

LEAding Culture Change Through Professional Societies of Biology (BIO-LEAPS)

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Overview

1. What is the purpose of the program?
2. Are there common subject areas/focus areas that societies are trying to tackle?
3. What outcomes are desired/expected from the LEAPS program as a whole?
4. Are there any issues/gaps that are not currently being addressed by the awards made under the LEAPS program?
5. When will the next LEAPS solicitation be released and what will be the focus?



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Solicitation and Deadline

The National Science Foundation's (NSF) Directorate for Biological Sciences (BIO) encourages professional societies to submit proposals to the *“Leading Culture Change Through Professional Societies of Biology (BIO-LEAPS)”*.

Program Solicitation: 22-542

Deadline: July 3, 2023



Program Purpose

- This program aims to advance diversity, equity, and inclusion in the biological sciences broadly by leveraging the leadership, broad reach, and unique ability of professional societies to create culture change in the life sciences.
- The culture of a scientific discipline — defined here as the shared values, norms, traditions, and practices — can be thought of as an emergent property that results from years of experiences and interactions among scientists, their institutions, their professional societies, and their networks.



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Evaluation Track

- Projects focused on assessment and research of the values, norms, priorities, and practices associated with the culture of the discipline or sub-discipline.
- Can include evidence-based assessment and research activities* (e.g., applied social science research focused on equity or cultural change in biology),
**Activities are associated with measuring and assessing culture change through professional societies, and they have the potential for broad impact.*
- Ex. creation of new tools for measuring climate or other approaches for evaluation and assessment of culture, as well as dissemination.
- PIs may request up to \$500,000 for up to 2 years of support.



Design Track

- Projects to develop an evidence-based plan to address broad-scale culture change within a discipline or sub-discipline.
- Can include activities such as gathering the appropriate partners for a larger network of participants and/or developing resources to build the necessary infrastructure to submit a larger proposal.
- Should explicitly describe why the funded activities are necessary and how the funded activities will be used to create a future initiative, be it a grant proposal (e.g., a future BIO-LEAPS proposal or a proposal to another solicitation) or other activity.
- PIs may request up to \$500,000 for up to 2 years of support for this track.



Implementation Track

- Projects to implement evidence-based cultural change strategies that leverage the influence of biological professional societies.
- Expected to have a broad scope for cultural change across one or more (sub-) disciplines.
- Information on the numbers and percentages of individuals or organizations reached and the degree of change that is expected from those who participate should be articulated.
- Ex. Proposals by professional societies to alter the format/ content/ approach of conferences to include activities meant to change the practices, norms, and values of biology.
- PIs may request up to \$2,000,000 for 4-5 years of support for this track.



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Currently Funded Projects

- American Indian Science and Engineering Society
 - Kathy DeerInWater.
 - *RCN: LEAPS: Culture Change for Inclusion of Indigenous Voices in Biology*
- Ecological Society of America
 - Adrienne Sponberg
 - *RCN: LEAPS Realizing Inclusion in Societies for Environmental Biology (RISE)*
- American Society for Plant Biologists
 - Mary Williams
 - *RCN: LEAPS: Rooting Out Oppression Together and SHaring Our Outcomes Transparently*
- American Institute of Biological Sciences
 - Dajoie Baker
 - *LEAPS: Enabling Scientific Societies to Support Inclusive, Diverse, Equitable & Accepting (IDEA) Scientific Environments*



Currently Funded Projects

- **American Society for Cell Biology**
 - Veronica Segarra
 - *RCN: LEAPS: Leveraging, Enhancing and Developing Biology (LED-BIO) Scientific Societies Shedding Light on Persistent Cultural Challenges*
- **Black in Marine Science**
 - Camille Gaynus
 - *Implementation: Implementation of the BIMS Tidal Wave Program*
- **Coastal and Estuarine Research Federation**
 - Susan Park
 - *IMPLEMENTATION: C-COAST: Changing the Culture of our Occupations to Achieve Systemic Transformation*
- **American Society for Microbiology**
 - Amy Kullas
 - *Design: Microbiology Leaders Evolving & Accountable to Progress*



Currently Funded Projects

- Consortium of Aquatic Science Societies
 - Robin Kodner
 - *IMPLEMENTATION: EVOLVED - Embedding a Vision to Operationalize, Lift up, and Value Equity and Diversity in the Consortium of Aquatic Science Societies*
- The American Ornithological Society, Wilson Ornithological Society, Association for Field Ornithologists
 - Daizaburo Shizuka
 - *DESIGN: Co-creation of affinity groups to facilitate diverse & inclusive ornithological societies*
- Ecological Society of America, Society for Freshwater Science, Wildlife Society, American Fisheries Society
 - Megan Fork
 - *EVALUATION: Improving institutional diversity in professional society participation through virtual and hybrid conferencing*



Overview

2. Are there common subject areas/focus areas that societies are trying to tackle?

- Conferences
- Evaluation of societies (gathering data)
- Partnerships (forming partnerships for impact/assessment)



Overview

4. Are there any issues/gaps that are not currently being addressed by the awards made under the LEAPS program?

- Careful about being prescriptive...

Questions??

