



Agency Priority Goal

Improve Representation in the Scientific Enterprise

Update: Q1, FY 2024, EPSCoR PI Meeting

May 21, 2024

APG FY 24 Q1 Update

Goal Leaders:

Charles Barber, Chief Diversity and Inclusion Officer

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Directorate for STEM Education

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Activities



FY 2024-2025 Agency Priority Goal statements

Impact Statement: Improve representation in the scientific enterprise by making changes that will lead to an increase in proposal submissions from underrepresented and underserved applicants and communities.

Achievement Statement:

By September 30, 2025, NSF will increase the proportion of proposals received

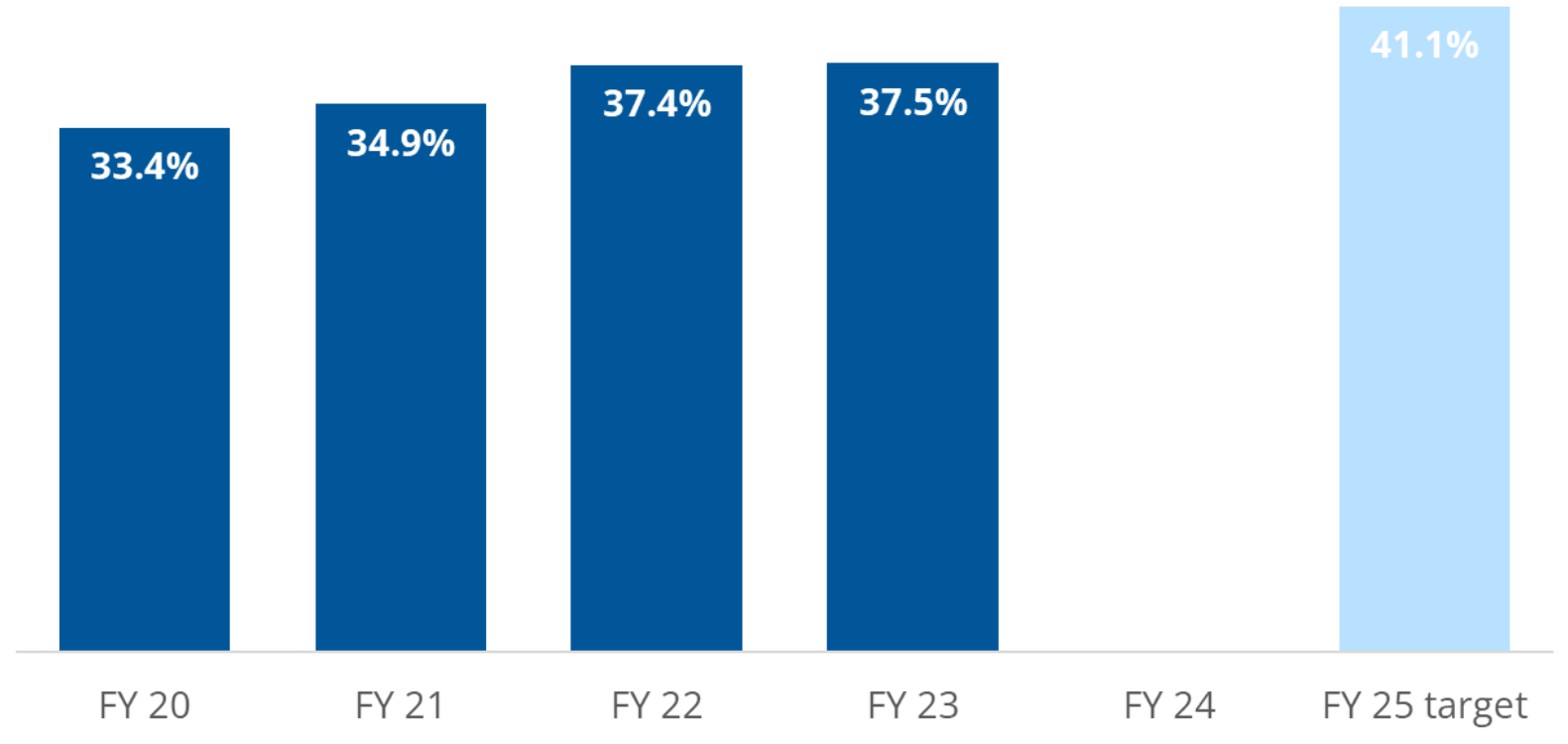
- 1) with principal investigators from groups underrepresented in STEM and
- 2) from emerging research institutions by 10 percent over the FY 2022 baselines.



