

Broadening Participation at NSF: A Framework for Action

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International Geophysical Year, 1957-1958

Mystery:

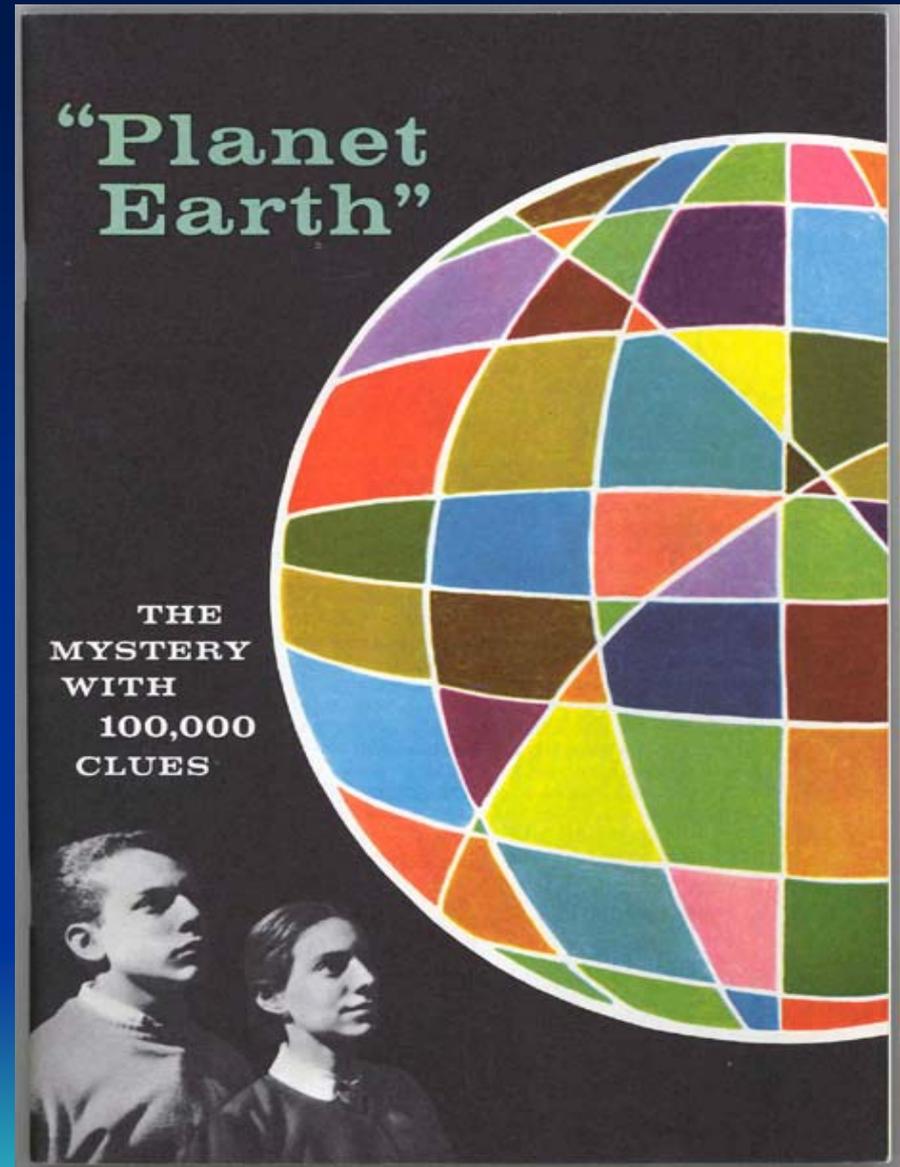
What are the compelling
questions?

Clues:

Phenomena we have yet
to describe

Solution:

An international
program of
simultaneous
observations



The NSF Approach

- Engage all people, from all types of institutions, and all regions of the nation in the science and engineering enterprise.
- Maintain and update a Broadening Participation Portfolio



Research.gov and Reviewer Services

- Increase the diversity of scientists and other Science, Technology, Engineering, and Mathematics (STEM) experts who review NSF proposals by initiating the development of searchable reviewer services 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.



Promising Practices: What works (inside)?

- Provide training for staff on NSF priorities and mechanisms for broadening participation and workforce development, including topics such as outreach approaches, reviewer selection, and mitigation of implicit bias in the review process.



Promising Practices: What works (outside)?

- **Communicate clearly broadening participation and workforce development guidance and promising practices within NSF and throughout the STEM community. Establish a publicly accessible web page to facilitate broad dissemination and consultation.**



Keeping Track of Performance

- **Enhance the accountability and tracking of NSF-supported broadening participation efforts through several means, such as encouraging Principal Investigators (PIs) to report outcomes of broadening participation activities as part of the reporting process for grants and initiating the development of NSF-wide reference codes for all broadening participation funding activities.**



Review and Assess

- **Promote effectiveness and relevance of the NSF broadening participation portfolio via periodic evaluations, including external reviews ranging from the program level to larger cross-sections of the portfolio.**



Get Moving

- **Develop an implementation schedule based on the above recommended action items. Include in the schedule a timetable with allocated resources and assignments to specific groups, along with periodic evaluations of each action item's completion and impact. Disseminate a draft for internal comment and subsequently for external comment.**



