

NSF INCLUDES Network Member Survey 2022

PART A: All Respondents Complete this Section

The NSF INCLUDES National Network (the Network) aims to support systems change efforts to broaden participation in STEM career pathways and opportunities through a collaborative approach that brings together member resources, expertise, and connections.

This survey is an opportunity for you to provide feedback on your experiences with the Network. This includes your perspectives on desired outcomes and ways in which the Network is informing and supporting your efforts to change systems to broaden participation in STEM. This survey is administered by the Network Coordination Hub, which provides cross-Network coordination and management, and develops and disseminates resources across the Network.

Your feedback will improve Network functioning, advance collaboration, and shape Network and Coordination Hub activities in the future.

If you are a member of an active or recently concluded NSF INCLUDES project, the survey will take approximately 25 minutes to complete. If you are not part of an NSF INCLUDES project, you will complete only Part A which will take approximately 10 minutes. The survey consists of primarily multiple-choice questions.

Your participation in this survey is voluntary, and you may opt out at any time. We will not report individual responses—all findings will be reported in aggregate without personally identifiable information (PII). We will not report any statistics for disaggregated groups with less than 10 responses. We will destroy all personally identifiable information at the end of the Hub's funding period.

A. Network Activity

There are many ways to engage with members of the NSF INCLUDES National Network including participating in the online community at INCLUDESNetwork.org, interacting directly with other Network members outside the online community, and attending convenings and conferences.

1. Do you consider yourself to be part of the NSF INCLUDES National Network?
 - a. No
 - b. No, but interested in learning more
 - c. Yes, but not very involved
 - d. Yes, involved quite a bit

2. How long have you been a member of the Network? *[Skip logic: only ask if checked c/d for #1]*
 - a. 0-1 year
 - b. 1-2 years
 - c. 2-3 years
 - d. 3 years or more

2. How often have you interacted with the Network to date?	Never	Sometimes	Often
a. Participated in the online community (INCLUDESNetwork.org) <i>If answer to a is “sometimes or often” answer i-vi; if never skip to b.</i>			
i. Read posts or announcements from INCLUDESNetwork.org			
ii. Accessed materials on the INCLUDESNetwork.org			
iii. Viewed the NSF INCLUDES Shared Measures Platform			
iv. Engaged in online discussions on INCLUDESNetwork.org			
v. Participated in one or more Network capacity building webinars or virtual events			
vi. Participated in one or more webinars or virtual events about NSF funding opportunities or programs			
vii. Participated in one or more Affinity Groups			
b. Interacted with Network members outside the online community. <i>If answer to a is “sometimes or often” answer i-vi; if never skip to b.</i>			
i. Contacted Network members outside my own project via telephone or email			
ii. Contacted Network members outside my own project via the NSF INCLUDES online community messenger function			
iii. Received from or provided to another Network member a resource, tool, or instrument			
iv. Collaborated on one or more documents with a Network member outside my own project			
v. Collaborated with Network members outside my own project on a joint program or research project			
vi. Collaborated with Network members on a conference presentation or publication			
vii. Visited the institution of another Network member			
c. Attended conferences and /or convenings. <i>If answer to a is “sometimes or often” answer i-vi; if never skip to b.</i>			
i. Attended the NSF INCLUDES National Network Convening			
ii. Attended one or more convenings/conferences hosted by a Network member other than NSF			
d. Other activity (Please specify): _____			

B. Infrastructure to Support the National Network

The Coordination Hub is interested to understand your **motivations** for participating in the NSF INCLUDES National Network.

There are many ways to engage with members of the NSF INCLUDES National Network including participating in the online community at INCLUDESNetwork.org, interacting directly with other Network members outside the online community, and attending convenings and conferences.

Thinking about how you have interacted with the Network, please reflect on the motivating factors for participating in the Network.

1. How important do you think the following motivations are for your participation in the National Network?	Not Important	Somewhat Important	Very Important
a. Collective focus on the broadening participation outcomes that I care about			
b. Hold a shared vision and collective responsibility across the Network for broadening participation			
c. Learn about emerging issues in broadening participation in STEM fields			
d. Identify potential policy and practice changes applicable to my organization or practice setting			
e. Expand my thinking about successful strategies for broadening participation			
f. Increase my understanding of how systems work to support or hinder participation in STEM			
g. Be part of a larger movement to support access and pathways to STEM careers			
h. Contribute to the research on broadening participation			
i. Connect with private funders that support broadening participation			
j. Connect with NSF and other Federal agencies to access broadening participation resources			
k. Learn from and/or share resources and information with my peers outside my institution who are working on broadening participation in STEM			
l. Collaborate with others in the field on joint activities, programs, and/or research			
m. Amplify the influence of the work that I or my organization does by showcasing my work			
n. Access and/or share data to inform Network strategic planning and decision-making			
o. Contribute data from my work that demonstrates the aggregate influence that Network members are having on broadening participation in STEM			
p. Other (Please specify): _____			

C. How Should the Network Be Structured?

The next set of questions ask about **what structures are needed** for the National Network to fulfill its function (to provide the collaborative infrastructure to strengthen the ability of individuals and institutions to broaden participation in STEM). The structures outlined in this next question are found in many different types of networks to support exchange of knowledge and acceleration of impact across the field.

