National Network Highlights

ACCELERATING COLLABORATIVE, SYSTEMIC CHANGE

to Broaden Participation in STEM

National Science Foundation

WHO WE ARE

NSF's Eddie Bernice Johnson Inclusion Across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (INCLUDES) Initiative is a comprehensive, national effort designed to enhance U.S. leadership in discovery and innovation by focusing on diversity, inclusion, and broadening participation in science, technology, engineering, and mathematics (STEM) at scale.

On August 9, 2022, the *Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act* was signed into law. With this legislation, the NSF INCLUDES name was changed to the **Eddie Bernice Johnson INCLUDES Initiative**. This new name honors the legacy of trailblazer U.S. Congresswoman, Eddie Bernice Johnson (Texas 30th District). Congresswoman Johnson spent five decades in public service, where she advocated for opportunities in science for all Americans. Eddie Bernice Johnson was the first African American and female to chair the House Committee on Space, Science, and Technology. Congresswoman Johnson made numerous contributions to historic legislation, including the CHIPS and Science Act. She retired from Congress in 2022, after representing the 30th Congressional District in Texas for 15 terms and authoring/co-authoring over 300 bills. Chairwoman Johnson worked to build a legacy of science for all and the INCLUDES Initiative works toward a similar goal, by awarding grants and building and strengthening an engaged National Network to build capacity, raise visibility, and expand opportunity to broaden participation in STEM.

Eddie Bernice Johnson
United States Congresswoman

The INCLUDES Initiative has funded over 200 awards since the Initiative began in 2016, including

29	Planning Grants
70	Design and Development Launch Pilot Projects

Over 70	Conferences, EAGERs, Supplements and Co-Funded Awards with Other NSF Programs
17	Alliances
01	Coordination Hub

These projects form the foundation of the INCLUDES National Network.

Each funded project engages numerous, multi-sector partners and stakeholders who collectively work toward INCLUDES Initiative outcomes.
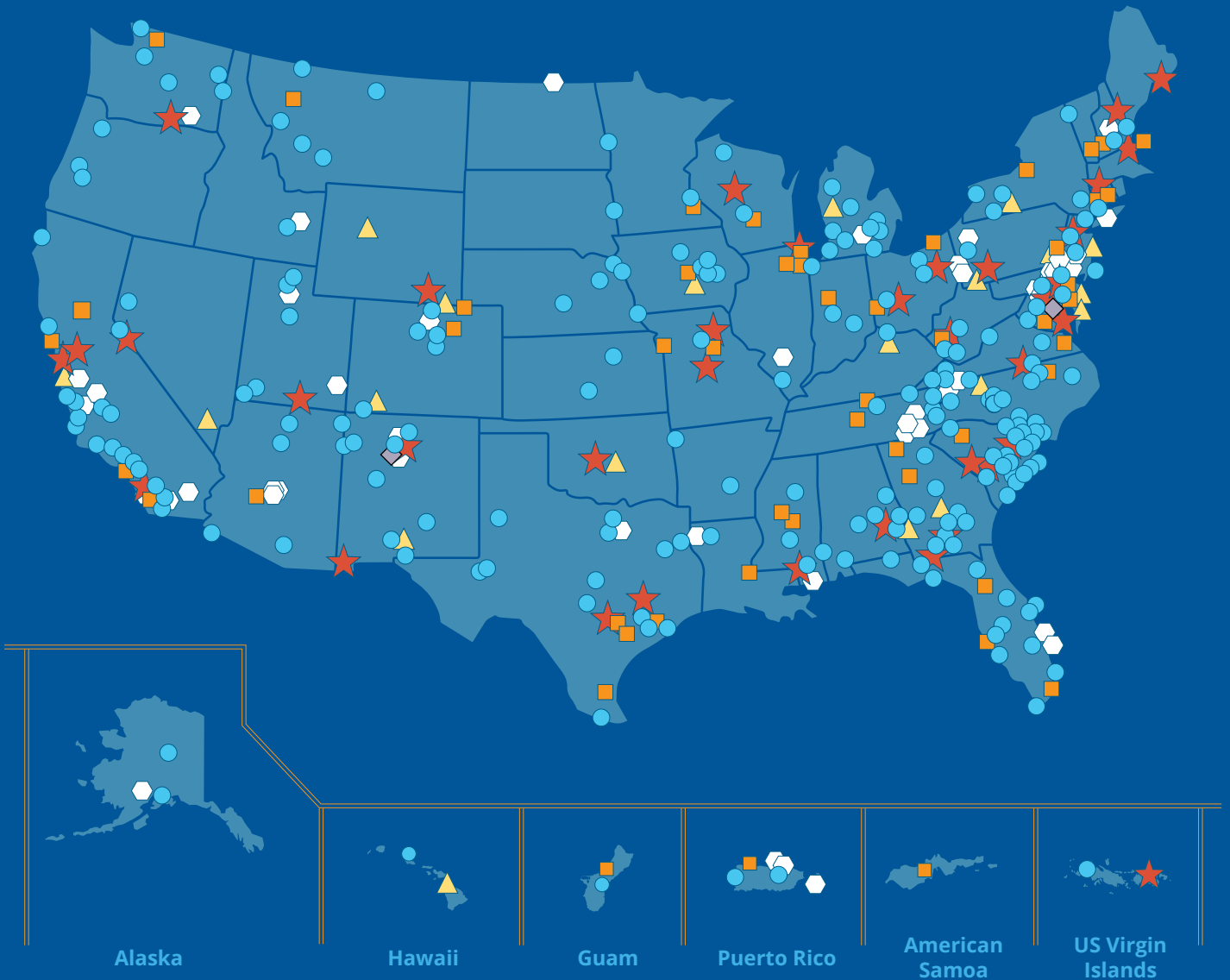
More effective collaboration	More connectivity	More inclusive STEM cultures, policies, and practices