<https://www.performance.gov/agencies/NSF/apg/fy-24-25/>

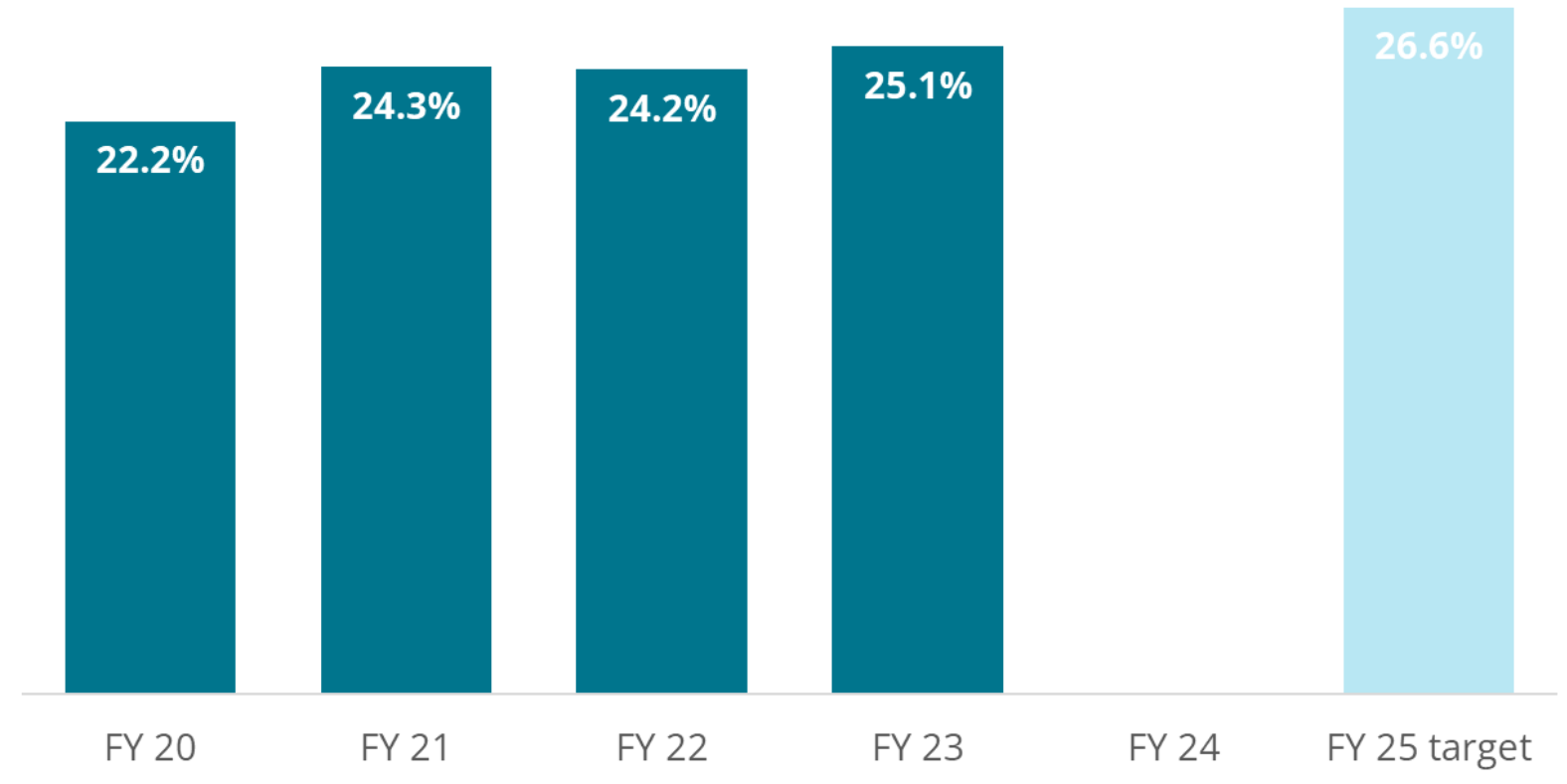
Key Indicators

Proportion of proposals with Principal Investigators from groups underrepresented in STEM



Key Indicators

Proportion of proposals from underserved institutions



Quarter 1 Highlights

- Hosted first Equity Ecosystem Expo – highlighted different ways that NSF offices, programs, and initiatives contribute to broadening participation in STEM, promoting equity in NSF programs and enhancing DEIA in the NSF workforce
- NSF's GRANTED program funded 25 conference projects through 29 awards
- NSF's EPSCoR Strategy, Engagement, and Consultation Taskforce finalized and disseminated an agency implementation plan for the EPSCoR targets in the CHIPS and Science Act



FY 2024-2025 APG Goal Strategies

- **Strategy 1:** Engage and educate NSF staff on strong practices for improving diversity across NSF programs.
- **Strategy 2:** Build capacity across Emerging Research Institutions.
- **Strategy 3:** Diversify research funding to achieve EPSCoR targets.

