

117TH CONGRESS
1ST SESSION

H. R. 3809

To direct the Director of the National Science Foundation to establish a Chief Diversity Officer position and to develop a strategic plan to ensure participation in NSF activities by a diverse group of learners, researchers, and institutions.

IN THE HOUSE OF REPRESENTATIVES

JUNE 11, 2021

Mr. BOWMAN (for himself, Mrs. KIM of California, and Mr. KHANNA) introduced the following bill; which was referred to the Committee on Science, Space, and Technology

A BILL

To direct the Director of the National Science Foundation to establish a Chief Diversity Officer position and to develop a strategic plan to ensure participation in NSF activities by a diverse group of learners, researchers, and institutions.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Research Excellence
5 through STEM Inclusion Act”.

6 **SEC. 2. CHIEF DIVERSITY OFFICER OF THE NSF.**

7 (a) CHIEF DIVERSITY OFFICER.—

1 (1) APPOINTMENT.—The Director shall appoint
2 a senior agency official within the Office of the Di-
3 rector as a Chief Diversity Officer.

4 (2) QUALIFICATIONS.—The Chief Diversity Of-
5 ficer shall have significant experience, within the
6 Federal Government and the science community,
7 with diversity- and inclusion-related matters, includ-
8 ing—

9 (A) civil rights compliance;

10 (B) harassment policy, reviews, and inves-
11 tigation;

12 (C) equal employment opportunity; and

13 (D) disability policy.

14 (3) OVERSIGHT.—The Chief Diversity Officer
15 shall direct the Office of Diversity and Inclusion of
16 the Foundation and report directly to the Director
17 in the performance of the duties of the Chief Diver-
18 sity Officer under this section.

19 (b) DUTIES.—The Chief Diversity Officer is respon-
20 sible for providing advice on policy, oversight, guidance,
21 and coordination with respect to matters of the Founda-
22 tion related to diversity and inclusion, including ensuring
23 the geographic diversity of the Foundation programs.
24 Other duties may include—

1 (1) establishing and maintaining a strategic
2 plan that publicly states a diversity definition, vision,
3 and goals for the Foundation;

4 (2) defining a set of strategic metrics that
5 are—

6 (A) directly linked to key organizational
7 priorities and goals;

8 (B) actionable; and

9 (C) actively used to implement the stra-
10 tegic plan under paragraph (1);

11 (3) advising in the establishment of a strategic
12 plan for diverse participation by individuals and in-
13 stitutions of higher education, including community
14 colleges, historically Black colleges and universities,
15 Tribal colleges or universities, minority-serving insti-
16 tutions, institutions of higher education with an es-
17 tablished STEM capacity building program focused
18 on traditionally underrepresented populations in
19 STEM, including Native Hawaiians, Alaska Natives,
20 and Indians, and institutions from jurisdictions eligi-
21 ble to participate under section 113 of the National
22 Science Foundation Authorization Act of 1988 (42
23 U.S.C. 1862g);

1 (4) advising in the establishment of a strategic
2 plan for outreach to, and recruiting from, untapped
3 locations and underrepresented populations;

4 (5) advising on a diversity and inclusion strat-
5 egy for the Foundation’s portfolio of PreK–12
6 STEM education focused programs and activities,
7 including goals for addressing barriers to participa-
8 tion;

9 (6) advising on the application of the Founda-
10 tion’s broader impacts review criterion; and

11 (7) performing such additional duties and exer-
12 cise such powers as the Director may prescribe.

13 (c) FUNDING.—From any amounts appropriated for
14 the Foundation for each of fiscal years 2022 through
15 2026, the Director shall allocate \$5,000,000 to carry out
16 this section for each such year.

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