

# National Science Foundation (NSF) Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan Overview

The NSF DEIA Strategic Plan serves as a roadmap to embed and integrate DEIA into NSF's policies, practices, and culture. It echoes NSF's core values of Scientific Leadership, Diversity and Inclusion, Integrity and Excellence, Public Service, and Innovation and Collaboration.

**Diversity Goal:** Weave DEIA concepts and values into daily NSF operations.

- Establish Chief Diversity & Inclusion Officer (CDIO).
- Embed individual DEIA accountability measures into existing systems and requirements.
- Engage, educate, and inform the workforce of NSF DEIA goals and activities.



**Equity Goal:** Explore, update, and apply new strategies to promote equitable experiences and outcomes for NSF's current and prospective workforce.

- Review and update NSF policies and practices, and develop any new policies and practices, to align with DEIA concepts and values.
- Enhance recruitment and consider new opportunities and partnerships.
- Encourage curiosity, research, and innovation in the pursuit of model hiring, promotion, and retention practices.
- Leverage Data-Driven Workforce Insights.



**Inclusion Goal:** Cultivate a workplace environment that proactively supports, engages, and recognizes all members of the workforce.

- Establish additional opportunities for workforce engagement in DEIA activities.
- Develop NSF DEIA Curriculum, which will span various learning types to ensure broad understanding of, and engagement in, critical DEIA concepts.
- Increase equitable professional development opportunities to promote continuous growth and progress.
- Foster an environment that allows every member of the workforce to perform and contribute to their highest potential.



**Accessibility Goal:** All NSF environments, both physical and virtual, are safe, accessible, and promote equal access.

- Engage NSF workforce to better understand, address, and prevent barriers to a safe, accessible environment.
- Create spaces that are universally safe, accessible, and welcoming to all individuals.
- Offer, coordinate, and provide reasonable accommodations at the earliest possible stage.

