



U.S. NATIONAL SCIENCE FOUNDATION  
2415 EISENHOWER AVENUE  
ALEXANDRIA, VIRGINIA 22314

NSF 24-101

## Dear Colleague Letter: Strengthening the Evidence Base Related to Broadening the Participation of LGBTQI+ Individuals in STEM

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August 5, 2024

Dear Colleagues:

This DCL aims to advance NSF's Vision of a "nation that leads the world in science and engineering research and innovation, to the benefit of all, without barriers to participation", which is closely aligned with the [NSF 2022-2026 Strategic Plan](#) and the [Sexual Orientation and Gender Identity \(SOGI\) Data Action Plan](#). NSF is fully committed to the development of a future-focused science and engineering workforce that draws on the talents of all Americans, including those in the lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) communities.

This DCL encourages four proposal types:

1. Proposals for fundamental, use-inspired, and/or translational research and/or research syntheses. Proposed projects may involve the collection and analysis of new and/or existing data, meta-syntheses, meta-analyses, and/or structured literature reviews. Project topics may include, but are not limited to:
  - Research-informed practices for the collection, management, and dissemination of SOGI data, while attending to privacy and confidentiality, as up-to-date and comprehensive SOGI data are essential to pursue effective pathways to build capacity in the science, technology, engineering, and mathematics (STEM) enterprises.
  - Research methods for examining and mitigating disparate impacts of key computing technologies, including effects arising from fairness in algorithms from artificial intelligence/machine learning to mechanism design; personal representation in systems including authentication, virtual reality, and social media; and privacy and security risks that might arise for individuals in applications that use sensing, user modeling, and personalization.
  - Research on organizational change around systemic and cultural factors, expanding capacity and/or supporting initiatives for systemic change, and

- organizational policies and practices impacting researchers and students.
- Educational, social, and behavioral science research related to gender identity and sexual orientation, language use within and across STEM communities, and/or the impact of intersectional identities on experiences in STEM.
  - Novel theoretical and analytical frameworks, methodologies, and research questions informed by evidence related to LGBTQI+ individuals in STEM.
2. Proposals to design and deliver new conferences, colloquia, and workshops focused on research that advances education and workforce development activities related to building and/or applying the evidence base related to SOGI.
  3. [Group travel proposals](#) to support participation in existing or planned meetings and conferences aligned with the goals of this DCL.
  4. Proposals to fund activities aligned with the goals of this DCL and associated with increasing access, engagement, inclusion, and/or belonging in STEM research, workforce development, and education. For example, proposals for [Research Experiences for Undergraduates \(REU\) supplements](#), [REU sites](#), and [Research Experiences for Teachers \(RET\) supplements](#) may focus on such activities and investigators with active NSF awards may [request supplemental support](#) for such activities.

When developing proposals submitted in response to this DCL, proposers are strongly encouraged to integrate evidence related to factors affecting the participation of LGBTQI+ individuals in STEM. Proposal [data management and sharing plans](#) should address issues of privacy and sensitive data, as appropriate. Well-considered recruitment and outreach plans and robust strategies to support the well-being of participants are strongly encouraged.

A proposal responsive to this DCL should be submitted to the NSF program(s) relevant to the proposal's content. Proposers are strongly encouraged to discuss proposal concepts with program directors in the relevant program(s) before submission, or to contact [lgbtqi-dcl@nsf.gov](mailto:lgbtqi-dcl@nsf.gov). Supplemental funding requests should be submitted only after approval by the relevant NSF program director for the original award. Proposals responding to this DCL should be prepared and submitted following the guidance in the [NSF Proposal & Award Policies & Procedures Guide \(PAPPG\)](#) and must adhere to the requirements and guidance specified in the program solicitation, announcement, or program description to which the proposal will be submitted, including deadlines, where applicable. Final funding decisions are subject to the availability of funds and the intellectual merit and proposed broader impacts of proposals received.

Submissions should include "LGBTQI+ DCL:" at the beginning of the proposal title or immediately following any solicitation specific title prefix.

Sincerely,

Susan Marqusee, Assistant Director  
Directorate for Biological Sciences (BIO)

Gregory Hager, Assistant Director  
Directorate for Computer and Information Science and Engineering (CISE)

Susan Margulies, Assistant Director  
Directorate for Engineering (ENG)

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