1188 ORGANIZATIONS across the Nation and its jurisdictions collaborate on INCLUDES-funded projects.

502 Higher Ed Institutions	**377** Nonprofit and Community-Based Organization
112 Industrial/Commercial Organization	**89** State / Local / Federal Government
98 K-12 Schools and School Systems	**10** Other

● Higher Ed Institutions

⬛ Industrial/Commercial Organization

★ K-12 Schools and School Systems

⬡ Nonprofit and Community-Based Organization

▲ State / Local / Federal Government

◆ Other

Alaska

Hawaii

Guam

Puerto Rico

American Samoa

US Virgin Islands

TOWARD MORE
EFFECTIVE COLLABORATION

Alliances bring together programs, people, organizations, technologies, and institutions to achieve results at scale, provide new research, and leverage NSF's broadening participation investments. Alliances are collectively engaging over **1100 individuals** and over **440 organizations** in the essential work of addressing broadening participation challenges.

Alliances indicate progress toward building collaborative infrastructure. Scan the QR code or visit the URL below to learn more about the specific indicators in the INCLUDES shared measures framework that demonstrate progress toward operationalizing the five elements of collaborative infrastructure.

https://new.nsf.gov/funding/ opportunities/inclusion-across- nation-communities-learners/ announcements/95872

Logo	Description
ASPIRE THE NATIONAL ALLIANCE FOR INCLUSIVE & DIVERSE STEM FACULTY	Increasing diversity of STEM faculty and inclusive STEM teaching
CAHSI	Increasing Hispanic representation in computing
FIRST2	Advancing rural STEM education and first-generation college student success
IGEN	Increasing diversity in physical science doctoral degrees
STEM Core Expansion An NSF INCLUDES Alliance Project	Advancing a model for accelerated math course progression for community college students
SEAS Islands Alliance	Broadening participation among Island communities in the marine and environmental sciences

STEM OPS — Enhancing STEM education for incarcerated and formerly incarcerated individuals

STEM PUSH NETWORK — Leveraging pre-college STEM programs to advance equity in college admissions

AIICE — ALLIANCE FOR IDENTITY INCLUSIVE COMPUTING EDUCATION — Increasing identity-inclusive practices and policies in computing education

NSF INCLUDES ALRISE ALLIANCE — Increasing Latinx representation in STEM

ENGINEERING PLUS ALLIANCE — Broadening participation in engineering

NATIVE FEWS ALLIANCE — Increasing participation of Indigenous populations in STEM

NSF INCLUDES Alliance TAPDINTO-STEM — Providing STEM opportunities for students with disabilities

ALL-SPICE ALLIANCE — Supporting Pacific Impact through Computational Excellence — Advancing data science for economic development in the Pacific Islands

CIRCLES ALLIANCE — Advancing Indigenous STEM education through K-12 curricula, materials, and training

NATIONAL DATA SCIENCE ALLIANCE — Increasing data science programs and research at Historically Black Colleges and Universities

RISEUPP — AN NSF INCLUDES ALLIANCE — Advancing equity in postdoctoral pathways to faculty positions

DESIGN AND DEVELOPMENT LAUNCH PILOTS (DDLPs)

DDLPs were funded in 2016 and 2017. These 70 projects demonstrated early progress toward indicators of more effective collaboration at the project level, based on assessments of maturity in implementing the five elements of collaborative infrastructure.

PLANNING GRANTS

29 PLANNING GRANTS were awarded to build collaborative infrastructure for addressing a broadening participation challenge in STEM at scale.

OTHER INCLUDES-FUNDED PROJECTS

In addition to Alliances, DDLPs, and planning grants, **the INCLUDES Initiative has also funded Network Connector Awards**, **Early Concept Grants for Exploratory Research, Conferences, and Supplements to existing awards**, in addition to co-funding awards with other NSF programs.

These awards worked to build collaborative infrastructure and contributed to more effective collaboration at the project level.

The National Network is comprised of **over 4,075** students, teachers, faculty members, evaluators, postdoctoral researchers, and other broadening participation, education, and STEM researchers and practitioners.

