

U.S. National Science Foundation SOGI Data Action Plan

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U.S. National Science Foundation

FCSM Workshop, October 23, 2024

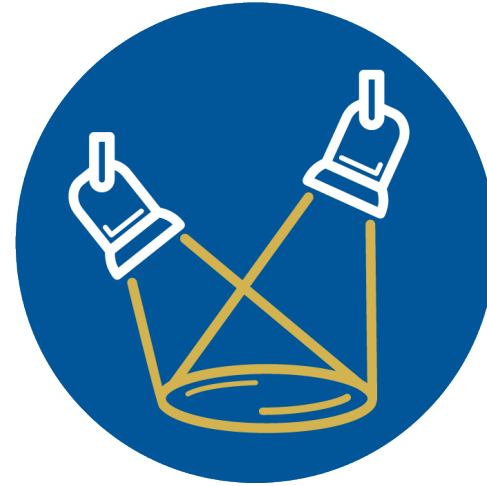
Goals for today



**NSF
Background**



**NSF SOGI
Data Action Plan**



**Share
Highlights**



**Answer
Questions**





NSF Background



NSF in a Nutshell

Independent
agency

Supports basic
research and
education

Uses grant
mechanisms

Low overhead,
highly automated

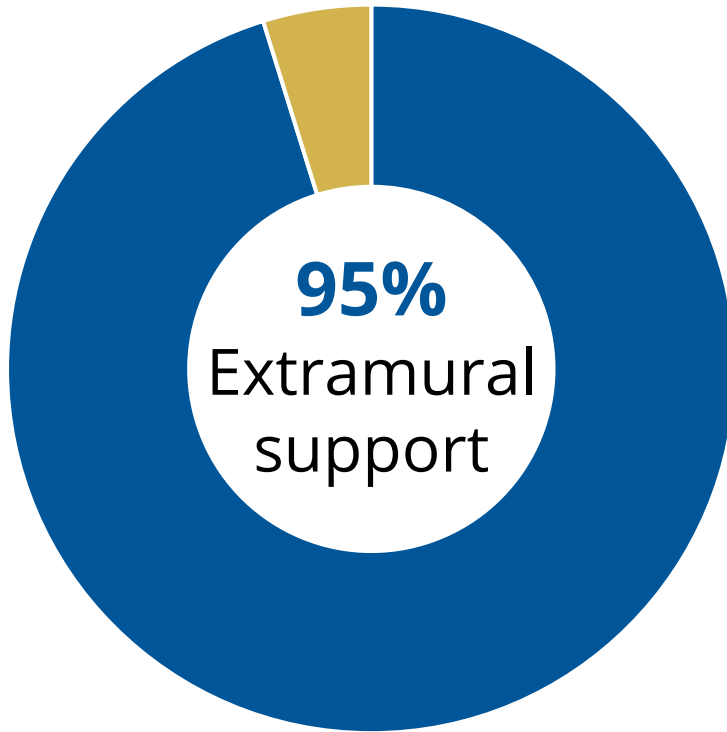
Discipline-based
structure

Use of rotators
and IPAs

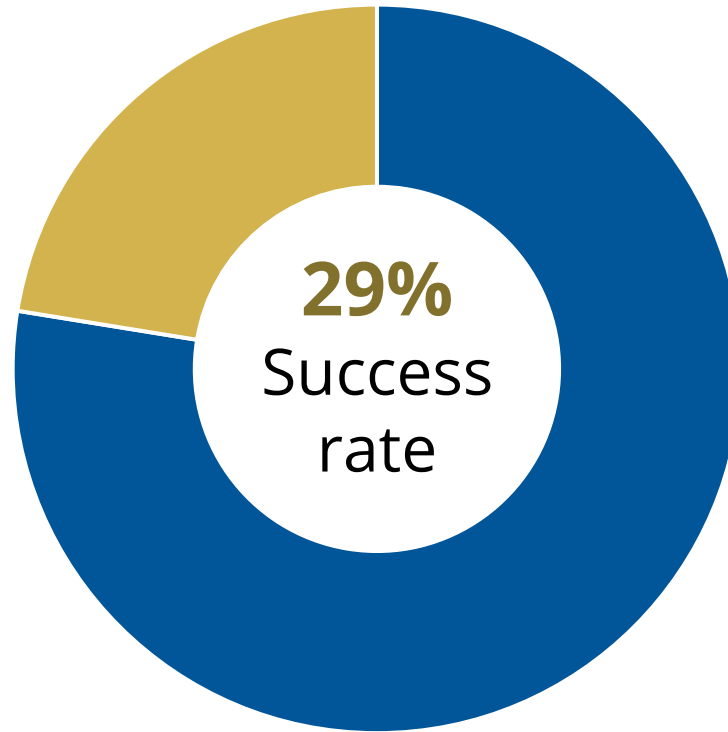


NSF by the Numbers – FY23 Highlights

\$9.9 billion



>38,000 proposals



353,000 people directly supported





NSF SOGI Data Action Plan



NSF SOGI Data Action Plan

- Required by Executive Order 14075
- Aligned with NSF strategies

How will NSF...