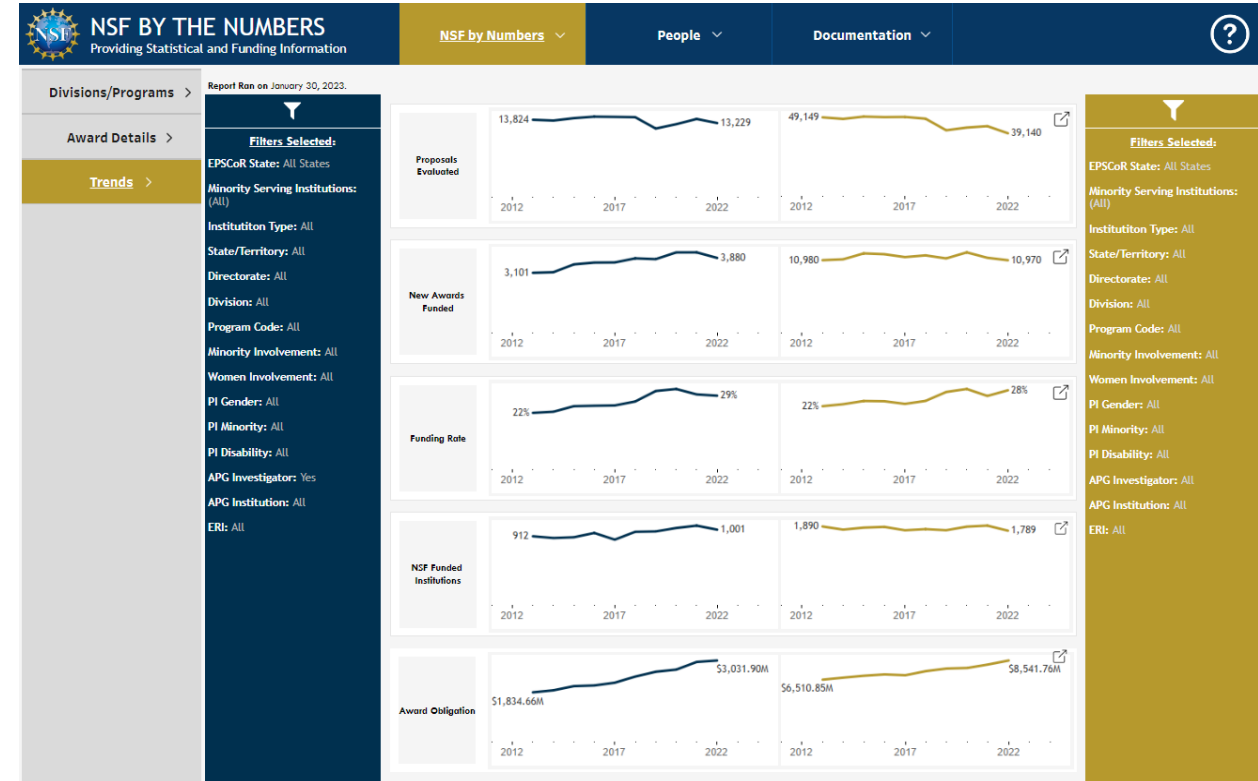
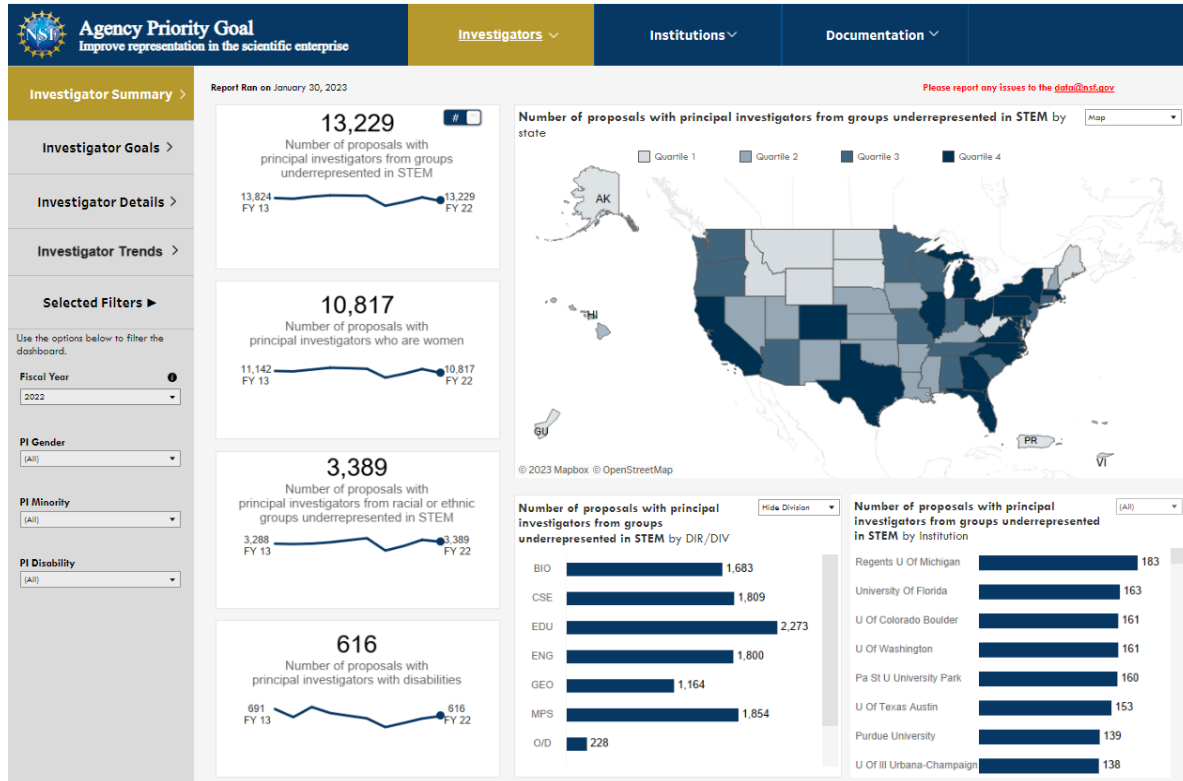