TOWARD MORE CONNECTIVITY

INCLUDES-funded projects are a key component of the National Network and have over **3,400** individuals working to broaden participation in STEM.

749	**PIs/co-PIs**
1075	**Students**
566	**Teachers and Faculty Members**
31	**Postdoctoral Scholars**
135	**Consultants**
854	**Other Professionals**

CAPACITY BUILDING

Demystifying Systems Change

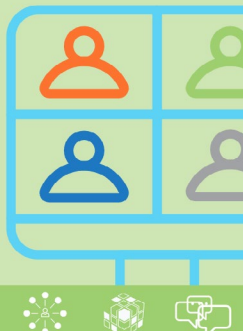How the NSF INCLUDES National Network is Changing Systems to Broaden Participation in STEM

- **30+ Webinars** with **2,200+ total participants**
- **10 Research and Resource Briefs** by the INCLUDES Coordination Hub

ENGAGEMENT

NSF INCLUDES Coordination Hub RESEARCH

Successful Factors of Virtual Collaborations and Applied Frameworks

Shared Understanding, Building Trust, and Effective Communication

- **1.3 million+ Total Site Visits** to includesnetwork.org
- **25+ Virtual Chats** engaging **300+ participants**
- **3 National Network Convenings**
- **8 Federal Agency Partners**
- **8 Affinity Groups**

RESOURCE SHARING

Centering Inclusivity and Equity Within Family Engagement in STEM

- **100+ Network Member Publications** on includesnetwork.org
- **750+ Resources Available** in National Network Online Library
- **14,300+ Views of Documents** in Online Library
- **6,200+ Online Library Downloads**

TOWARD MORE INCLUSIVE STEM CULTURES, POLICIES, AND PRACTICES

Broadening Participation

Each of the 13 Alliances funded in 2018 – 2021 report progress toward broadening participation outcomes. Alliances work to bring about change in one or more outcome areas. For example,

11 Alliances report progress on increasing access to, preparation for, and inclusion in STEM education for students, teachers and faculty.

6 Alliances report progress toward increasing the number and diversity of students who enter STEM careers.

9 Alliances report progress toward increasing the number and diversity of individuals who advance in STEM fields.

4 Alliances report progress toward increasing the numbers of students from populations that have been excluded from STEM who develop a positive STEM identity.

Systems Change

*Percentages shown are the proportion of 2022 National Network survey respondents (N=94) who focus on each type of systems change in their work. Many respondents indicated several kinds of system change, as articulated by FSG in the **Water of Systems Change** model (https://www.fsg.org/resource/water_of_systems_change).*

STRUCTURAL	**Practices** **26%**	**Policies** **10%**	**Resource Flows** **2%**
RELATIONAL	**Relationships & Connections** **13%**	**Power Dynamics** **1%**	
TRANSFORMATIVE	**Mental Models** **4%**		

Design and Development Launch Pilots (DDLPs)

51 DDLPs report advances in increasing the number and diversity of postsecondary students exposed to culturally responsive, evidence-based instructional practices in STEM.

23 DDLPs report advances in increasing the number and diversity of individuals who enter STEM careers.

32 DDLPs report advances in increasing the number and diversity of individuals who advance in STEM fields.

53 DDLPs report advances in increasing the number and diversity of students with access to STEM courses.

26 DDLPs report advances in developing students' STEM identity.

Planning Grants

Planning grants also made progress toward activities associated with development of plans for continuing the work of collaborative, systemic change to broaden participation in STEM.

CURRENT FUNDING OPPORTUNITIES

The INCLUDES Initiative solicitation, NSF 22-622, offers multiple project types that range in size and duration.

ALLIANCES are large-scale networks that implement, study, and scale up systemic strategies that address a critical broadening participation challenge in STEM. Alliances build the infrastructure necessary to foster collaboration and broaden participation in STEM at a National level of impact.

COLLABORATIVE CHANGE CONSORTIA are networks that implement, study, and scale up systemic strategies that address a critical broadening participation challenge in STEM at city, state, and/ or regional levels of impact.

CONFERENCES provide platforms for new collaborations or exchange of ideas that strengthen the INCLUDES National Network.

DESIGN AND DEVELOPMENT LAUNCH PILOTS explore new strategies and models for collaborative approaches to broadening participation in STEM.

NETWORK CONNECTORS initiate or maintain linkages to the INCLUDES National Network for projects or partnerships that are not currently funded by INCLUDES.

Dear Colleague Letter, NSF 23-076, offers supplemental funding opportunities to Alliances in the final year of their cooperative agreement for scaling and sustaining systemic change activities and connecting those activities with the INCLUDES National Network.

JOIN THE NETWORK

The INCLUDES National Network provides a platform for members to learn about and share best practices, build and strengthen capacity for systemic change to broaden participation in STEM, and advance the national movement toward diverse, inclusive STEM education and career opportunities.

Membership is free and open to the public.
Visit **WWW.INCLUDESNETWORK.ORG** for more information.

NSF's Eddie Bernice Johnson INCLUDES Initiative National Network Highlights

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