



The Equity Ecosystem at NSF

Rhonda Davis, Head
Office of Equity and Civil Rights

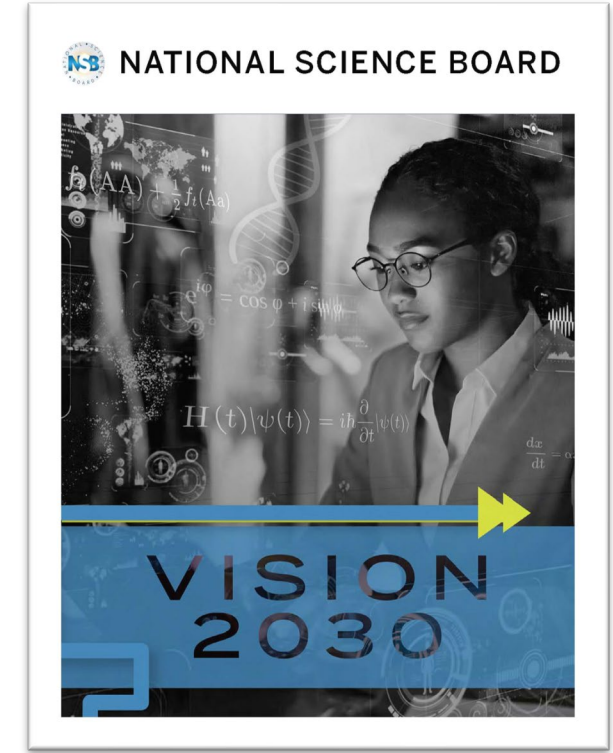
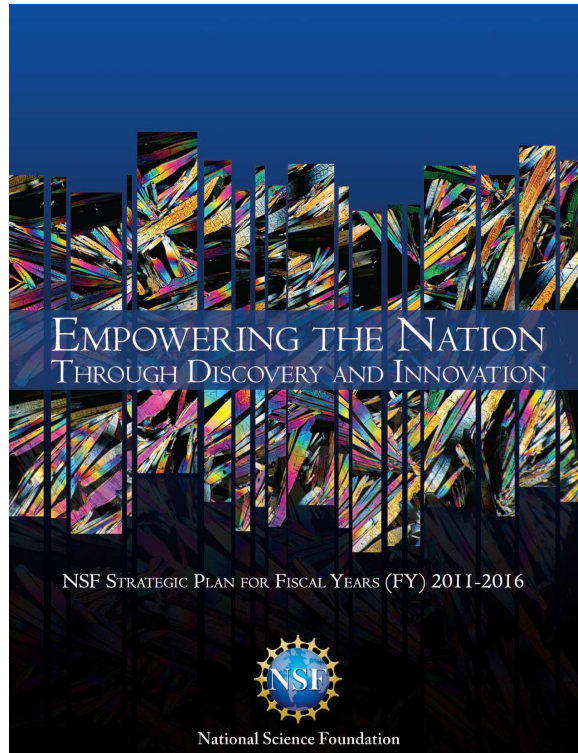
Wonzie Gardner, Office Head, Chief Human Capital Officer, and OSDBU Director
Office of Information Resource Management

Javier Inclán, Deputy Office Head,
Office of Equity and Civil Rights

Alicia J. Knoedler, Head
Office of Integrative Activities

National Science Board Meeting
February 23, 2022

NSF Core Value Focus on BP



Aligned Equity Messages

"The diversity of our people, and the connections fostered between them, is a wellspring of American creativity in S&E – both for problem-solving, and for asking the next big questions."

— **Dr. Ellen Ochoa**

Chair, National Science Board

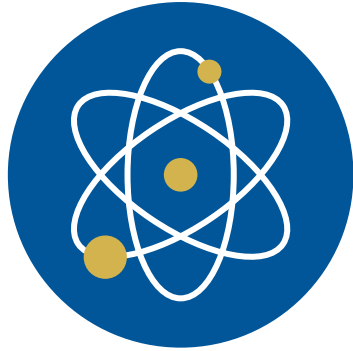
"World-class science is shaped by a wide range of perspectives. Our nation needs every person who is interested in pursuing a STEM career to be able to do so."

