

Committee on Equal Opportunities in Science and Engineering (CEOSE)

Committee Overview
Presented to the National Science Board

December 2020



CEOSE Mission and Background



- Congressionally-mandated advisory committee charged to provide advice to NSF regarding the full participation of women, underrepresentation of racial/ethnic groups, and persons with disabilities in science and engineering
- Biennial report submitted to the NSF Director who transmits the report to Congress
 - State of participation of underrepresented groups
 - Review of NSF's policies and funding opportunities to broaden participation
 - Summary of CEOSE activities during the two-year reporting period and future plans for the next two years
 - Recommendations to the Foundation for improving participation levels of underrepresented groups

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INVESTING IN DIVERSE COMMUNITY VOICES



State of Participation of Underrepresented Groups in STEM



- An inclusive STEM workforce is needed to maintain US leadership in the scientific enterprise.
- Research has shown that diversity contributes to better learning and problem solving, fuels innovation, and fosters more creative solutions.
- New opportunities must be provided to help the Nation increase its use of diverse communities to help solve highly complex, real-world problems.



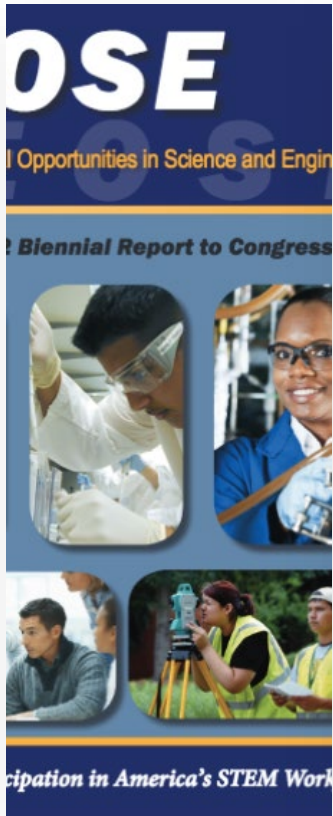
NSF Investment in Broadening Participation (BP)



- BP is articulated as a core value in NSF's strategic plan for 2018-2022, and as a strategic objective: "foster the growth of a more capable and diverse research workforce and advance the scientific and innovation skills of the Nation."
- NSF spent slightly over \$1 billion in broadening participation programs and activities in FY 2019.
- NSF's increased commitment to BP is being demonstrated through the Big Idea, NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science).



The Work of CEOSE



- Submission and distribution of the Biennial Report and Flyer

- Three meetings each year:

- Recent topics covered:

- 1) increasing accountability for broadening participation,
- 2) addressing sexual harassment,
- 3) promoting community engagement in science,
- 4) understanding intersectionality,
- 5) measuring broadening participation, and
- 6) visibility and leadership in diversity, equity, and inclusion initiatives and programs

- Discussions with:

1. 1) NSF leadership and Program Directors,
2. 2) Liaisons from other Agencies, and
3. 3) Outside experts with expertise in diversity and inclusion

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Future CEOSE Reports

Making Visible the Invisible

Currently working on defining the next CEOSE report as well as a series of reports across the next several years.

- Leadership
- Intersectionality
- Recognition and valuing of under-represented groups



Key Takeaways from CEOSE Members

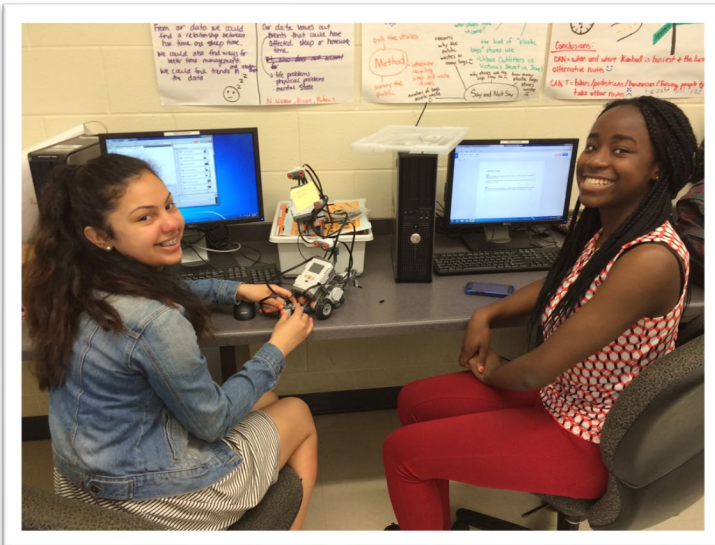


1. Moving the needle – optimism is growing with emphasis on meaningful change.
2. Broadening Participation (Diversity, Equity, Inclusion, and Belonging) is a solution, not a problem to be solved.
3. Everyone is accountable – Underrepresented individuals/communities are not solely responsible for championing diversity/equity/inclusion.
4. Accepting BP/DEI requires a mindset change for many people.
5. Seeking to emphasize power in the accumulation of knowledge - stop reinventing the wheel with our BP/DEI approaches, programs, and lessons learned.



Potential NSB and CEOSE Collaboration

- Integrate explicitly broadening participation within NSF's merit review criteria: Intellectual Merit and Broader Impacts
- Promote effective broadening participation strategies
- Cultivate opportunities for leadership excellence in broadening participation
- Advance systemic changes to attain greater broadening participation in key STEM fields



DISCUSSION

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