

nonprofit organizations (or consortia of such institutions or organizations) to support basic, applied, and use-inspired research that yields a scientific evidence base for improving the design and emergence, development and deployment, and management and ultimate effectiveness of entities involved in technology research, including research related to diversity and inclusion in the technology sector.

(Pub. L. 117–167, div. B, title III, §10326, Aug. 9, 2022, 136 Stat. 1544.)

#### § 19016. Chief Diversity Officer of the NSF

##### (a) Chief Diversity Officer

###### (1) Appointment

The Director shall appoint a senior agency official within the Office of the Director as a Chief Diversity Officer.

###### (2) Qualifications

The Chief Diversity Officer shall have significant experience, within the Federal Government and the science community, with diversity- and inclusion-related matters, including—

- (A) civil rights compliance;
- (B) harassment policy, reviews, and investigations;
- (C) equal employment opportunity; and
- (D) disability policy.

##### (b) Duties

The Chief Diversity Officer is responsible for providing advice on policy, oversight, guidance, and coordination with respect to matters of the Foundation related to diversity and inclusion, including ensuring the geographic diversity of the Foundation programs. Other duties may include—

- (1) establishing and maintaining a strategic plan that publicly states a diversity definition, vision, and goals for the Foundation;
- (2) defining a set of strategic metrics that are—
  - (A) directly linked to key organizational priorities and goals;
  - (B) actionable; and
  - (C) actively used to implement the strategic plan under paragraph (1);
- (3) advising in the establishment of a strategic plan for diverse participation by individuals and institutions of higher education, including community colleges, historically Black colleges and universities, Tribal Colleges or Universities, minority serving institutions, institutions of higher education with an established STEM capacity building program focused on Native Hawaiians or Alaska Natives, and EPSCoR institutions;<sup>1</sup>
- (4) advising in the establishment of a strategic plan for outreach to, and recruiting from, untapped locations and underrepresented populations;
- (5) advising on a diversity and inclusion strategy for the Foundation's portfolio of PreK–12 STEM education focused programs and activities, including goals for addressing barriers to participation;

<sup>1</sup> So in original. The closing parenthesis probably should not appear.

(6) advising on the application of the Foundation's broader impacts review criterion; and

(7) performing such additional duties and exercise such powers as the Director may prescribe.

##### (c) Authorization of appropriations

To carry out this section, there are authorized to be appropriated \$5,000,000 for each of fiscal years 2023 through 2027.

(Pub. L. 117–167, div. B, title III, §10327, Aug. 9, 2022, 136 Stat. 1544.)

#### § 19017. Research and dissemination to increase the participation of women and underrepresented minorities in STEM fields

##### (a) In general

The Director shall make awards on a competitive, merit-reviewed basis, to institutions of higher education or non-profit organizations (or consortia of such institutions or organizations), to enable such entities to increase the participation of women and underrepresented minorities in STEM studies and careers.

##### (b) Use of funds

An eligible entity that receives an award under this subsection shall use such award funds to carry out one or more of the following activities designed to increase the participation of women or minorities historically underrepresented in STEM, or both:

- (1) Research to analyze the record-level data collected under sections 19152 and 19154 of this title, consistent with policies to ensure the privacy of individuals identifiable by such data.
- (2) Research to study best practices for work-life accommodation.
- (3) Research to study the impact of policies and practices that are implemented or are otherwise consistent with the purposes of this section.
- (4) Mentoring programs that facilitate engagement of STEM professionals with students.
- (5) Research experiences for undergraduate and graduate students in STEM fields.
- (6) Outreach to elementary school and secondary school students to provide opportunities to increase their exposure to STEM fields.

##### (c) Dissemination activities

The Director shall carry out dissemination activities consistent with the purposes of this section, including—

- (1) collaboration with other Federal research agencies and professional associations to exchange best practices, harmonize work-life accommodation policies and practices, and overcoming common barriers to work-life accommodation; and
- (2) collaboration with institutions of higher education in order to clarify and catalyze the adoption of a coherent and consistent set of work-life accommodation policies and practices.

##### (d) Authorization of appropriations

There are authorized to be appropriated to carry out this section \$5,000,000 for each of fiscal years 2023, 2024, 2025, 2026, and 2027.