1. How important do you think the following structures are or would be in supporting how well the National Network functions? Note that some of these are currently in place within the Network and some are not.	Not Important	Somewhat Important	Very Important
a. A formal agreement that Network members sign to commit themselves or their organization's participation in the Network			
b. Subcommittees or work groups that engage in agreed-upon tasks and activities and report back to the full Network			
c. A leadership team and/or governance structure made up of Network members to guide the work of the Network			
d. Convenings or conferences for the whole Network			
e. Convenings or conferences for smaller regional or topical interest groups			
f. Virtual platform for online community sharing and learning			
g. Webinars and other online training opportunities			
h. Discussion boards and webchats			
i. Network member-led affinity groups			
j. Dedicated financial resources and staff to support Network operations			
k. Other (Please describe): _____			

D. National Network Value/Benefit

For the following questions, think about your experience with the National Network and its **value to you and your work**. This includes interactions with the Hub, with NSF Program Officers, with INCLUDESNetwork.org, and with others involved in broadening participation in STEM efforts.

1. Please rate the degree to which you see evidence of the following in the National Network: I have seen or experienced the following with the Network...	Strongly Disagree	Disagree	Agree	Strongly Agree	Do Not Know / N/A
a. Our broadening participation efforts have been featured in Network events and communications (e.g., webinars, blogs, social media posts)					
b. The Network has clear goals to which we can align our broadening participation work					
c. I feel a sense of ownership and responsibility to contribute to the Network					
d. The Network allows me to be a part of a bigger movement toward broadening participation					
e. I can articulate how my work fits within the larger Network					
f. Network members hold each other accountable to broadening participation goals					

g. Data are used to track shared progress and outcomes at the Network level					
h. Other value or benefit of participation in the Network (please describe:...					

Open-Ended Questions

For the Network to broaden participation, it is important to leverage the unique skills, expertise, and talents that each member brings. Network success relies on active participation and collaboration among its members.

2. Please take a moment to let us know what strengths, expertise, resources, and other assets you would be willing to contribute to the Network community.

One of the benefits of the Network is to share information across members, and to increase the knowledge of Network members about current trends and best practices in the field.

3. Based on where you are situated in the NSF INCLUDES system (e.g., as an institution of higher education, funder, project director, other interested party), what do you think are important trends and issues in the broadening participation field that the Network should be aware of or address collectively?

E. Role in Broadening Participation in STEM Efforts

1. At what level(s) of the STEM education/workforce system are you working? *(Please check all that apply)*

a. Pre-K	
b. Elementary School	
c. Middle School	
d. High School	
e. Community college	
f. Undergraduate Four-Year University	
g. Graduate	
h. Workforce Development (outside of K-12 and postsecondary education)	
i. Informal Education	
j. General Public	
k. Federal agency	
l. Other (Please specify): _____	

2. Is your organization an institution of higher education? Yes / No *(If yes, go to Q3; if No, go to Q4)*
3. Is your institution any of the following minority-serving institutions?
 - a) Historically Black Colleges and Universities (HBCUs) Yes / No
 - b) Hispanic-Serving Institutions (HSIs) Yes / No
 - c) Tribal Colleges and Universities (TCUs) Yes / No
 - d) Asian American and Pacific Islander Serving Institutions (AAPISIs) Yes / No
4. Does your institution partner with one or more minority-serving institutions? Yes / No / DK *(If yes, go to Q5; if No, go to Q6)*

5. If yes, which type of minority-serving institution?
- a) Historically Black Colleges and Universities (HBCUs) Yes / No
 - b) Hispanic-Serving Institutions (HSIs) Yes / No
 - c) Tribal Colleges and Universities (TCUs) Yes / No
 - d) Asian American and Pacific Islander Serving Institutions (AAPISIs) Yes / No

6. Who is/are your target population(s)? *(Please check all that apply)*

a. Pre-K-12 students	
b. Undergraduate students	
c. Graduate students	
d. Pre-K-12 teachers/faculty	
e. Postsecondary faculty	
f. K-12 schools/districts	
g. Postsecondary departments	
h. Employers / industry professionals	
i. Governmental agencies	
j. Individuals impacted by the carceral system	
k. Nonprofits or other community-based organizations	
l. Other: _____	

