An Update on Diversity, Equity, Inclusion, and Accessibility Progress at NSF

Office of Equity and Civil Rights (ECR)

Rhonda Davis, Office Head
Javier Inclán, Deputy Office Head

Office of Information and Resource Management (OIRM)

Wonzie Gardner, Office Head

AGENDA

- **Recap from last briefing**
  - Employee Resource Groups
  - ECR Capabilities
  - Harassment Term and Condition Update

- **Diversity, Equity, Inclusion, and Accessibility (DEIA)**
  - NSF and Executive Orders (EO)
  - Timeline
  - EO Requirements

- **Executive Order 14035 Overview**

- **Racial Equity Task Force Update**

- **DEIA Highlights**
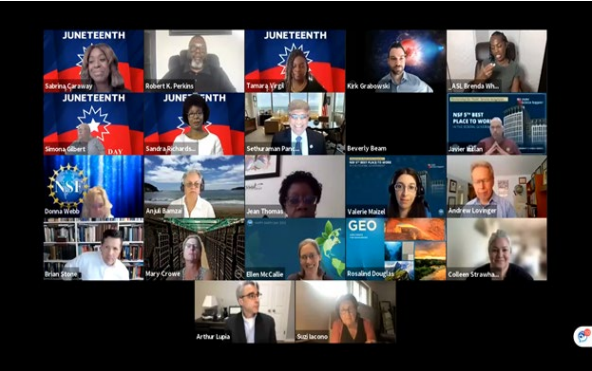
- **Closing Remarks**

- **Questions**

Recap From Last Briefing
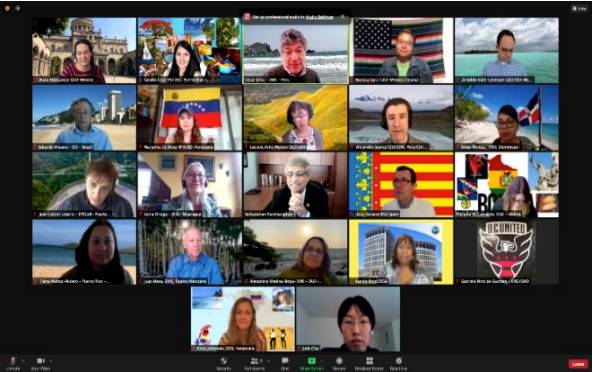
1. Employee Resource Groups

- Blacks in Government
- LGBTQ+
- Los Amigos
- Mental Health Advocates (new)

BIG ERG Co-sponsored Program

LGBTQ+ ERG Co-sponsored Program

Los Amigos ERG Meeting

2. ECR Capabilities

- Expanded External role
- Increased Staffing
- Contractual services

3. Harassment Term and Condition Update

Diversity, Equity, Inclusion, and Accessibility

NSF Equity Initiative

- **September 2020** – NSF Racial Equity Task Force

Equity EOs – Mission focused

- **January 2021 - EO 13985** Advancing Racial Equity and Support for Underserved Communities through the Federal Government
- **January 2021 - EO 13988** Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- **March 2021 - EO 14020** Establishment of the White House Gender Policy Council

Equity EOs – People and Organizational Culture focused

- **June 2021 - EO 14035** Diversity, Equity, Inclusion, and Accessibility in the Federal Workplace

Timeline

FY20 Q4	FY21 Q1			FY21 Q2			FY21 Q3			FY21 Q4	
Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	March 2021	April 2021	May 2021	June 2021	July 2021	Aug. 2021
NSF Racial Equity Task Force (Sept. 2020)											
				E.O. 13985 – Advancing Racial Equity and Support for Underserved Communities through the Federal Government (Jan. 2021)							
				E.O. 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation (Jan. 2021)							
						E.O. 14020 – Establishment of the White House Gender Policy Council (March 2021)					
									E.O. 14035 – Diversity, Equity, Inclusion, and Accessibility in the Federal Workplace (June 2021)		

Executive Order Requirements

EO 13985: Advancing Racial Equity and Support for Underserved Communities through the Federal Government

- March, 2021: NSF established its Agency Equity Team as required
  - Executive Order required specific positions to be on the team
- March 21, 2021: NSF submitted its 60-Day progress report
- April 20, 2021: NSF submitted its 90-Day progress report
- August 8, 2021: NSF is on track to submit its 200-Day report

EO 13988: Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation

- April 30, 2021: NSF reviewed all existing orders, regulations, guidance documents, policies, programs, and other agency actions as required to ensure compliance.

EO 14020: Establishment of the White House Gender Policy Council

- March 8, 2021: Establishment of the White House Gender Policy Council (GPC) – meets monthly
  - Rhonda is NSF's Senior Designee; Javier is the Secondary Designee (5 additional members on NSF Team)
- June 22, 2021: NSF submitted input to the Government-wide Gender Strategy
- August, 2021: Government-wide Gender Strategy is currently being developed for review by GPC members

Executive Order 14035:
June 25, 2021

Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

Deliverables	Deadlines
Agencies submit self-assessment of DEIA practices	+100 days (October 4, 2021)
DEIA Initiative issues government-wide DEIA Strategic Plan	+150 days (November 23, 2021)
Agencies submit agency-specific DEIA strategic plans	+270 days (March 23, 2022)
Agencies submit progress reports	Annually

Racial Equity Task Force

Charge

To 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.

NSF Employment (Internal)

➢ Organization/Reporting Structure
➢ Hiring Practices
➢ Position Management
➢ Polices and Procedures

NSF Program Delivery (External)

➢ Grant and Proposal Writing
➢ NSF's Merit Review Process
➢ R1 and MSI Partnerships and Collaborations
➢ Polices and Procedures

*All efforts are being made to ensure the racial equity work is in alignment with Presidential Memorandums and Executive Orders

Racial Equity Task Force

Three Emerging Overarching Topical Themes

❖ Data collections systems and self-reporting

❖ Recruitment

❖ Standardization/Uniformity

DEIA Accomplishments
(Fiscal Year 2020 & 2021)

Diversity (D):

✓ Facilitated discussions across NSF regarding the impact of social unrest

✓ Diversity Training: New Employee Orientation, Merit Review Reboot Camp, Executive Roundtable

✓ Agency-wide Civil Treatment and unconscious bias training

✓ Reorganization of ODI to ECR to include external diversity engagement

Equity (E):

✓ Completed numerous Title IX Compliance Reviews and complaints processing

✓ Heightened attention to employment early conflict resolution

✓ Piloting 5-year alternative dispute resolution for conflict resolution (AFGE Local 3403)

✓ Launched MD-715 Working Group for cross-agency input in the Equal Employment Opportunity Commission's (EEOC) mandatory annual report (MD-715) on barrier analysis

Inclusion (I):

✓ Facilitated discussions across NSF regarding the impact of social unrest

✓ Established 3 new Employee Resource Groups

✓ Held first agency-wide program recognizing Juneteenth

✓ Sponsored all 9 Special Emphasis observances implemented by Presidential Proclamation, Executive Orders, and Public Laws

Accessibility (A):

✓ Developed New Reasonable Accommodation (RA) Procedures and Personal Assistance Services guidelines *(57 RAs processed)*

✓ Streamlined procedures for requesting interpreting services *(402 requests processed)*

✓ Developed new Proposal & Award Policies & Procedures Guidelines (PAPPG) language for Reasonable and Accessibility Accommodations

Closing Remarks

Questions

Thank you for your support!