



# NSF's Eddie Bernice Johnson INCLUDES Initiative

*Accelerating Collaborative, Systemic Change to Broaden Participation in STEM*

## Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science

The INCLUDES Initiative seeks to motivate and accelerate collaborative infrastructure building to advance equity and sustain systemic change to broaden participation in STEM fields at scale. The initiative aims to support significant advancement in the inclusion of groups that have historically been excluded from or underserved in STEM.

### What is NSF's INCLUDES Initiative?

- An initiative designed to enhance U.S. leadership in STEM discovery and innovation through a focused commitment to advancing equity, inclusion, and broadening participation (BP) in STEM
- A catalyst toward a STEM workforce that reflects the diversity of the Nation
- Collaborative action for inclusive change
- A funder of projects that work to address BP challenges using collaborative infrastructure
- Connector of NSF-funded projects, Federal agencies, BP researchers, and those who share in the vision of building an inclusive STEM workforce through the INCLUDES National Network.

### Why are Diversity, Equity, Inclusion, and Accessibility Important?

- Diversity: Ensure the full spectrum of thought, perspective, and experience is represented and valued in STEM
- Equity: Safeguard fair treatment and fairness in access to resources needed to fully participate in the STEM community
- Inclusion: Build a culture of belonging by actively inviting contribution and participation of people from all backgrounds
- Accessibility: Remove barriers to opportunities, resources, and services in the STEM community

### What is Broadening Participation at Scale?

- Increasing the active participation of populations underrepresented and/or underserved and advancing inclusion in STEM
- Leveraging partnerships and networks to expand the impact of effective strategies from project and local levels to the national



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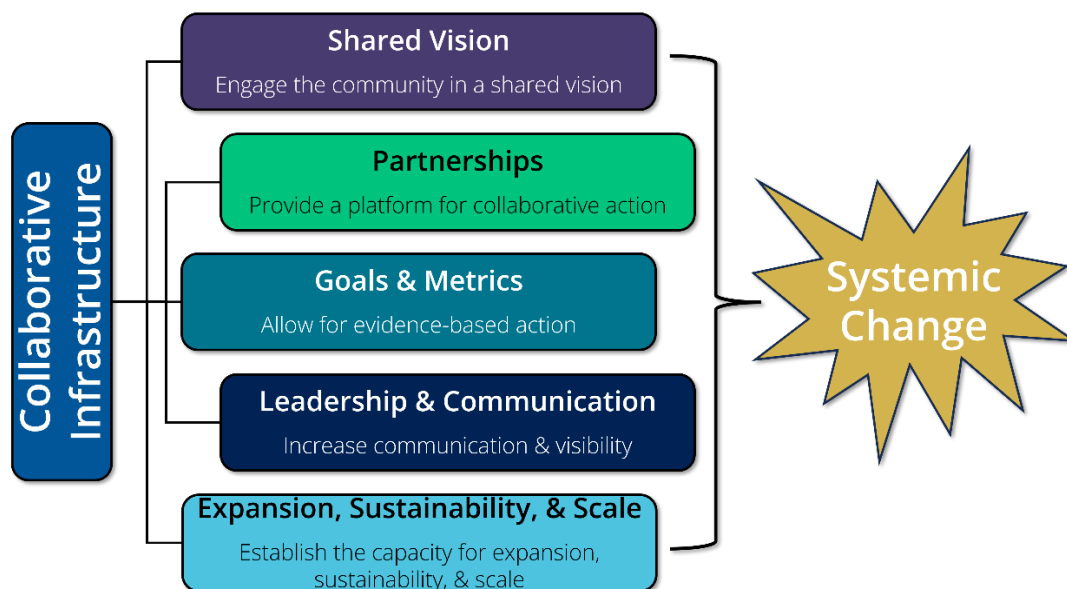


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## What does NSF's INCLUDES Initiative mean by collaborative infrastructure building?

Collaborative infrastructure (CI) building is in service to the larger goal of systemic change to broaden participation in STEM. Building CI is a key component of the INCLUDES Initiative and enables the outcome of more effective collaboration that will lead to more network connectivity, with the help of the Coordination Hub.



**Collaborative Infrastructure is operationalized through theories of action, such as:**  
 Communities of Practice | Collective Impact | Network Improved Communities

## Eddie Bernice Johnson INCLUDES Project Types (NSF 22-622)

Project Type	Maximum Award	Maximum Award	Due Date
	Amount	Duration	
Design & Development Launch Pilots	≤\$600K	2 years	4 <sup>th</sup> Tuesday of October <i>every even year</i>
Collaborative Change Consortia	≤\$5M	5 years	4 <sup>th</sup> Tuesday of October <i>every even year</i>
Alliances	≤\$10M	5 years	4 <sup>th</sup> Tuesday of October <i>every odd year</i>
Network Connectors*	≤\$500K	2 years	4 <sup>th</sup> Tuesday of October <i>every year</i>
Conferences	≤\$100K	1 year	Accepted anytime

*\* Requests that exceed \$500,000 may be considered, depending on the description of need in the proposal and the proposed activities.*

*Each funded project is building collaborative infrastructure – through a shared vision, partnerships, shared goals and metrics, distributed leadership and leadership development, continuous communication, and implementation of strategies for expansion, sustainability, and scale.*