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# NSF INCLUDES Network Member Survey

## PART A: All Respondents Complete this Section

*The NSF INCLUDES National Network (the Network) aims to create systems change 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 broaden participation in STEM.*

*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 can 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 have you interacted with the Network to date? | Never | Sometimes | Often |
|---|---|---|---|
| a.   Participated in the online community (INCLUDESNetwork.org) | ☐ | ☐ | ☐ |
| If answer to a is "sometimes or often" answer i-vii; if never skip to b | | | |
| i.   Participated in one or more Affinity Groups | ☐ | ☐ | ☐ |
| ii.   Led an Affinity Group | ☐ | ☐ | ☐ |
| iii.   Read posts or announcements from INCLUDESNetwork.org | ☐ | ☐ | ☐ |
| iv.   Engaged in online discussions on INCLUDESNetwork.org | ☐ | ☐ | ☐ |
| v.   Accessed materials on the INCLUDESNetwork.org | ☐ | ☐ | ☐ |
| vi.   Participated in one or more INCLUDESNetwork.org webinars or virtual events about NSF funding opportunities or programs | ☐ | ☐ | ☐ |
| vii.   Participated in one or more Hub or Network member capacity building webinars or virtual events on INCLUDESNetwork.org | ☐ | ☐ | ☐ |
| b.   Interacted with Network members outside the online community | ☐ | ☐ | ☐ |
| If answer to b is "sometimes or often", answer i-vi; if "never" skip to c | | | |
| i.   Contacted Network members outside my own project via telephone or email | ☐ | ☐ | ☐ |

| | | | |
|---|---|---|---|
| **Contacted Network members outside my own project via the NSF INCLUDES online community messenger function** | ☐ | ☐ | ☐ |
| ii. Received from or provided to another network member a resource, tool, or instrument | ☐ | ☐ | ☐ |
| iii. Collaborated on one or more documents with a member outside my own project | ☐ | ☐ | ☐ |
| iv. Collaborated with members outside my own project on a joint program or research project | ☐ | ☐ | ☐ |
| v. Visited institution of another Network member | ☐ | ☐ | ☐ |
| c. Attended conferences and /or convenings | | | |
| If answer to c is yes, answer i-ii; if no skip to c | | | |
| i. Attended the NSF INCLUDES National 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 own participation in the National Network?**

| | *Not Important* | *Somewhat Important* | *Very Important* |
|---|---|---|---|
| a. Collective focus on 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 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 | ☐ | ☐ | ☐ |

| | Not Important | Somewhat Important | Very Important |
|---|:---:|:---:|:---:|
| 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, decision-making, and documentation of progress across the Network | ☐ | ☐ | ☐ |
| o. Other (Please specify): _____ | ☐ | ☐ | ☐ |

## How Should the Network Be Structured?

The next set of questions ask about what structures are needed for the National Network to fulfill its functions. 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.

2. **How important do you think the following structures would be in supporting how well a National Network would function?**

| | Not Important | Somewhat Important | Very Important |
|---|:---:|:---:|:---:|
| a. A formal agreement that Network members sign to commit 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. In-person convenings or conferences for the whole Network | ☐ | ☐ | ☐ |
| e. In-person 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 topical interest or affinity groups | ☐ | ☐ | ☐ |
| j. Dedicated financial resources and staff to support Network operations | ☐ | ☐ | ☐ |
| k. Other (Please describe): _____ | ☐ | ☐ | ☐ |

## C. 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 POs, 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 the following with the Network** | Strongly Disagree | Disagree | Agree | Strongly Agree | Do Not Know |
|---|:---:|:---:|:---:|:---:|:---:|
| a. My work has 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 is used to track shared progress and outcomes at the Network level | ☐ | ☐ | ☐ | ☐ | ☐ |

## Open-Ended Questions

*For the Network to broaden participation and accelerate impact, 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 what are current trends and best practices in the field.*

3. Based on where you are situated in the NSF INCLUDES ecosystem and landscape (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?

## D. Demographic Questions

1. Which of the following best describes your race?

| | | |
|---|---|---|
| a. | American Indian or Alaskan Native | ☐ |
| | Asian or Pacific Islander | ☐ |
| b. | Black | ☐ |
| c. | White | ☐ |
| d. | Multi-racial | ☐ |
| e. | Other: _____ | ☐ |
| f. | Choose not to identify | ☐ |

2. Which of the following best describes your ethnicity?

| | | |
|---|---|---|
| a. | Hispanic origin | ☐ |
| b. | Not of Hispanic origin | ☐ |
| c. | Choose not to identify | ☐ |

3. Which of the following best describes your gender?

| | | |
|---|---|---|
| a. | Female | ☐ |
| b. | Male | ☐ |
| c. | Other: _____ | ☐ |
| d. | Choose not to identify | ☐ |

4. Which of the following describes your disability status?

| | | |
|---|---|---|
| a. | I have a disability | ☐ |
| b. | I do not have a disability | ☐ |
| c. | Choose not to identify | ☐ |

**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. | Undergraduate | ☐ |
| f. | Graduate | ☐ |
| g. | Workforce Development (outside of K-12 and postsecondary education) | ☐ |
| h. | Informal Education | ☐ |
| i. | General Public | ☐ |
| j. | Other (Please specify): _____ | ☐ |

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

| | | |
|---|---|---|
| a. | 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. | Nonprofits or other community-based organizations | ☐ |
| k. | Other: _____ | ☐ |

If a-c are selected, "which of the following describes any targeted group you may be addressing (Select all that apply) ' is displayed.

> Latino, African American, Asian, Native American, Pacific Islander, First Generation College, Low-Income Students, Students with Disabilities, Women, Other

3. What are your broadening participation goals? (Please check all that apply)

If d-e are selected, "which of the following describes any targeted group you may be addressing (Select all that apply) ' is displayed.

Women, People of color, New faculty/ teachers, Individuals with disabilities

| | | |
|---|---|---|
| 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: _____ | ☐ |

4. Which of the following best describes your connection to the National Network? [*The answer serves as skip logic to the rest of the survey*]

| | | |
|---|---|---|
| a. | Affiliated with an NSF INCLUDES Alliance | ☐ |
| b. | Affiliated with another project funded by NSF INCLUDES such as a DDLP, conference, or LSAMP | ☐ |
| c. | NSF broadening participation project funded **by a program other than NSF INCLUDES** | ☐ |
| 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 *[including representatives of business, industry, professional association, nonprofit, advocacy organization, etc.]* | ☐ |
| g. | Private funder or foundation program officer | ☐ |

5. What state are you from? (select from drop-down menu)