Key Milestones – Engage and educate NSF staff

- A key strategy of the FY 2024-2025 APG will be to disseminate the resources and tools that were collected and developed in FY 2022-2023, which have been assembled into a toolkit for improving representation. This toolkit provides resources and recommendations that range from recruiting reviewers and running reviews equitably to outreach to new groups and connecting new investigators to NSF programs.
- NSF will shift the focus of this APG to implementation and establish a group of Directorate and Office Champions to lead the implementation efforts at the Directorate and Office level and communicate progress to the APG leadership.



APG dashboard



Links to [dashboard](#) and [tip sheet](#)



Key Milestones – Build capacity across ERIs

Emerging research institutions (ERI) are defined in the CHIPS and Science Act of 2022 as: "an institution of higher education with an established undergraduate or graduate program that has less than \$50,000,000 in Federal research expenditures."

Addressing disparities by supporting the enhancement of research administration and post-award management is necessary to meet our goal of increasing proposals from emerging research institutions by 10 percent. This will be accomplished through:

NSF will leverage existing Broadening Participation programs as well as the new GRANTED initiative to support ERIs in building their capacity to propose and support projects for NSF funding, which will lead to increases in proposals submitted to NSF. Building capacity will be accomplished through

- Many existing programs within the Broadening Participation portfolio have a goal of improving research capacity target specific disciplines or institution types and
- GRANTED (Growing Research Access for Nationally Transformative Equity and Diversity), which is designed to build research capacity across emerging research institutions generally, including MSIs, and to share effective practices that lead to competitive proposal development.



Key Milestones – Diversifying research funding to achieve EPSCoR targets

- NSF EPSCoR builds capacity through investment in research infrastructure improvement, co-funding in partnership with NSF directorates and offices, and outreach to investigators and institutions in EPSCoR jurisdictions.
- The CHIPS and Science Act of 2022 sets annual targets for funding to institutions in EPSCoR jurisdictions through fiscal year 2029. NSF has convened an agency-wide working group to develop a comprehensive strategy and plan to achieve these funding targets.
- The strategy will address expanding funding opportunities that support capacity building and sustainable research infrastructure, coordination of relevant internal knowledge sharing and external outreach, and establishing and monitoring directorate-level funding targets.



For more information, see [Performance.gov](https://www.performance.gov/agencies/nsf/apg/fy-24-25/goal-1/):
<https://www.performance.gov/agencies/nsf/apg/fy-24-25/goal-1/>

FY24-25 PRIORITY GOAL



NATIONAL SCIENCE FOUNDATION

Improve Representation in the Scientific Enterprise

GOAL LEADERS



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TO ACHIEVE

Improve representation in the scientific enterprise by making changes that will lead to an increase in proposal submissions led by individuals from underrepresented groups and from underserved communities. By September 30, 2025, NSF will increase the proportion of proposals received 1) with principal investigators from groups underrepresented in STEM and 2) from emerging research institutions by 10 percent over the FY 2022 baselines.

PROGRESS UPDATES

 [FY 2024 Q1](#)



Questions?

