



An Update on NSF's Efforts to Improve Racial Equity and Reduce Harassment

Rhonda Davis and Bob Cosgrove Office of Diversity and Inclusion





Science changes the world.

NSF promotes diversity and inclusion in the scientific research enterprise.

We need everybody.









NSF is Committed to Building Opportunity

- Office of Diversity and Inclusion
- Racial Equity Task Force
- NSF Harassment Policy

News ~ News ~ News



Blacks in Government

- NSF-BIG Chapter Formed (approx. 80 members)
- NSF Black History Month panel highlighting HBCU researchers



Los Amigos

- Hispanic Heritage Employee Resource Group Formed (approx. 60 members)
- NSF Hispanic Heritage Month Observance



NSF

- Climate is very optimistic!
- Leadership Team expanded to include Office Heads

ODI

Mission is to ensure NSF is in compliance with federal EEO and civil rights laws and regulations, and

- serves its employees and stakeholders through a diverse and inclusive work environment that enables equal opportunity through
 - policy development,
 - workforce analyses,
 - outreach, and
 - education.

Main objective is to provide support to accomplish NSF strategic plan goal to build a diverse and excellent workforce (G3/01) by

 providing EEO to all employees and applicants in all personnel/employment programs and management practices and decisions.



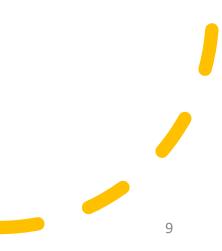
Examples of Our Work

- Title IX Compliance Reviews
- Complaint Investigations
- Reasonable Accommodations

Racial Equity Task Force

Charge

To examine the potential for racial barriers and make recommendations regarding how NSF can be a leader in meaningfully addressing them with the goal of extinguishing them.



ODI Working Groups

NSF Employment (Internal)	NSF Program Delivery (External)
Organization/Reporting Structure	Grant and Proposal Writing
Hiring Practices	NSF's Merit Review Process
Position Management	R1 and MSI Partnerships and Collaborations
Polices and Procedures	Polices and Procedures

Racial Equity Task Force

Activities

- Review policies and practices to determine if there are potential barriers that may hinder racial equity for employees, applicants, and program participants.
- Recommend fast-track sustainable initiatives with measurable outcomes to improve racial equity.

Racial Equity Task Force Members

EXECUTIVE STEERING COMMITTEE

RESOURCE GROUP MEMBERS

Co-Chairs:

Rhonda Davis (ODI, Office Head) Wonzie Gardner (OIRM, Office Head and Chief Human Capital Officer) Members: Dave Verado (AFGE, President) Teresa Grancorvitz (BFA, Office Head and Chief Financial Officer) Sean Jones (MPS, Assistant Director) Peggy Hoyle (OGC, General Counsel) Kelli Craig-Henderson (SBE, Deputy Assistant Director)	Resource Group Members OGC: Sherrie Abramowitz & Will Grant HRM: Yoalva Zelaya & Glen Fields ODI: Sabrina Caraway, Edmund Rhynes, Pam Smith Hall, Kandis Boyd. Race Committee: Gloria Yancey, Tie Luo, Una Alford, David Verardo, Rhonda Davis. Employee Resource Groups: LGBT and Los Amigos
Steering Committee Executive Secretaries	
Kimberly Albuquerque (OIA, Program Analyst) Sabrina Tabarovsky (OIRM, Personnel Psychologist)	

ODI Working Group Members

EMPLOYMENT WORKING GROUP

Co-Chairs:

Rock Fowler (IRM, Management Analyst) Nafeesa Owens (EHR, Senior Advisor)

Working Group Executive Secretaries:

Sara Pendley (ODI, Administrative Specialist) Sabrina Caraway (ODI, Diversity Program Manager)

Members:

Khoren Claiborne (EHR, Program Specialist) Howard Goines (OD, Administrative Support Assistant) Joneka Thompson (OIA, Integrative Activity Specialist) Gloria Yancey (MPS, Program Support Manager) Pamela Hawkins (BFA, Director of Operations) Peggy Gartner (OIRM, Acting Deputy Office Head) Alexios Kironomos (MPS, Deputy Division Director) Kwabena Gyimah-Brempong (SBE, Program Director)

PROGRAM DELIVERY WORKING GROUP

Co-Chairs:

Monya Ruffin (EHR, Program Director) Roland Roberts (BIO, Program Director)

Working Group Executive Secretaries:

Jasmine Young (ENG, Program Support Manager) Keaven Stevenson (EHR, Directorate Administrative Coordinator) Swati Sureka (MPS, Science Assistant)

Members:

Kathleen McCloud (MPS, Staff Associate) Allyson Kennedy (CISE, Assistant Program Director) Christine Grant (ENG, Expert) Bernard Grant (GEO, Program Director) Lee Walker (SBE, Program Director) Sonia Ortega (OISE, Program Director) Lara Campbell (OIA, Program Director) Linnea Avallone (GEO, Senior Advisor for Facilities)

NSF Harassment Policy Overview



BACKGROUND ONGOING EFFORTS

NSF Harassment Policy Updates

- The safety and security of personnel supported by the NSF award;
- The overall impact to the NSF-funded activity;
- The continued advancement of taxpayer-funded investments in science and scientists; and
- Whether the awardee has taken appropriate action(s) to ensure the continuity of science and continued progress in the current award.

Other Harassment Policies

- Research Experiences for Undergraduates (REU)
- NSF postdoctoral fellowship awards
- SBIR awards
- Term and Condition Evaluation
- Conference proposals (2020 PAPPG)
- Travel funding proposals (Latest PAPPG draft)
- Term & Condition FAQ Sheet Updates



Harassment Policy Update Members

NSF Sexual Harassment Taskforce Co-Chair: Kelly Falkner Co-Chair: Rhonda Davis Richard Dickinson Jean Feldman Leslie Rissler Sonia Esperanca **Rebecca Ferrell** Sarah Bates Anne Kornahrens Sandra Scholar Deanne Sobczak Anne Emig Amanda Greenwell Sarah Edwards Peggy Hoyle Patricia Knezek Brandon Jones Alan Tessier Jeremy Epstein Lisa Clough Elizabeth Rom Scott Bohnhoff Karen Pearce Robert Moller Robert Cosgrove Zita Barnett

Term and Condition Working Group Rhonda Davis William Carr Peggy Hoyle Sandy Scholar Deanne Sobczak Jean Feldman **Robert Cosgrove** Sarah Edwards Working Group in Response to NASEM report Suzi lacono Kelly Falkner Sarah Edwards Jolaina Jeff-Cartier **Robert Cosgrove** Bernice Anderson Sarah Bates Dawn Tilbury **Rhonda Davis** Peggy Hoyle Jean Feldman Jeremy Lelfner Suzanne Plimpton Samantha Brewton Hunter Jeremy Leffler Erin Dawson

Working Together For A More Inclusive and Diverse S&E Enterprise

Thank you for your support!

