
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. A federal agency may not conduct or sponsor a collection of information unless it displays a currently valid OMB control number; the number for this is 3145-XXXX.

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 have you interacted with the Network to date?	Never	Sometimes	Often
a. Participated in the online community (INCLUDESNetwork.org)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If answer to a is “sometimes or often” answer i-vii; if never skip to b			
i. Participated in one or more Affinity Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. Read posts or announcements from INCLUDESNetwork.org	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iii. Engaged in online discussions on INCLUDESNetwork.org	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iv. Accessed materials on the INCLUDESNetwork.org	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Participated in one or more webinars or virtual events about NSF funding opportunities or programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
vi. Participated in one or more Network capacity building webinars or virtual events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Interacted with Network members outside the online community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<u>Contacted Network members outside my own project via the NSF INCLUDES online community messenger function</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. Received from or provided to another Network member a resource, tool, or instrument	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iii. Collaborated on one or more documents with a Network member outside my own project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iv. Collaborated with Network members outside my own project on a joint program or research project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Collaborated with Network members on a conference presentation or publication			
vi. Visited institution of another Network member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Attended conferences and /or convenings			
If answer to c is yes, answer i-ii; if no skip to d			
i. Attended the NSF INCLUDES National Convening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. Attended one or more convenings/conferences hosted by a Network member other than NSF	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other activity (Please specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Hold a shared vision and collective responsibility across the Network for broadening participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Learn about emerging issues in broadening participation in STEM fields	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Identify potential policy and practice changes applicable to my organization or practice setting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Expand my thinking about successful strategies for broadening participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Increase my understanding of how systems work to support or hinder participation in STEM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Be part of a larger movement to support access and pathways to STEM careers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Contribute to the research on broadening participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Connect with private funders that support broadening participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Connect with other Federal agencies to access broadening participation resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Learn from and/or share resources and information with my peers outside my	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

institution who are working on broadening participation in STEM			
l. Collaborate with others in the field on joint activities, programs, and/or research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Amplify the influence of the work that I or my organization does by showcasing my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Access and/or share data to inform Network strategic planning, decision-making, and documentation of progress across the Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other (Please specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Subcommittees or work groups that engage in agreed-upon tasks and activities and report back to the full Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A leadership team and/or governance structure made up of Network members to guide the work of the Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In-person convenings or conferences for the whole Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. In-person convenings or conferences for smaller regional or topical interest groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Virtual platform for online community sharing and learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Webinars and other online training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Discussion boards and webchats	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Network member-led topical interest or affinity groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Dedicated financial resources and staff to support Network operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Other (Please describe): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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. Our Broadening Participation efforts have been featured in Network events and communications (e.g., webinars, blogs, social media posts)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The Network has clear goals to which we can align our broadening participation work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I feel a sense of ownership and responsibility to contribute to the Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

d. The Network allows me to be a part of a bigger movement toward broadening participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I can articulate how my work fits within the larger Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Network members hold each other accountable to broadening participation goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Data is used to track shared progress and outcomes at the Network level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 what are 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?

D. 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	<input type="checkbox"/>
b. Elementary School	<input type="checkbox"/>
c. Middle School	<input type="checkbox"/>
d. High School	<input type="checkbox"/>
e. Undergraduate	<input type="checkbox"/>
f. Graduate	<input type="checkbox"/>
g. Workforce Development (outside of K-12 and postsecondary education)	<input type="checkbox"/>
h. Informal Education	<input type="checkbox"/>
i. General Public	<input type="checkbox"/>
j. Other (Please specify): _____	<input type="checkbox"/>

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)*

If a-c are selected, “which of the following describes any targeted group you may be addressing (Select all that apply) ’ is displayed. White; Black or African American; American Indian or Alaska Native; Chinese; Filipino; Asian Indian; Vietnamese; Korean; Japanese; other Asian; Native Hawaiian; Samoan; Chamorro; other Pacific Islander; some other race; First Generation College, Low-Income Students, Students with Disabilities, Women, Other

a. Pre-K-12 students	<input type="checkbox"/>
b. Undergraduate students	<input type="checkbox"/>
c. Graduate students	<input type="checkbox"/>
d. Pre-K-12 teachers/faculty	<input type="checkbox"/>
e. Postsecondary faculty	<input type="checkbox"/>
f. K-12 schools/districts	<input type="checkbox"/>
g. Postsecondary departments	<input type="checkbox"/>
h. Employers / industry professionals	<input type="checkbox"/>
i. Governmental agencies	<input type="checkbox"/>
j. Incarcerated individuals	<input type="checkbox"/>
k. Nonprofits or other community-based organizations	<input type="checkbox"/>
l. Other: _____	<input type="checkbox"/>