7. What are the broadening participation in STEM goals of the initiative you are affiliated with? *(Please check all that apply)*

a. Equitable access to high-quality STEM education programs	
b. Success in STEM coursework	
c. Increasing awareness of STEM education/career opportunities	
d. Representational diversity of those participating in STEM education opportunities	
e. Representational diversity in STEM careers	
f. Equitable institutional programs, policies, and practices	
g. Alignment of career education and pathway opportunities	
h. Create or change policies to support access to and participation of under-represented groups in STEM education and/or careers	
i. An inclusive culture in STEM workplaces and/or educational settings	
j. Other: _____	

8. What is the zip code of your organization/institution engaged in BP in STEM efforts? *(Text box)*

9. Which of the following best describes your connection to the National Network? [*The answer serves as skip logic to the rest of the survey. If a-c, skip to Part B, Section E; if not, end of survey*]

a. Affiliated with an NSF INCLUDES Alliance	
b. Affiliated with another project funded by NSF INCLUDES (such as a DDLP, Conferences, EAGERs, Alliances, or Planning grants)	
c. NSF broadening participation project funded by an NSF program other than INCLUDES (such as LSAMP, ADVANCE, AGEP, BPC-A, or ITEST)	
d. Other broadening participation in STEM project or effort (funded by an agency or foundation other than NSF)	
e. NSF staff member or program officer	
f. Other federal agency staff member (not NSF)	
g. National or state policymaker	
h. Interested in broadening participation in STEM and NSF INCLUDES but do not currently receive NSF INCLUDES funding [<i>including representatives of business, industry, professional association, nonprofit, advocacy organization, etc.</i>]	
a. Private funder or foundation program officer	

PART B: NSF INCLUDES-Funded Projects Only Respond

The following questions about your NSF INCLUDES project will help the Coordination Hub support the scope and scale of **your work and your partnerships with others in the National Network**.

F. NSF INCLUDES Project Information

1. Which of the following categories best describes your role in your NSF-INCLUDES funded project?

a. Evaluator	
b. Principal Investigator/Co-Principal Investigator	
c. Alliance or Project Team Member	
d. Other (please specify): _____	

2. What specific type of NSF INCLUDES funded project best describes your current efforts?

- a. DDLP
- b. Alliance
- c. EAGER
- d. Conference
- e. Planning Grant
- f. Project co-funded by other NSF programs (e.g., AGEP, LSAMP, EPSCoR, etc.)
- g. Other (Please specify): _____

3. How many total NSF INCLUDES awards has your team received, either singly or co-funded with other institutions?

a. 1	
b. 2	
c. 3 to 5	
d. More than 5	

4. How many NSF INCLUDES awards are you currently working on (either single award or collaborator)?

a. 1	
b. 2	
c. 3 to 5	
d. More than 5	

5. How many partners are in your project's network?

a. 0-5	
b. 6-10	
c. 11-20	
d. More than 20	

6. Of your project's network partners, how many are new, as a result of NSF INCLUDES funding?

a. All are new partners	
b. More than 75% are new	
c. About half are new	
d. Less than 25% are new	
e. No new partners	

7. In your project’s network, with what groups is your project partnering? (Select all that apply)

a. Higher education institutions	
b. PreK-12 schools/districts	
c. Nonprofit and/or community-based organizations	
d. Professional associations or networks (outside of the National Network)	
e. Local or state government agencies	
f. Federal government agencies other than NSF	
g. Accrediting agencies	
h. Funders	
i. Museums/science centers	
j. Business/Industry/Trade Organizations	
k. FFRDC (e.g., National Laboratories, Jet Propulsion Lab. NRAO (Radio observatory), etc.)	
l. Other: _____	

G. Collaborative Infrastructure

Foundational to the NSF INCLUDES National Network’s approach is its model of **collaborative infrastructure**, namely—shared vision, partnerships, leadership and communication, goals and metrics, and expansion, sustainability, and scale – from a lens of diversity, equity, and inclusion.

Thinking about your own involvement in the Network (which could be through the online community, existing relationships with other members, interactions with the Coordination Hub, etc), to what degree do you see the following characteristics or outcomes of collaborative infrastructure developing in the Network?