- use SOGI data to advance equity for LGBTQI+ individuals?
- implement Federal Evidence Agenda recommendations?

Timeline

Sep 2023:
Implementation
started

Apr 2023:
Submitted to
OMB

Dec 2023:
Plan published
publicly



Submitted to the Office of Management and Budget and the Office of Science and Technology Policy

National Science Foundation Sexual Orientation and Gender Identity Data Action Plan

This document presents the U.S. National Science Foundation Sexual Orientation and Gender Identity (SOGI) Data Action Plan. As required under Section 11(c) of [Executive Order 14075 on Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals](#), this document details how NSF plans to use SOGI data to advance equity for LGBTQI+ individuals and how NSF plans to implement the recommendations in the [Federal Evidence Agenda on LGBTQI+ Equity](#) (referred to as "Evidence Agenda" throughout this document).

NSF's statutory mission is to "promote the progress of science; to advance national health, prosperity and welfare; and to secure the national defense" among other purposes. NSF's "2022-2026 Strategic Plan" describes how the agency will meet this mission over this five-year period, including framing three strategic goals. This data action plan aligns with NSF's strategic goal to "empower STEM talent to fully participate in science and engineering" and two strategic objectives underpinning that goal: "ensure accessibility and inclusivity" and "unleash STEM talent for America." This data action plan also aligns with the "Economic Security and Education" topic identified in the Evidence Agenda.

As described in the Evidence Agenda, any evidence-building or use activities must be carried out in accordance with federal best practices and applicable law to safeguard privacy, security and civil rights. It is important to note that some activities described in this plan may be reconsidered or modified accordingly based on evidence developed as the plan is implemented.

The "Learning Questions," "Evidence-Building Activities" and "Evidence-Use Activities" described in this plan provide a framework for action that aligns with the executive order and the NSF strategic plan. The Learning Questions represent three foci for the NSF mission: the internal NSF workforce; public access to and engagement in NSF programs, activities and opportunities; and the U.S. science, technology, education and math environment supported by NSF. Answers to these questions, gathered through the Evidence-Building Activities described below, will improve NSF's ability to make evidence-based decisions and undertake Evidence-Use Activities related to its programs, policies and/or operations. Insights from efforts to address NSF's Learning Questions may also prove useful to the agency's federal partners as they develop evidence-informed decisions pertaining to their programs.

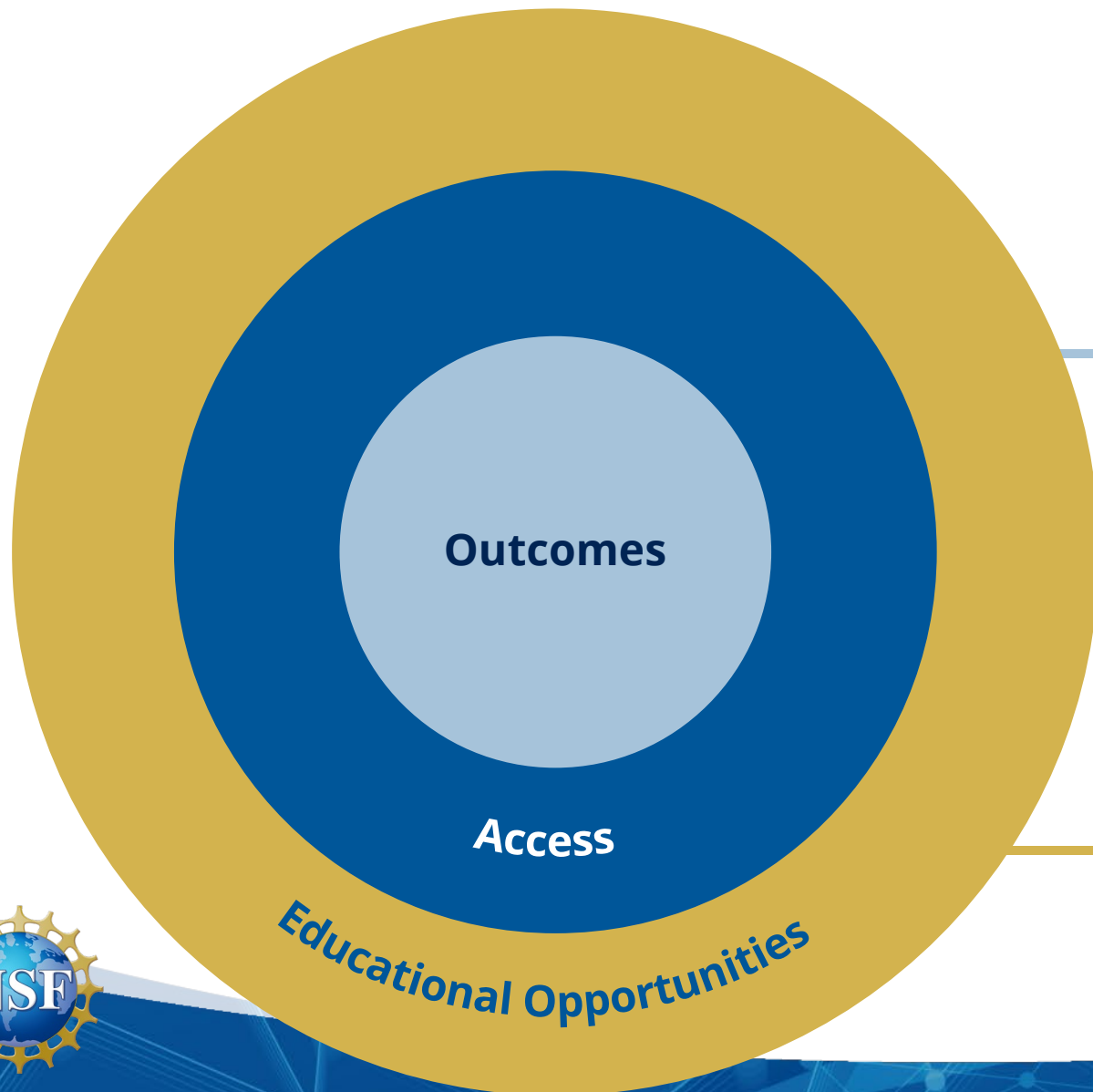
Learning Questions, Evidence-Building Activities and Evidence-Use Activities