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,

7. What are your 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	<input type="checkbox"/>
b. Success in STEM coursework	<input type="checkbox"/>
c. Increasing awareness of STEM education/career opportunities	<input type="checkbox"/>
d. Representational diversity of those participating in STEM education opportunities	<input type="checkbox"/>
e. Representational diversity in STEM careers	<input type="checkbox"/>
f. Equitable institutional programs, policies, and practices	<input type="checkbox"/>
g. Alignment of career education and pathway opportunities	<input type="checkbox"/>
h. Create or change policies to support access to and participation of under-represented groups in STEM education and/or careers	<input type="checkbox"/>
i. An inclusive culture in STEM workplaces and/or educational settings	<input type="checkbox"/>
j. Other: _____	<input type="checkbox"/>

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-d, skip to Part B, Section E]

a. Affiliated with an NSF INCLUDES Alliance	<input type="checkbox"/>
b. Affiliated with another project funded by NSF INCLUDES (such as a DDLP, Conferences, EAGERs, Alliances, or Planning grants)	<input type="checkbox"/>
c. NSF broadening participation project funded by an NSF program other than INCLUDES (such as LSAMP, ADVANCE, AGEP, BPC-A, or ITEST)	<input type="checkbox"/>
d. Other broadening participation in STEM project or effort (funded by an agency or foundation other than NSF)	<input type="checkbox"/>
e. NSF staff member or program officer	<input type="checkbox"/>
f. Other federal agency staff member (not NSF)	<input type="checkbox"/>
g. National or state policymaker	<input type="checkbox"/>
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.]	<input type="checkbox"/>
a. Private funder or foundation program officer	<input type="checkbox"/>

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**.

E. NSF INCLUDES Project Information

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

a. Evaluator	<input type="checkbox"/>
b. Principal Investigator/Co-Principal Investigator	<input type="checkbox"/>
c. NSF INCLUDES funded Alliance or Project Team Member	<input type="checkbox"/>
d. Other (please specify): _____	<input type="checkbox"/>

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

- a. DDLP
- b. Alliance
- c. EAGER
- d. Conference
- e. Other (Please specify): _____

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

a. 1	<input type="checkbox"/>
b. 2	<input type="checkbox"/>
c. 3 to 5	<input type="checkbox"/>
d. More than 5	<input type="checkbox"/>

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

a. 1	<input type="checkbox"/>
b. 2	<input type="checkbox"/>
c. 3 to 5	<input type="checkbox"/>
d. More than 5	<input type="checkbox"/>

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

a. 0-5	<input type="checkbox"/>
b. 6-10	<input type="checkbox"/>
c. 11-20	<input type="checkbox"/>
d. More than 20	<input type="checkbox"/>

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

a. All are new partners	<input type="checkbox"/>
b. More than 75% are new	<input type="checkbox"/>
c. About half are new	<input type="checkbox"/>
d. Less than 25% are new	<input type="checkbox"/>
e. No new partners	<input type="checkbox"/>

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

a. Higher education institutions	<input type="checkbox"/>
b. PreK-12 schools/districts	<input type="checkbox"/>
c. Nonprofit and/or community-based organizations	<input type="checkbox"/>
d. Professional associations or networks (outside of the National Network)	<input type="checkbox"/>
e. Local or state government agencies	<input type="checkbox"/>

k.	Distributes decision-making authority and processes across members to ensure that members feel included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l.	Has strengthened relationships between funders and other Network members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m.	Focuses activities to support system-level solutions, policies and practices aimed at broadening participation in STEM and removing structural barriers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n.	Uses new information and approaches to the broadening participation field, to adjust actions and approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o.	Views problems or issues as opportunities to learn and improve policy and practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p.	Supports expanding and scaling evidence-driven BP innovations across the Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q.	Contributes to accelerating National NSF INCLUDES efforts and goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r.	Communicates effectively about events and resources available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s.	Amplifies individual project successes to the Network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Became inspired to take action toward our broadening participation goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Became inspired to further contribute to the network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Sees our broadening participation work as part of something bigger than our individual project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Better sees the value of working collaboratively with other members of the network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Gained new knowledge or skills to better serve our target audience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	Exchanged resources and/or information with another network member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	Provided new professional development opportunities to our staff around diversity, equity and inclusion in STEM fields	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	Changed or adopted policies to open career pathways and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

participation efforts						
m. Establishing a strategy for expanding and scaling BP efforts to other settings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Secure new and diverse funding sources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Establishing a strategy for sustaining BP efforts beyond current grant funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Find relevant information on effective broadening participation interventions and approaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Understand the needs of our project's target population(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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?