— **Dr. Sethuraman Panchanathan**

Director of the National Science Foundation



Aligned Visions and Goals



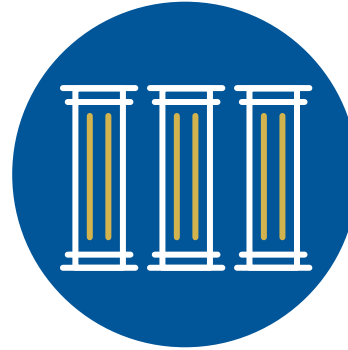
NSB Vision 2030

Research benefits

STEM talent

Geography of innovation

Global S&E community



NSF Vision

Advancing research

Accessibility and inclusivity

Global leadership

Translation, Innovation, Partnerships (TIP)



Administration Pillars

Pandemic response

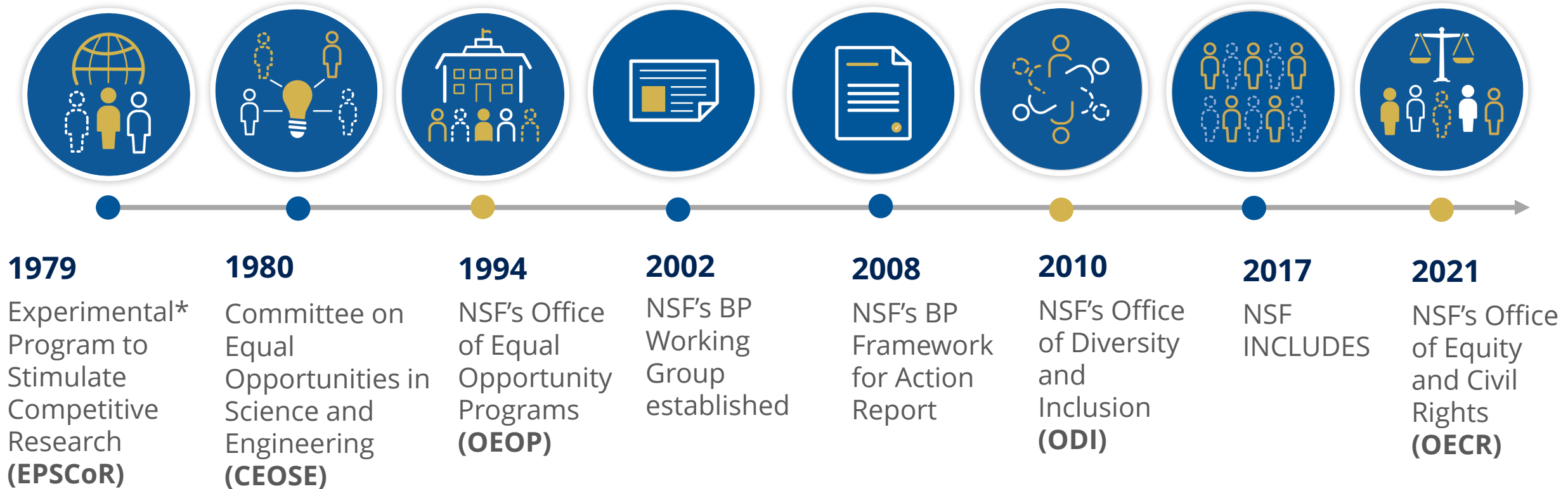
Economic recovery

Racial equity

Climate change



Evolution of Equity and Broadening Participation Endeavors at NSF



*now "Established"



● Employment/Awardee Compliance ● Program Delivery

Equity Ecosystem at NSF

Equity
Program Delivery
Leads: OECR, BFA & OIA



Diversity, Equity, Inclusion & Accessibility
Employees & Applicants
Leads: OECR & OIRM



Broadening Participation
NSF Portfolio Activities
Leads: OIA, Directorates, Offices, & BFA



Equity Ecosystem Intersections



Update on Equity Executive Orders

(Externally-focused)

Discrimination on the Basis of Gender Identity or Sexual Orientation and Gender Identity



NSF reviewed all existing orders, regulations, guidance documents, policies, programs, and other actions as required

Advancing Racial Equity and Support for Underserved Communities



NSF Submitted its final agency report

White House Gender Policy Council



NSF Submitted its final agency report



Update on Equity Executive Orders

(Internally-focused)

Diversity, Equity, Inclusion,
and Accessibility in the
Federal Workplace



DEIA Strategic Plan



Racial Equity Task Force (RETF)

Charge

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.