Learning Question 1: How can NSF promote equitable outcomes for LGBTQI+ staff in the NSF workforce?

To build evidence related to this Learning Question, NSF anticipates carrying out the following activities over the next six to 18 months:

- EB 1. The chief diversity and inclusion officer (CDIO) will establish a listening program for NSF designed to increase multicultural competence and inclusion as members of the NSF

Learning questions: How can NSF promote equitable...



- 1** Outcomes for LGBTQI+ individuals in the NSF workforce?
- 2** Access to & engagement in NSF programs, activities, and opportunities for LGBTQI+ individuals?
- 3** Educational opportunities, outcomes, and experiences for LGBTQI+ individuals in STEM?



Evidence-building activities

Learning Question 1

- NSF-wide Learning Sessions
- LGBTQ+ and Allies ERG
- **SOGI Workforce pilot survey**

Learning Question 2

- Prototype SOGI data questions for NSF systems
- Review of demographic data collection, management, and use in NSF systems

Learning Question 3

- Inventory programs and awards for activities related to LGBTQI+ people and equity
- DCL for workshops, colloquia, etc. to identify promising avenues for promoting equity for LGBTQI+ individuals





Highlights



NSF SOGI Workforce Pilot Survey

Collect federal workforce data on LGBTQI+ employees

Assess respondents' preferences for how SOGI questions are asked:

- Sexual orientation
- Gender identity
- Membership in LGBTQI+ community for those not willing to answer more specific questions

Survey Information

Survey administered via anonymous web link in Qualtrics

3 weeks
Remained open for 3 weeks between March and April 2024

26%

response rate among NSF federal employees and IPAs



Which of these questions do you prefer?

Version A

What is your gender?

- Woman
- Man
- Non-binary
- I use a different term: _____

Are you transgender?

- Yes
- No
- I prefer not to answer

Version B

What sex were you assigned at birth, on your original birth certificate?

- Female
- Male
- Don't know

What is your current gender? [mark only one]

- Female
- Male
- Transgender
- I use a different term: _____

45

23

33

Percentage of respondents choosing option



Using the data

Report on results to NSF leadership, ERGs, and interagency WG

Develop recommendations for SOGI questions in federal surveys

Incorporate questions as part of HRM tools

Collaborate with NCSES as they pilot SOGI questions in national surveys

Use SOGI guidelines, metrics, and data in DEIA analytical tools and reports



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

Encourages four proposal types

Research and/or research syntheses

New conferences, colloquia, and workshops

Activities associated with increasing access, engagement, inclusion, and/or belonging in STEM

Group travel proposals for participation in meetings and conferences aligned with DCL goals

Proposals submitted to relevant NSF programs and undergo standard merit review

Questions? Email lgbtqi-dcl@nsf.gov

<https://www.nsf.gov/pubs/2024/nsf24101/nsf24101.jsp>



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NSF 24-101

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

August 5, 2024

Dear Colleagues:

This DCL aims to advance NSF's Vision of a Nation that leads the world in science and





Answer Questions

