

**INCLUSION ACROSS THE NATION OF COMMUNITIES
OF LEARNERS OF UNDERREPRESENTED
DISCOVERERS IN ENGINEERING AND SCIENCE
(NSF INCLUDES)**

**\$14,880,000
+\$910,000 / 6.5%**

Overview

National Science Foundation Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (NSF INCLUDES) is one of the agency's 10 Big Ideas. It aims to develop a talented, innovative, and capable science and engineering workforce that reflects the diversity of our society. If the United States is to remain the world leader with respect to innovations and discoveries in science, technology, engineering, and mathematics (STEM), it must identify and develop talent from all sectors of our society to become tomorrow's STEM professionals. Indeed, providing opportunities and support for members of all communities and sectors across the Nation is both necessary for the Nation's economic welfare and necessary as part of NSF's commitment to equity.

NSF INCLUDES began in FY 2015 and is expected to run until FY 2025.

The NSF INCLUDES program rests on principles of social innovation and the role of networks and organizational partnerships in enabling sustainable and scalable changes in systems and is based on the approach of collective impact.¹³ Some key tenets in the design of NSF INCLUDES include the following:

- Strategies that rely on alliances and networks that include community-based organizations, local education policy makers, foundations, not-for-profit organizations, and industry (not all of which have STEM as their primary focus); measurable outcomes; a commitment to making change at scale;
- Ongoing implementation research and evaluation to inform mid-course adjustments;
- On-ramps designed to involve other networks, alliances, and science and engineering organizations; and
- A national network supported by a backbone organization.

Goals

The long-term strategy of NSF INCLUDES is to fund new research, models, and partnerships that lead to measurable progress at the national level and to scale effective approaches to diversity and inclusion in STEM. This will be achieved, in part, by increasing coherence and leveraging synergies across the NSF portfolio. The multi-year goals and abbreviated objectives are:

- Goal 1: Synthesize and build the research base for broadening participation in STEM and foster the spread and adaptation of proven effective practices.
- Goal 2: Support the identification and development of a set of shared goals and objectives developed by stakeholders, including those from specific STEM disciplines.
- Goal 3: Support local/regional, discipline-specific, and crosscutting multi-stakeholder partnerships and networks (INCLUDES Alliances) as well as an NSF INCLUDES National Network.¹⁴

FY 2018 Investments

Funding levels in FY 2018 are expected to increase 6.1 percent over the FY 2016 Actuals to fund the NSF INCLUDES Alliances and support the development and expansion of the INCLUDES National Network and the continuation of on-ramping activities.

- Design and Development Launch Pilots and Alliances will include innovative broadening participation

¹³ Kania, J., & Kramer, M. (Winter 2011). *Collective impact*. Stanford Social Innovation Review. (See http://ssir.org/articles/entry/collective_impact)

¹⁴ See Footnote #1. Kania and Kramer note that collective impact "requires a systematic approach to social impact that focuses on relationships between organizations and the progress toward shared objectives," p. 5.

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research components. Existing broadening participation programs will also highlight opportunities to support broadening participation research.

- Dear Colleague Letters and innovative tracks in broadening participation programs will be used to continue to build on-ramps between the current portfolio and NSF INCLUDES, in addition to supporting broadening participation research. NSF INCLUDES Alliances and Backbone Organizations will also be funded in FY 2018.
- Virtual and face-to-face meetings with principal investigators will build community across Design and Development Launch Pilots and Backbone Organizations funded in FY 2016 and FY 2017 and the newly funded Alliances, creating the foundation for the NSF INCLUDES National Network.
- External evaluation experts and NSF staff will develop and refine the theory of action/logic framework for each of the major investment goals of NSF INCLUDES, including common measures and indicators, which will be used to create annual metrics and ambitious short- and long-term targets.

NSF Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science Funding by Directorate

(Dollars in Millions)

Dir/Office	FY 2016 Actual	FY 2017 (TBD)	FY 2018 Request
BIO	\$1.40	-	\$1.40
CISE	1.72	-	1.78
ENG	1.41	-	1.40
GEO	2.56	-	2.20
MPS	2.14	-	2.60
SBE	0.55	-	0.50
OIA	1.90	-	2.00
EHR	2.28	-	3.00
Total, NSF INCLUDES	\$13.97	-	\$14.88