work with Lab 3.0, an HDSI K-14 outreach program to broaden participation in computing, to contribute content, review current activities, and/or administer activities. **Metrics:** # of activities contributed, reviewed, and/or offered, # of schools participating that have a majority of students from URGs, survey of participants.

**Activity 5:(G3, G4)** Participate in the DEI Committee and work on setting and enacting department guidelines, mechanisms and practices that support an inclusive environment for the Institute. The HDSI DEI committee will host departmental events for improving climate and awareness for DEI. **Metrics:** Guidelines and practices enacted, # of activities sponsored, # and demographics of student participants.

**Activity 6:(G3, G4)** Support student organizations that serve students from URG, like Diversity in Data Science, by mentoring projects, mentoring members, attending meetings, and/or providing feedback on their outreach activities to K-12 communities. **Metrics:** # of activities offered, # and demographics of student participants, # of faculty who participate.

**Activity 7: (G3, G4)** Participate in major BPC-focused conferences, including Tapia, Grace Hopper, oSTEM, and/or SACNAS, by either attending, providing DEI funds to support a student to attend, and/or sponsoring a table. **Metrics:** #conferences attended, # of student and faculty participants.

**Activity 8: (G4)** Create a DEI Data Science course that satisfies the campus-wide DEI class requirement to graduate. **Metrics:** # of faculty participating in creating and/or teaching this class, # of students taking the class.