1. Based on my involvement with Network activities and members to date, I think the National Network. . .	Not yet	Beginning	Some progress	Significant progress	Do Not Know	NA
a. Has a clearly articulated common set of goals, vision and mission related to broadening participation						
b. Is guided by one or more collaborative change strategies that coordinates activities across members to achieve the vision						
c. Ensures that those whose perspectives have historically been marginalized significantly shape conversations about the goals, mission, issues and solutions that the Network is acting upon						
d. Explicitly addresses power issues and differentials among Network members, institutions, and those served						
e. Is regularly adding new partners who have a stake in broadening participation efforts						
f. Includes influencers who champion the strategy/plan of action and bring new partners to the network						

g. Is comprised of a representative and diverse set of all sectors, institutions and communities that have a stake in broadening participation efforts						
h. Uses a participatory process to develop a common set of indicators/metrics and data collection methods to track progress and outcomes						
i. Has robust shared capacity to collect, track, and report progress on common metrics						
j. Has an established governance or decision-making structure comprised of Network members.						
k. Distributes decision-making authority and processes across members to ensure that members feel included						
l. Has strengthened relationships between funders and other Network members						
m. Focuses activities to support system-level solutions, policies and practices aimed at broadening participation in STEM and removing structural barriers						
n. Uses new information and approaches to the broadening participation field, to adjust actions and approach						
o. Views problems or issues as opportunities to learn and improve policy and practice						
p. Supports expanding and scaling evidence-driven BP innovations across the Network						
q. Contributes to accelerating National NSF INCLUDES efforts and goals						
r. Communicates effectively about events and resources available						
s. Amplifies individual project successes to the Network						

H. Impact of Participation in the *NSF INCLUDES National Network*

The next question focuses on your **team's participation** in the *NSF INCLUDES National Network* as an NSF *INCLUDES*-funded project.

1. Since starting our most current NSF INCLUDES project, my project team . . .	Strongly Disagree	Disagree	Agree	Strongly Agree	Do Not Know	NA
a. Built new relationships with members from other organizations through Network activities						
b. Became inspired to take action toward our broadening participation goals						
c. Became inspired to further contribute to the network						
d. Sees our broadening participation work as part of something bigger than our individual project						
e. Better sees the value of working collaboratively with other members of the network						
f. Gained new knowledge or skills to better serve our target audience						
g. Shared something I learned from the Network with another colleague in my organization						
h. Provided new professional development opportunities to our staff around diversity, equity and inclusion in STEM fields						
i. Changed or adopted policies to open career pathways and remove barriers for our target population(s)						
j. Implemented new programs/curricula to increase participation in STEM for women, people of color, and people with disabilities						
k. Secured new and/or diversified funding to support our broadening participation work						
l. Organized meetups and events for network members to come together						
m. Engaged local stakeholders (e.g., students, faculty, community members) in planning, implementation, and/or decision-making						
n. Increased local leadership support and institutional buy-in for broadening participation work						
o. Strengthened our own project's collaborative infrastructure						
p. Conducted new research to inform broadening participation work						

I. Capacity Needs

In answering the following question, think about the **capacity** that your project has to implement activities aimed at broadening participation in STEM.

1. How well does your project . . .	Do not need support (high capacity)	Could use some support (some capacity)	Could use a lot of support (low capacity)	Expert at this and willing to teach others (no capacity)	Do Not Know	NA
a. Work with partners to create a shared vision, goals, and action plan						
b. Engage faculty in designing and implementing the project						
c. Include students in decision-making about broadening participation priorities and solutions						
d. Collaborate across partners on joint activities						
e. Create effective messages to communicate to stakeholders about broadening participation efforts						
f. Communicate effectively across all project partners						
g. Use data to improve continuous learning into broadening participation efforts						
h. Engage in culturally responsive evaluation practices						
i. Create or change policies and institutional structures to increase access to and participation in STEM education and career pathways						
j. Provide relevant professional development to staff on broadening participation approaches						
k. Build leadership and champion buy-in to broadening participation efforts						
l. Generate evidence on effectiveness of broadening participation efforts						
m. Establish a strategy for expanding and scaling BP efforts to other settings						
n. Secure new and diverse funding sources						
o. Establish a strategy for sustaining BP efforts beyond current grant funding						
p. Find relevant information on effective broadening participation interventions and approaches						
q. Understand the needs of our project's target population(s)						

Open-ended Questions

One of the goals of Broadening Participation in the INCLUDES Network is to change systems so that people from traditionally underrepresented populations can more easily enter and advance in STEM fields. We are interested to learn about the variety of approaches across the Network as they relate to systems change.

1. How does systems change toward Broadening Participation show up in your project?

*The Coordination Hub is committed to providing high quality and relevant support to Network members. Your views on the value of the various topics/activities will inform the Hub's future planning. Please take a few moments to let us know about **your experiences** with the activities and supports provided to the Network through the online community and the Coordination Hub.*

2. What 2-3 topics/activities have been the most beneficial to you?
3. Do you have 1-3 suggestions for how we could improve Network offerings?