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			

Contacte	ed Network members outside my own project via the	Ц	
NSF INC	CLUDES 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. Attend	led conferences and /or convenings		
If answer to	o 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	 п	П	
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		Ш	Ш
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			

m. Amplify the influence of the work that I or my organization does by showca work					
n. Access and/or share data to inform Network strategic planning, decision-ma 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 No structures outlined in this next question are found in many different types of netw knowledge and acceleration of impact across the field. How important do you think the following structures would be in support Network would function? 	orks to su	ıpport	excha	ange of	. The
		Not Important		Somewhat Imnortant	Very Important
a. A formal agreement that Network members sign to commit their organization participation in the Network	on's]		
b. Subcommittees or work groups that engage in agreed-upon tasks and activit report back to the full Network	ies and				
c. A leadership team and/or governance structure made up of Network member guide the work of the Network	ers to				
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		
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 Netwowork. This includes interactions with the Hub, with NSF POs, with INCLUDESN involved in broadening participation in STEM efforts.					our ·
1. Please rate the degree to which you see evidence of the following in the Nation	onal Netw	vork:			
I have seen the following with the Network	> aı	به			
	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					
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					
u. The Incimork allows the 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.						
	of the benefits of the Network is to share information across members, and to ork members about what are current trends and best practices in the field.	increas	e the k	nowled	lge of		

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	M/hich	of the	following	hoct	doccriboc	your race?
т.	VVIIICII	or me	TOHOWING	Dest	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	vou working? (Please check	all that apply)
⊥.	The What it very	or the ordivi	Cuucuton/ Workforce	System are	you working, t	I ICUSC CHCCK	un mul upply j

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:	

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

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

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)

PART B: NSF INCLUDES-Funded Projects Only Respond

The following questions about your NSF INCLUDES project will help the Coordination Hub support the scale and scope 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. NSF INCLUDES funded Alliance or Project Team	
Member	
d. Other (please specify):	
 2. What specific type of NSF INCLUDEs funded project best de a. DDLP b. Alliance c. EAGER d. Conference e. Other (Please specify): 3. How many total NSF INCLUDES awards has your team receinstitutions? a. 1 b. 2 c. 3 to 5 	ived, either singly or co-funded with other
d. More than 5	
4. How many NSF INCLUDES awards are you currently working	ng 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 r	
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	Ш

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, including—shared vision, partnerships, leadership and communication, goals and metrics, and expansion, sustainability, and scale.

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 the Network developing?

I	Based on my involvement with Network	Not	Beginning	Some	Significant	Do	NA
	activities and members to date, I think the	yet	-0 -0	progress	progress	Not	
	National Network					Know	
-	a. Has a clearly articulated common set of						
	goals, vision and mission related to						
	broadening participation						
ŀ	o. 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			_			
C	d. Explicitly addresses power issues and						Ш
	differentials among Network members,						
	institutions, and those served						
(e. Is regularly adding new partners who have		⊔			Ш	Ш
	a stake in broadening participation efforts						
f	ı						Ш
	strategy/plan of action and bring new						
	partners to the network						
٤	g. Is comprised of a representative and						Ш
	diverse set of all sectors, institutions, and						
	communities that have a stake in						
L	broadening participation efforts						
l l	Uses a participatory process to develop a		"				Ш
	common set of indicators/metrics and data						
	collection methods to track progress and						
	outcomes						
i	1 5	Ш					Ц
	track, and report progress on common						
L	metrics		<u> </u>		П		
j		Ш					
	making structure comprised of network		[I		

	members						
k.	Distributes decision-making authority and						
	processes across members to ensure that						
	members feel included						
l.	Has strengthened relationships between		Ш		Ш		ΙШ
	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		Ц		Ц		
n.	Uses new information and approaches to						
11.	the broadening participation field, to adjust						
	actions and approach						
0.	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						
и т.	mnact of Participation in the NSF INCLUD	FS Natio	al Notwork	(Natwork N	Jambar Dract	ica Char	rac)

H. Impact of Participation in the NSF INCLUDES National Network (Network Member Practice Changes)

 $\label{thm:continuous} The \ next \ question \ focuses \ on \ your \ team's \ participation \ in \ the \ NSF \ INCLUDES \ National \ Network \ as \ an \ NSF \ INCLUDES-funded \ project.$

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.	Exchanged resources and/or information with another network member						
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.	Collaborated with other network members who share similar			
	interests and goals on joint programs or research			
m.	Organized meetups and events for network members to come			
	together			
n.	Engaged local stakeholders (e.g., students, faculty, community			
	members) in planning, implementation, and/or decision-making			
0.	Increased local leadership support and institutional buy-in for			
	broadening participation work			
p.	Strengthened our own project's collaborative infrastructure			
q.	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 . . . Expert at this and willing to Could use a lot of support Could use some support Do not need support Do Not Know teach others NA Work with partners to create a shared vision, goals, and action Engage faculty in designing and implementing the project b. Include students in decision-making about broadening participation priorities and solutions Collaborate across partners on joint activities Create effective messages to communicate to stakeholders about broadening participation efforts Communicate effectively across all project partners f. Use data to improve continuous learning into broadening participation efforts Engage in culturally responsive evaluation practices Create or change policies and institutional structures to increase access to and participation in STEM education and career pathways Provide relevant professional development to staff on broadening participation approaches Build leadership and champion buy-in to broadening participation efforts

l.	Generate evidence on effectiveness of broadening			
	participation efforts			
m.	Establishing a strategy for expanding and scaling BP efforts to			
	other settings			
n.	Secure new and diverse funding sources			
0.	Establishing 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

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. What 2-3 topics/activities have been the least beneficial to you?
- 4. What additional 2-3 topics/activities would you like to see that were not conducted?