

# NATIONAL SCIENCE FOUNDATION

The National Science Foundation (NSF) promotes the progress of science, advances the national health, prosperity, and welfare, and secures the national defense. NSF envisions a nation that leads the world in science and engineering research and innovation, to the benefit of all, without barriers to participation.

## BUILDING ON NSF'S ACCOMPLISHMENTS

- **ADDRESSING BARRIERS TO PARTICIPATION:** NSF established an internal Racial Equity Task Force charged with identifying barriers of equitable treatment and providing recommendations to the Director on how to overcome those barriers in the areas of recruitment, policy guidance and procedures, the merit review process, and external NSF engagement.
- **SUPPORTING THE CAREER DEVELOPMENT OF A DIVERSE NSF WORKFORCE:** The Racial Equity Task Force, commissioned by the NSF Director, made recommendations that informed the recently released NSF Diversity, Equity, Inclusion, and Accessibility Strategic Plan (2022-24).
- **HONORING THE VALUES, CULTURE, AND HERITAGE OF THE NATIVE HAWAIIAN COMMUNITY:** NSF has sought to understand the varying viewpoints of Native Hawaiians and other people regarding the potential construction and presence of astronomical facilities across the state. For instance, NSF established a Native Hawaiian working group during the construction of the Daniel K. Inouye Solar Telescope in Maui. Researchers will acknowledge in any resulting scientific publications that the site is located on land of spiritual and cultural significance to Native Hawaiian people and that the use of the site to further scientific knowledge is done so with appreciation and respect.

# **PRIORITY PROGRAM GOALS FOR THE ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER COMMUNITIES**

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*Per Executive Order 14031, NSF has identified three high-priority goals that will span the next two years. These goals will advance equity, justice, and opportunity for AA and NHPI communities.*

## **GOAL 1**

**Increase proposal submissions and overall representation for AA and NHPIs:** NSF will increase both the number and proportion of proposals received from underrepresented and underserved investigators and institutions from within the AA and NHPI communities by 5% and will strive to do so by increasing its external engagement with AA and NHPI communities, including proposal writing workshops and recruitment efforts; strengthening linkages with Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs); partnering with professional societies; and leveraging the WHIAANHPI Regional Network.

## **GOAL 2**

**Develop mechanisms leading to improved data collection of AA and NHPI applicants:** NSF will examine its proposal submission system to identify opportunities to improve the capabilities for principal investigators and their submitting institutions to self-identify the communities to which they belong. Improving data quality and potentially the types of data collected will contribute to a richer and more accurate picture of the pool of applicants and the ability for deeper data disaggregation.

## **GOAL 3**

**Transform NSF's public-facing presence to improve accessibility and usability by potential applicants and the public who are from AA and NHPI communities:** NSF will take a "plain language" approach to rewriting the primary web pages that describe its programs, provide policy guidance, and instruct readers on how to find funding opportunities and prepare successful proposals. The agency will also explore providing translations of these primary pages to reach the broader AA and NHPI communities.