

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

**NSF INCLUDES Funding**  
(Dollars in Millions)

	FY 2019 Actual	FY 2020 (TBD)	FY 2021 Request
EHR	\$20.01	-	\$18.92
ENG	0.20	-	-
<b>Total</b>	<b>\$20.20</b>	<b>-</b>	<b>\$18.92</b>

**Overview**

The NSF INCLUDES Big Idea aims to develop a talented, innovative, and capable STEM workforce that reflects the diversity of the Nation. For the United States to remain the world leader in STEM innovation and discovery, it must identify and develop talent from all sectors to become tomorrow’s STEM professionals. Providing opportunities and support for members of all communities and sectors across the Nation reflects NSF’s commitment to broadening participation and is vital for the Nation’s economic welfare, which aligns with the Administration’s priority crosscutting action to build and leverage a diverse, highly skilled American workforce.

NSF INCLUDES is NSF’s response to the Committee on Equal Opportunities in Science and Engineering’s (CEOSE) 2011-2012 Biennial Report to Congress.<sup>1</sup> CEOSE recommended that NSF develop “a bold new initiative focused on broadening participation of underrepresented groups in STEM, similar in concept and scale to NSF’s centers.” As part of NSF’s continuing response to CEOSE’s recommendation, NSF is investing in developing and sustaining the NSF INCLUDES National Network, a multifaceted collaboration of agencies, organizations, and individuals working collectively to scale innovations in pursuit of broadening participation in STEM. The NSF INCLUDES National Network is comprised of NSF INCLUDES Design and Development Launch Pilots,<sup>2</sup> NSF INCLUDES Alliances,<sup>3</sup> and an NSF INCLUDES Coordination Hub.<sup>4</sup> NSF INCLUDES Alliances will serve as test beds for designing, implementing, studying, and refining change models that are based on collective impact-style approaches.<sup>5</sup> Thus, the NSF INCLUDES investment will provide valuable research and evaluation knowledge that will strengthen this initiative and contribute to NSF’s understanding of strategies for addressing the Nation’s most challenging diversity and inclusion issues. Opportunities to join the NSF INCLUDES National Network have been extended through dear colleague letters and language in multiple program solicitations. Other organizations with an interest in broadening participation in STEM are invited to join and support the goals of the NSF INCLUDES National Network via the Coordination Hub website.<sup>6</sup> The NSF

<sup>1</sup> [www.nsf.gov/od/oia/activities/ceose/reports/Full\\_2011-2012\\_CEOSE\\_Report\\_to\\_Congress\\_Final\\_03-04-2014.pdf](http://www.nsf.gov/od/oia/activities/ceose/reports/Full_2011-2012_CEOSE_Report_to_Congress_Final_03-04-2014.pdf)

<sup>2</sup> NSF INCLUDES Design and Development Launch Pilots—pilot to address broadening participation planning activities and laying the foundations for potential partners to share common goals and purposes

<sup>3</sup> NSF INCLUDES Alliances: collaborators or partners working to scale best practices in broadening participation

<sup>4</sup> NSF INCLUDES Coordination Hub: collaboration of multiple institutions facilitating activities needed to build and maintain the network

<sup>5</sup> Kania, J., & Kramer, M. (Winter 2011). Collective impact. Stanford Social Innovation Review. Retrieved from: [http://ssir.org/articles/entry/collective\\_impact](http://ssir.org/articles/entry/collective_impact). 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.

<sup>6</sup> [www.includenetwork.org/home](http://www.includenetwork.org/home)

## NSF INCLUDES

INCLUDES National Network has expanded through the addition of federal agencies that pledged to join following the 2018 release of *Charting a Course for Success: America's Strategy for STEM Education*.<sup>7</sup>

### Goals

NSF INCLUDES investments target the following three strategies:

1. *Broadening Participation (BP) in STEM Research*: Synthesize and build the research base for broadening participation in STEM and foster the spread and adaptation of proven effective practices.
2. *Shared Goals and Objectives*: Support stakeholders as they identify shared goals and objectives, including those from specific STEM disciplines.
3. *NSF INCLUDES National Network*: Support local and regional, discipline-specific, and crosscutting, multi-stakeholder partnerships and networks as part of the NSF INCLUDES National Network.

### FY 2021 Investments

In FY 2021, NSF plans to invest \$18.92 million in NSF INCLUDES, all funded within EHR.

#### Goal 1: Broadening Participation in STEM Research

- NSF INCLUDES will continue to fund BP projects and related research through NSF INCLUDES Alliances and NSF's existing BP portfolio,<sup>8</sup> such as pilot projects, planning grants, supplements, and starter networks (e.g., research coordination networks) that serve as on-ramps to NSF INCLUDES Alliances and the NSF INCLUDES National Network. NSF INCLUDES also supports the dissemination and adaptation of proven strategies for expanding the use of innovative BP practices.

#### Goal 2: Shared Goals and Objectives

- NSF will provide ongoing funding to the NSF INCLUDES Coordination Hub to oversee the implementation of a system of measurement, communication, and mutually reinforcing activities across the NSF INCLUDES National Network.
- NSF will support connections of existing NSF BP programs and other NSF-funded projects that support the NSF INCLUDES vision through the NSF INCLUDES National Network.
- NSF will develop a comprehensive evaluation, monitoring, and feedback framework implemented with the NSF INCLUDES Coordination Hub, with indicators and measures for tracking progress towards the achievement of the goals of the NSF INCLUDES National Network and the NSF BP portfolio.

#### Goal 3: NSF INCLUDES National Network

- NSF will fund NSF INCLUDES Alliances, which are five-year, center-scale projects committed to solving a specific set of objectives. FY 2021 funding will also provide ongoing support to the eight NSF INCLUDES Alliances funded in prior years.
- NSF will regularly convene principal investigators of NSF INCLUDES projects (virtually and face-to-face) to discuss BP challenges, proposed strategies, scaling mechanisms, common metrics, and the feasibility of sustaining projects.

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<sup>7</sup> NSTC (2018). *Charting a Course for Success: America's Strategy for STEM Education*. [www.whitehouse.gov/wp-content/uploads/2018/12/STEM-Education-Strategic-Plan-2018.pdf](http://www.whitehouse.gov/wp-content/uploads/2018/12/STEM-Education-Strategic-Plan-2018.pdf)

<sup>8</sup> [www.nsf.gov/od/broadeningparticipation/bp\\_portfolio\\_dynamic.jsp](http://www.nsf.gov/od/broadeningparticipation/bp_portfolio_dynamic.jsp)