Departmental BPC Plan
Electrical Engineering & Computer Sciences
University of California, Berkeley

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Effective dates of Plan: 08/21/2024 - 08/21/2026
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1. Context

The Department of Electrical Engineering & Computer Sciences (EECS) is the largest academic department at UC Berkeley. In Fall 2023, we had: **1,720** EECS undergraduate majors, **2,022** CS undergraduate majors, **741** graduate students (inclusive of Ph.D. and masters students), and over **100** faculty members. Berkeley EECS recognizes that a diverse student body is vital to producing future leaders, creating innovative technologies, and serving society. The population demographics of the Bay Area–the region to which UC Berkeley belongs–are largely diverse, however, our student population does not fully reflect this diversity. Although our women and URG student populations have seen growth in recent years, attracting and retaining these populations at both the undergraduate and graduate levels remain a challenge; women and URG enrollment continue to lag campus-level representation, as shown in the table below. Furthermore, quantitative and qualitative data show differences in the perception of belonging in EECS.

Enrollment Demographics Fall 2023	EECS Total UG (#)	CS Total UG (#)	UC Berkeley Total UG (#)	EECS Total Grad	UC Berkeley Total Grad
Women	23%	27%	55%	23%	48%
Underrepresented Groups (URG)*	14%	5%	25%	6%	29%
Pell Grant Recipient	18%	15%	27%	N/A	N/A

*URG refers to African American, Chicano/Latino, Native American/Alaska Native, and Pacific Islander. International students are not included in the URG data.

2. Goals, Activities, and Measurement

G1: **Each year, faculty will engage with at least one outreach activity targeted towards women and URG populations.**
A1a: Faculty will engage in outreach to K-12: Girls in Engineering, student organization outreach with local communities, and CS education week (Tiffany Grimsley).
A1b: Faculty will engage in undergraduate outreach: CS Scholars, CS Kickstart, TTE REU (Audrey Sillers).
A1c: Faculty will engage in graduate outreach: SUPERB REU, BAIR-HBCU REU, LEAP Alliance, EAAA, and DARE (Audrey Sillers).

Measurement: We will measure faculty participation and number of students reached, and will collect feedback on student engagement, and sense of belonging in computing fields, i.e. the willingness to pursue careers in computer science, including graduate education.

G2: **Increase the sense of belonging among women and URG populations until demographic differences in belonging are eliminated.**

A2a: Faculty will support student engagement in conferences, including sponsoring, mentoring, and accompanying student attendees at conferences such as Tapia, SHPE, NSBE, and GHC (Audrey Sillers).
A2b: Faculty will increase collaboration and share best practices with computing organizations aimed at broadening participation; GEM, NCWIT, CMD-IT, LEAP Alliance, Hopper-Dean Foundation Collaborative (Audrey Sillers/Armando Fox).
A2c: Faculty will facilitate community-based gatherings for affinity groups: LEAP Alliance lunches, student/faculty lunches, and gatherings with departmental leadership and student leaders (Audrey Sillers/Claire Tomlin).
A2d: Faculty will support affinity group student organizations by serving as faculty advisors, and providing feedback to the annual student survey (Susanne Kauer).
A2e: Faculty will provide high-impact research experiences for students from URG and women (Claire Tomlin).

Measurement: We will collect feedback from students through focus groups and annual surveys, and track resources dedicated to conference sponsorship and attendance at national conferences aimed at increasing diversity in computing and engineering, and track student participation in opportunities provided by partnerships and collaborations with peers and computing organizations.

G3: **Each year, faculty will participate in at least one of the below activities to attract more faculty applicants who are women or from URG populations**

A3a: Faculty will host/participate in Rising Stars in EECS: An annual conference for female-identifying senior-level doctoral students and postdocs interested in careers in academia (Claire Tomlin).
A3b: Faculty will host/participate in NextProf Nexus: An annual conference for senior-level doctoral students and postdocs from underrepresented groups who are interested in careers in academia (Tsu-Jae King Liu).
A3c: Faculty will attend Tapia, SHPE, NSBE, and GHC to recruit prospective applicants for faculty positions in EECS (Audrey Sillers).
A3d**:** Faculty will stay up to date on best practices by engaging in faculty equity officer training and support, identifying potential candidates in target areas before application deadlines, working to ensure that hiring committees keep inclusive values in focus throughout the recruiting process, and fostering equal access to employment opportunities for all prospective faculty members (Claire Tomlin).

Measurement: Faculty participation levels and prospective faculty applications from diverse backgrounds. Faculty participation in LEAP Alliance activities, such as the LEAP Mentoring Program, and attendance at conferences such as Tapia, SHPE, NSBE, and GHC.