Program Delivery



Employees & Applicants

RETF Recommendations

(Accomplishments by Overarching Topical Theme)



Data Collection Systems and Self-Reporting



Recruitment



Standardization and Uniformity

RETF Recommendations (cont'd)

(Update on progress Overarching Topical Theme)



Data Collection Systems and Self-Reporting



Recruitment



Standardization and Uniformity

RETF Recommendations (cont'd)

(Planned by Overarching Topical Theme)



Data Collection Systems and Self-Reporting



Recruitment



Standardization and Uniformity

Broadening Participation Framework across NSF



Research

Focus on **curiosity-driven** and **use-inspired scientific research** to increase the knowledge base, including in BP.



Education

Focus on **interventions or capacity building** to enhance BP teaching and learning and increase uptake and sustainability.



Research Infrastructure

Focus on the **development of tools and infrastructure** to advance skills and capacity to learn.



Outreach/Inreach & Partnerships

Focus on **external** and **internal** stakeholders, and the broader **research community**.

Research



**NSF
INCLUDES**



**Broadening Participation in
Computing (BPC)**



**SBE Science of
Broadening
Participation
(SBE SBP)**



**Disability and
Rehabilitation Engineering (DARE)**



**Broadening
Participation in
Engineering (BPE)**



**Cultural Transformation
in
the Geoscience
Community
(CTGC)**



Education



Hispanic Serving Institutions Program



ADVANCE



Robert Noyce Teacher Scholarship Program



Louis Stokes Alliances for Minority Participation



Tribal Colleges and Universities Program



Research Infrastructure



MRI Program



Mid-scale Research Infrastructure Track 1



EPSCoR



GRANTED

Outreach/Inreach & Partnerships



CEOSE



**Broadening Participation
Knowledge Sharing Group**



**Women, Minorities, and
Persons with
Disabilities Report**



**Engagement with
Professional
Societies, e.g.,
SACNAS and ARIS**

Ongoing Activities - Broadening Participation

- **Updating the BP portfolio** of funding programs
- Improving **shared knowledge and awareness**
- Define **accountability** activities
- Developing **goals and metrics** related to inspiring the Missing Millions
- Creating **new approaches** to build institutional research support
- Engaging broader **populations of experts and innovators**





Thank You

Supporting Materials



BP/DEIA Definitions

Broadening Participation	Helping individuals from underrepresented groups as well as institutions and geographic areas that do not participate in NSF research programs at rates comparable to others.
Diversity	The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
Equity	The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
Inclusion	The recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
Accessibility	The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.
Civil Rights	Guarantees of equal social opportunities and equal protection under the law regardless of race, religion, or other personal characteristics.
Missing Millions	Identifying those who are yet to be engaged for the science, technology, engineering, and mathematics (STEM) workforce so that it reflects the racial, ethnic, and gender representation in the general population.



List of NSF's BP Endeavors

Oversight of NSF's BP Portfolio	BP Communications Plan
BP Knowledge Sharing Group	BP Fact Sheet
Committee on Equal Opportunities in Science and Engineering (CEOSE)	Director's meetings, speeches and presentations
White House Initiatives Including Annual Reports	NSF Quarterly, Directorates and Director's Newsletters
NSF Strategic Plans	NSF 101 featuring BP programs
Merit Review Digest (w/ NSB)	BP Related Videos
Broader Impacts Studies	Engagement with SACNAS and ARIS
NASEM Reports	Social Media Campaigns
Agency MSI Report	BP Subcommittees or Working Groups of the Directorate Advisory Committees
Evaluation Activities –Evidence Act, Learning Agendas	AAAS SeaChange
BP Related Seminars and Workshops	Engagement with Industry and Professional Associations
The Office of the Director's BP Website	Table in the Budget Request of the Funding Profiles for Programs to Broaden Participation
NSF INCLUDES Webpage and the Annual Report to the National Science Foundation	Research solicitations with additional language related to broadening participation and/or additional review considerations that include an emphasis on broadening participation



Additional Information

- BP Portfolio
List: https://www.nsf.gov/od/broadeningparticipation/bp_portfolio_dynamic.jsp
- Budget narrative for BP:
https://www.nsf.gov/about/budget/fy2022/pdf/11_fy2022.pdf
- CEOSE: <https://www.nsf.gov/od/oia/activities/ceose/>
- INCLUDES National Network: <https://www.includesnetwork.org>
- BP Reports:
https://www.nsf.gov/od/broadeningparticipation/bp_reports_analyses.jsp

