

Development of an NSF Plan to Broaden Participation

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Why Broaden Participation?

“Women, minorities, and persons with disabilities remain underrepresented in STEM professions while they are an increasing percentage of the overall U.S. workforce.”

– NSF Strategic Plan 2006-2011

“Expand efforts to increase participation from underrepresented groups and diverse institutions throughout the United States in all NSF activities and programs.”

- FY 2007 Stewardship Goal



Charge – Develop a Plan to...

- increase participation of underrepresented groups in NSF programs and activities, which includes defining existing baseline data
- increase the participation of under-represented groups in the pool of reviewers for NSF proposals

Working Group Composition

- **CO-CHAIRS:** Celeste Rohlfing, MPS/CHE and Victor Santiago, EHR/HRD
- **MEMBERS:** Janice Cuny, CISE/CNS; Kelli Craig-Henderson, SBE/BCS; Joan Frye, OD/OIA; Roosevelt Johnson EHR/HRD; Mary Juhas ENG/OAD; Jill Karsten, GEO/OAD; Andy Lovinger, MPS/DMR; Donna McEnrue, IRM/HRM; Amy Northcutt, OD/OGC; Lucy Nowell, OD/OCI; Dianna Padilla, BIO/IOS; Julie Palais, OD/OPP; Larry Rudolph, OD/OGC; Joanne Tornow, OD/OIA; Pat Tsuchitani, BFA/BD; Lisa Williams, IRM/HRM; Robb Winter, OD/OISE
- **EXPERT RESOURCES:** Stephanie Bianchi, IRM/DAS; Beth Blue, BFA/BD; Joan Burrelli, SBE/SRS; Charisse A. Carney-Nunes, BFA/OAD; Jody Chase, EHR/HRD; Jessie DeAro, EHR/HRD; Eric Gold, OD/OGC; Tracy Gorman, OD; Nakeina Douglas, EHR; Emily Fort, BFA/BD; Susan Hill, SBE/SRS; Jolene Jesse, EHR/HRD; Mark Leddy, EHR/HRD; Marilyn Suiter, EHR/HRD
- **EX-OFFICIO:** Ron Branch, OD/OEOP; Consuelo Roberts, OD/OEOP; Doris Starks, OD/ OEOP

Timeline

- April: Establishment of Working Group
- April – August: Working Group Meetings
- June 5: CEOSE Update
- June 12: SMaRT Update
- June 14: AC/GPA Update
- August – Sept: Report Preparation
- Oct. 16: Submission to SMaRT
- Oct – Nov: Presentations to AC's

Report Content

- Six major recommendations
- For each recommendation, specific implementation ideas
- Baseline programmatic inventory

Recommendation 1:

Portfolio

Maintain and update regularly the NSF portfolio of broadening participation programs to facilitate coordination.

Inform the portfolio through the incorporation of strong scholarship that takes into account differences among populations, fields and levels of education.

Recommendation 2:

Diversifying the Reviewer Pool

Increase the diversity of scientists and other STEM experts who review NSF proposals by:

- providing a searchable reviewer database with accurate demographic data,
- encouraging reviewers to provide demographic data,
- cultivating additional reviewer sources, and
- encouraging NSF staff to use a more diverse reviewer pool.

Recommendation 3:

Training

Provide training to staff on:

- NSF priorities and mechanisms for broadening participation and workforce development,
- effective community outreach, and
- mitigation of implicit bias in the review process.

Recommendation 4:

Dissemination

Communicate clearly broadening participation and workforce development guidance and promising practices within NSF and throughout the STEM community.

Establish two websites: one for the general public, and one internal to NSF, to facilitate broad dissemination and consultation.

Recommendation 5:

Accountability

Require PIs to report outcomes of broadening participation activities.

Establish NSF-wide reference codes for all broadening participation funded activities.

Incorporate broadening participation efforts as a performance indicator for program staff and management.

Recommendation 6:

Effectiveness

Promote effectiveness and relevance of the NSF broadening participation portfolio via periodic evaluations.

Next Steps

- Senior management feedback
- Internal posting for comments
- Public comment period
- Implementation with allocation of personnel and funding
- On-going assessment