NSF

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 Iacono
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!