



Committee on Equal Opportunities in Science and Engineering (CEOSE)

www.nsf.gov/od/oia/activities/ceose

Established by Congress to advise the National Science Foundation concerning the implementation of the Science and Engineering Equal Opportunities Act and other policies and activities to encourage the full participation of women, underrepresented minorities, and persons with disabilities in scientific, engineering, and professional fields.

CEOSE Members, 2021

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Dear Colleague:

The Committee on Equal Opportunities in Science and Engineering (CEOSE) is charged by the United States Congress to advise the National Science Foundation (NSF) on policies and programs that encourage full participation by women, underrepresented racial and ethnic groups (African Americans, Hispanics/Latino Americans and Native Americans), and persons with disabilities within all levels of the United States' science, technology, engineering, and mathematics (STEM) enterprise and to transmit to the Director of NSF every two years a report on its activities during the previous two years and proposed activities for the next two years.

In the recently completed *2019-2020 CEOSE Biennial Report to Congress – Making Visible the Invisible – Bold Leadership Actions*, CEOSE introduces the theme, Making Visible the Invisible. This broad theme serves to recognize that much of the work and understanding related to broadening participation and diversity, equity, inclusion and belonging remains unacknowledged, misunderstood, undervalued, and understudied. CEOSE calls on NSF to do more to increase knowledge and awareness of invisibility issues in STEM communities and acknowledge meaningful leadership actions for transformational change.

CEOSE recommends that NSF demonstrate and promote bold leadership actions to create, integrate and make visible elements within and across its programs to enhance broadening participation of underrepresented groups in STEM. The enclosed summary provides an overview of the *2019-2020 CEOSE Biennial Report to Congress*. The full report can be found at the CEOSE website at www.nsf.gov/od/oia/activities/ceose.

Best regards,

The CEOSE Advisory Committee